



Environmental | Social | Governance

2023 Sustainability Report





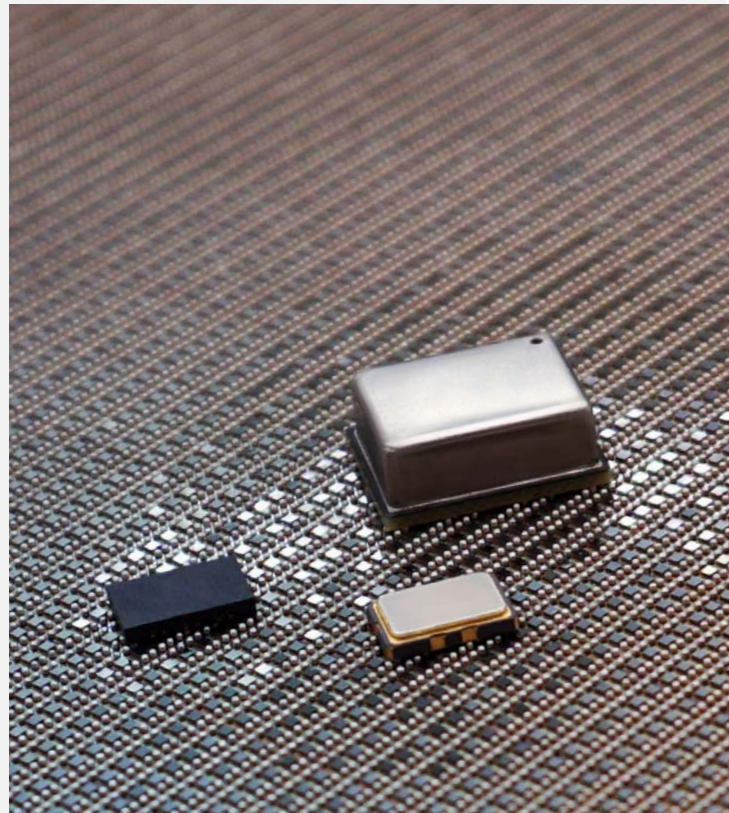
“We enable our customers to create smaller, more energy-efficient and longer-lasting electronic products, helping to reduce their environmental impact.”

SiTime is driving the transformation of the \$10 billion timing industry with precision timing solutions that solve our customers' most complex timing challenges. As we lead the industry with our growth, we understand that we have a responsibility to our stakeholders and the broader community. To help make the world a better place through greater sustainability, we enable our customers to create smaller, more energy-efficient and longer-lasting electronic products, helping to reduce their environmental impact.

At SiTime, we create a thriving workplace where employees can succeed. Our culture empowers employees to lead, be creative, take risks and make a difference. We cultivate a culture of mutual respect that welcomes people of diverse backgrounds, lived experiences, thinking styles and identities.

Our third-party suppliers and partners have values that align with our own, upholding human dignity and rights. We ensure their commitment to drive to greater sustainability through codes of conduct, policies and initiatives. We are fully committed to the highest standards of integrity, ethics and fairness in all our operations and business practices and to upholding these standards throughout our value chain.

SiTime's environmental, social and governance (ESG) initiative is a global program that delivers continuous improvement through more sustainable business practices. We are delighted to include you in our journey to greater sustainability by sharing our progress.



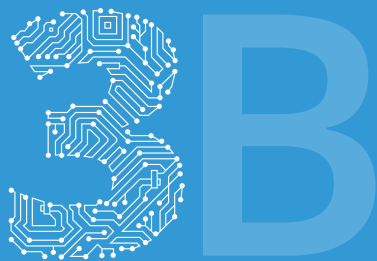
Rajesh Vashist

Chairman of the Board | CEO

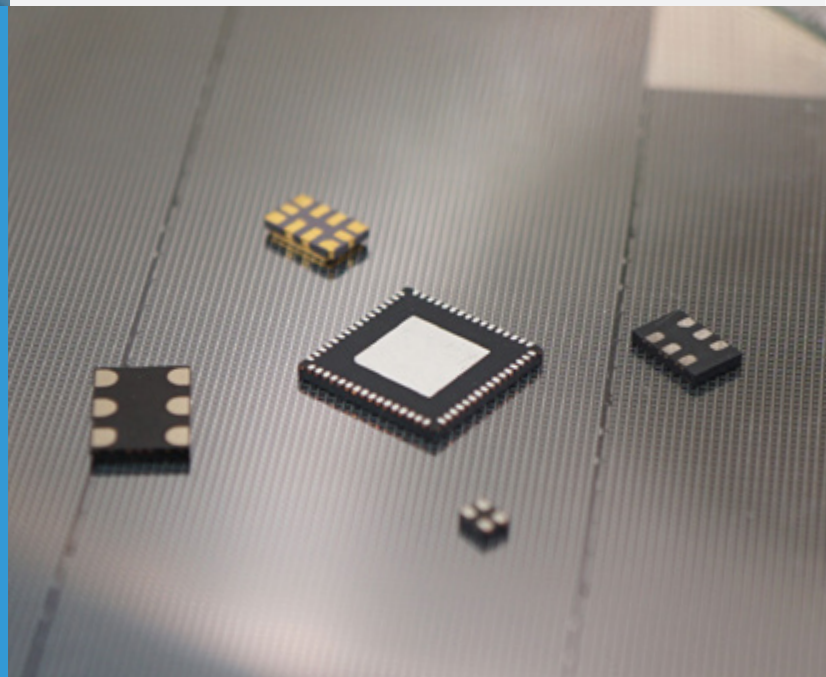
SiTime is transforming the world of timing

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

SiTime Corporation is a fabless semiconductor provider of precision timing solutions headquartered in Santa Clara, California. We are singularly focused on precision timing and provide the most comprehensive portfolio of oscillators, clocks, resonators, timing software, tools and services. Our solutions are the heartbeat of electronics, providing the timing functionality for reliable operation in even the harshest environmental conditions. SiTime MEMS-based timing devices are programmable solutions with a rich feature set, enabling customer product differentiation through higher performance, smaller size, lower power and better reliability.



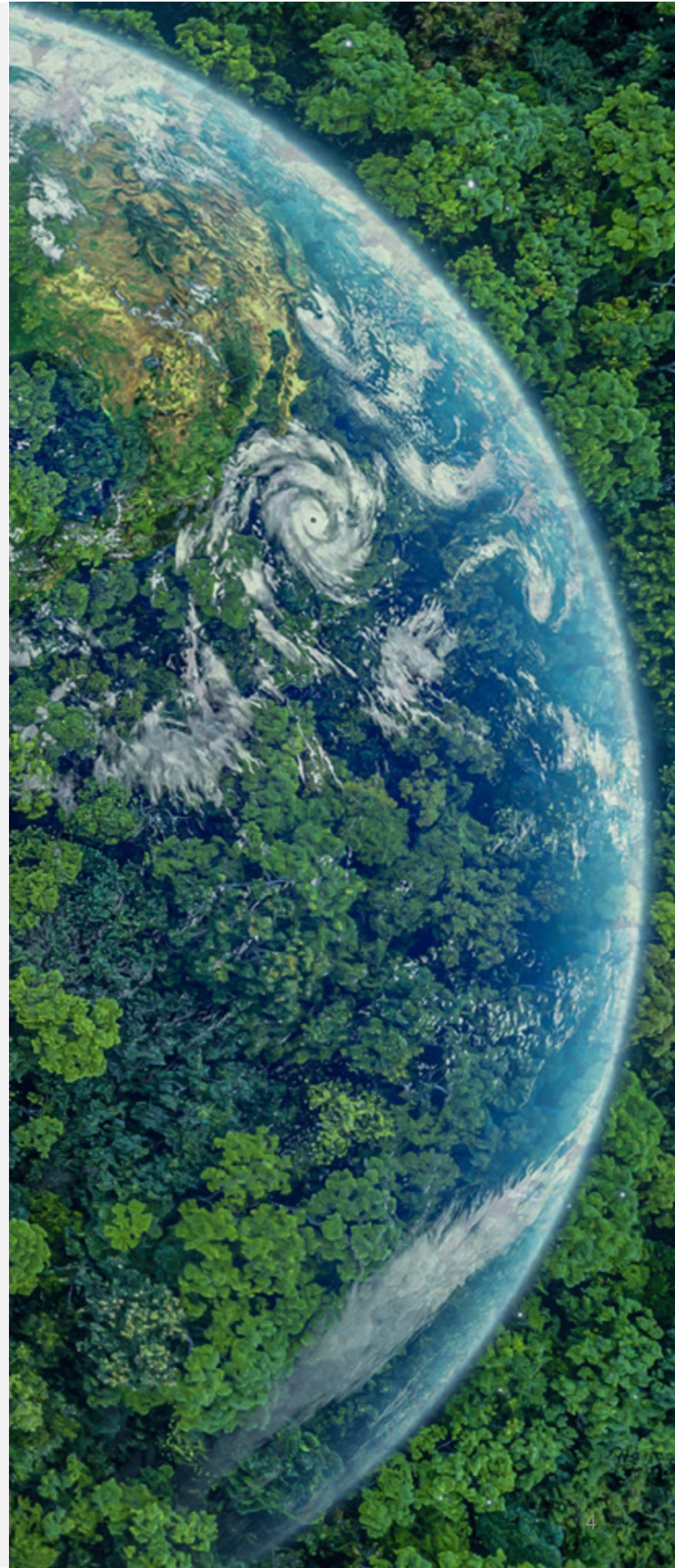
With over 3 billion devices shipped, SiTime is transforming the timing industry.



SiTime is committed to being a **responsible** corporate citizen

We value people, the planet and our community. Our employees, products, technology and ethical business and environmental practices are key 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 in relation to our sustainability priorities in 2023. We aim to provide clear disclosure in this report. The content of this report has been informed by the [Sustainability Accounting Standards Board's \(SASB\) Semiconductor sector guide](#).



Environmental Sustainability

Energy efficiency is critical to building a more sustainable world. SiTime precision timing solutions enable greater energy efficiency in our customers' products. We take our responsibility to help ensure environmental sustainability for future generations seriously. To that end, we strive to build and improve operational practices that will minimize our environmental impact.

Reducing environmental impact is imperative for ensuring the well-being of the planet. SiTime strives to do our part, helping to ensure a sustainable future by improving our products, policies and business activities, lowering our greenhouse gas (GHG) emissions and reducing energy and water usage in our operations. In our value chain, including our manufacturing fabs, we take great care in oversight to ensure greater sustainability. From activities to monitor and reduce emissions to programs and technologies that reduce consumption, we are laying the framework that will enable continuous improvement into the future.

Our core business centers on the research, development, design, sale and marketing of precision timing devices and solutions. Throughout our operations our employees' health and safety is our first priority. We are committed to management systems, health and safety, pollution prevention and reduction, waste-water reduction, water conservation and applicable legal compliance.

Policies that guide our approach to environmentally responsible operations

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





34,872
bottles and cans
saved

SiTime is committed to finding opportunities to reduce emissions and water use in our offices. In 2023, SiTime saved 34,872 bottles and cans by introducing a smart water dispenser system and providing reusable water bottles.

SiTime strives to address the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard: Scope 1 direct emissions, Scope 2 electricity indirect emissions and Scope 3 other indirect emissions. By aiming to reduce emissions, lower consumption and proactively work with our suppliers to ensure greater sustainability, we are working toward a better future.

During 2023, SiTime sustainability efforts at our offices included:

- › Emphasizing energy efficiency as a key specification in our product development to reduce energy consumption of both our products and our customers' products.
- › Enhancing energy efficiency in our U.S. offices through "smart" systems, such as water faucets with sensors and automatic shut-offs.
- › Increasing the use of reusable dishware and drinkware in our U.S. offices.
- › Using recycled water for outdoor irrigation.

Practices

SiTime’s three largest office locations include our California headquarters, Netherlands office and Ukraine office. The following charts summarize their water and energy consumption. Energy and water usage have increased in 2023, and we attribute that to increases in product development and a new lab facility.

Increases in product development and a new lab facility

Energy



Energy use from grid (MWh)

Energy use from grid (MWh)	
2021	1,855
2022	2,646
2023	3,024

Energy use per square foot of office space has increased by .001 Mwh.

Water



Water withdrawn (m3)

Water withdrawn (m3)	
2021	2,148
2022	3,016
2023	3,282

Water consumption per square foot of office space is consistent with 2022.

Waste

Semiconductor manufacturing generates hazardous and non-hazardous waste. As a fabless semiconductor company, the generation of hazardous waste in connection with our products occurs mainly at our third-party suppliers. We work actively with our suppliers to act responsibly in waste disposal. The waste we generate at our offices is typical of office environments. Though any hazardous waste in our offices is minimal, if at all, we take disposal of hazardous waste seriously and have implemented procedures to ensure responsible handling and disposal. To reduce non-hazardous waste at our U.S. offices, we compost and provide recycling options at all offices.

Water is a vital natural resource that we are committed to using responsibly. Our Santa Clara, California headquarters is in a region increasingly impacted by droughts. Water is an integral part of semiconductor manufacturing. As a fabless semiconductor company, however, water consumption in connection with our products is mostly due to water use by our third-party partners in our supply chain, of which we seek to have the highest ethical and environmental standards.

SiTime monitors the water use at our offices and works to conserve and use it efficiently. We use water mainly for drinking and in restrooms at our offices, as well as for outdoor irrigation at some offices. To reduce water usage in our California headquarters, we have implemented various technologies, such as motion sensor faucets and recycled water for landscaping. We continue to evaluate opportunities to reduce our water usage and increase our use of recycled water for outdoor irrigation purposes.

Product and Solutions Contributing to Sustainability

Our innovative silicon MEMS technology, combined with advanced analog and extensive systems expertise, is unique to SiTime. We pioneered precision timing solutions that set a high-bar in the semiconductor market, disrupting the 100-year-old quartz timing industry. SiTime delivers value to customers with sustainability practices built in.

Our oscillators are precise reference clocks that enable power-efficiency in our customers' designs. For example, enhanced accuracy ensures optimized activation and deactivation cycles for power-intensive Radio Frequency (RF) interfaces like GPS and Bluetooth, minimizing active, power-consuming periods and significantly reducing overall system power consumption.

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

Our precision timing solutions demonstrate superior resilience to environmental stresses, such as temperature variations, shock, vibration and airflow. This resilience minimizes instances of equipment failure in challenging environments, reducing the need for troubleshooting and repair visits by equipment owners. For example, longer MTBF reduces the need for "truck rolls" where repair personnel are dispatched for on-site communications equipment repairs. This reduction in field visits translates to lower gas consumption and emissions.

Our solutions operate at up to 50% lower voltage compared to traditional timing devices. This lower operating voltage not only decreases system power consumption in customers' products but also enhances the overall energy efficiency of their electronic devices, contributing to a more sustainable approach in power utilization.

Up to 50% lower voltage compared to traditional timing devices



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



Electric vehicles



Smart meters



Health monitoring and wearables



Satellite communications



Solar inverters



Smart agriculture



High speed trains (electric)



Remote monitoring systems



Delivery drone



Rechargeable energy storage systems



Lower power processor



Green datacenters

Supply Chain

SiTime is committed to respecting human rights and reducing the environmental footprint of our supply chain, including our third-party foundries, assembly and test contractors. As a fabless semiconductor company, we seek to work with suppliers who demonstrate a commitment to high ethical standards and responsible environmental and social practices.

We maintain a Supplier Code of Business Conduct and Ethics ([Supplier Code](#)). We expect our suppliers to comply with this code. This ensures that they meet our high standards as well as industry expectations and internationally recognized standards 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 2023, we began the planning for auditing third-party supplier cybersecurity controls that will be used in 2024 to enhance our supplier audit process through a Quality Management System Audit Checklist.

SiTime also requires that suppliers who provide raw materials, product components or manufacturing services to, or on behalf of, SiTime must align their own codes of conduct with the Responsible Business Alliance Code of Conduct.

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 regularly engage with our main suppliers through meetings, business reviews and frequent due diligence requests.

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 of serious human rights abuses in the Democratic

Republic of the Congo or an adjoining country, while continuing to support responsible sourcing of these minerals. Our Supplier Code requires our suppliers to do the same. Since 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 [ESG 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. In the event that 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.

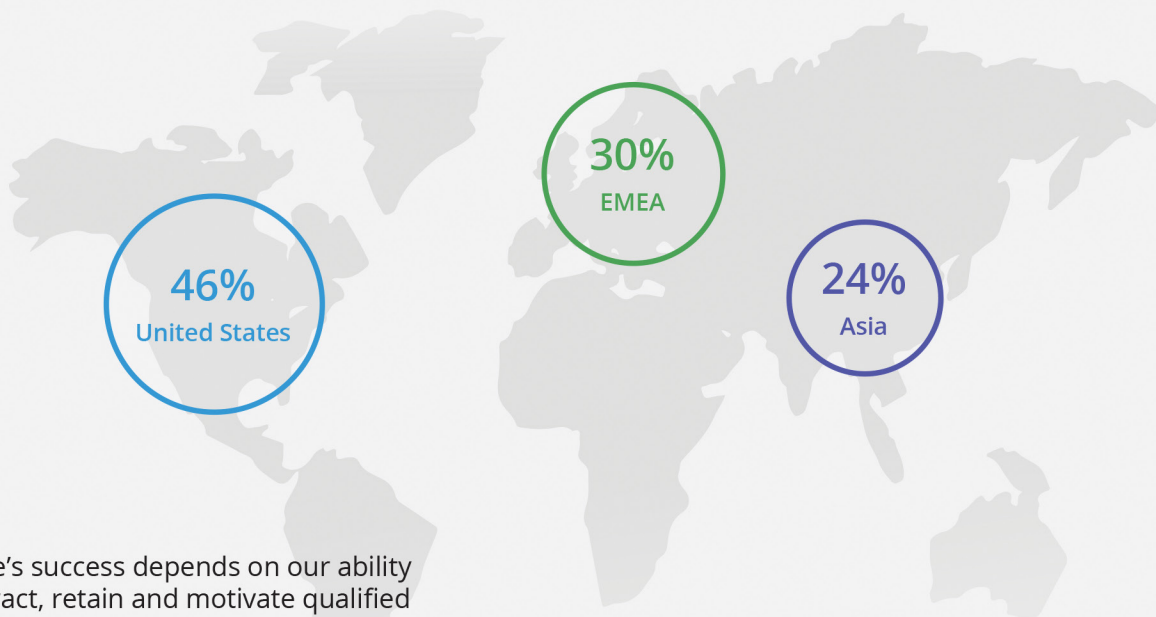
In addition to SiTime's Supplier Code and conflict mineral due diligence, we engage with our suppliers in business reviews to discuss our ongoing business and review supplier performance.

Social Impact

Our culture inspires innovation, offering opportunities for growth. This provides a pathway for employees to flourish in their careers, helping us drive the market forward and keep our competitive edge.



Employee Population by Region



SiTime’s success depends on our ability to attract, retain and motivate qualified employees. As of December 31, 2023, SiTime had 382 full-time equivalent global employees located in the United States, Finland, France, Japan, Korea, Malaysia, the Netherlands, Taiwan, Ukraine and India, with 47% in research and development roles.

The map above shows the employee population as of December 31, 2023.

For purposes of the map above, Asia includes Japan, Korea, Malaysia, Taiwan and India, and EMEA includes France, Finland, the Netherlands and Ukraine.

Culture

Our success is built on an inspiring culture where employees are encouraged to lead, take risks and overcome difficult challenges. Our team excels through collaboration, creativity and relentless problem solving.

SiTime values are fundamental to our culture. These values are a key driver for all our business activities, inspiring our efforts to improve our sustainability and grow our diversity, equity and inclusion (DEI). They underpin everything we do, providing a compass for our top-level strategic decisions through our everyday activities.



Creativity

We imagine the impossible and thrive on solving problems.



Authenticity

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



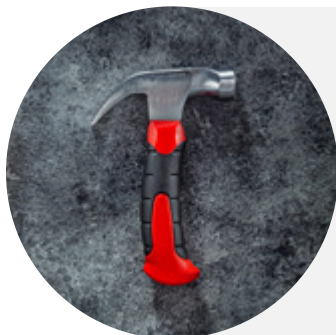
Courage

We take risks and believe we can tackle the unknown.



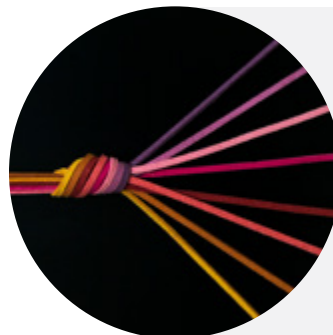
Leadership

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



Relentless

We are problem solvers that never give up.



Teamwork

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

SiTime Celebrates Diversity and Inclusion

In addition to SiTime’s formally recognized holidays, SiTime identifies and globally celebrates days of affinity that represent and strengthen the diversity within our workforce.

Through global office festivities, employee-driven talent shows, outdoor adventures and shared communal eating, SiTime fosters an environment of collaboration and understanding. Team members gather to celebrate holidays worldwide such as Children’s Day, Diwali, International Women’s Day, Lunar New Year, Vyshyvanka Day and many more to recognize and embrace inclusivity and diversity.



Diversity

We promote an inclusive environment by valuing the contributions of all employees and working to ensure that all employees feel seen, heard, valued and respected. SiTime encourages the diversity of thinking of all of our employees, derived from our differences in experiences, knowledge, perspective, culture, customs and background. We believe a breadth of lived experiences supports creativity, problem-solving and better decision-making, and we actively seek a diverse talent pool using inclusive hiring practices.

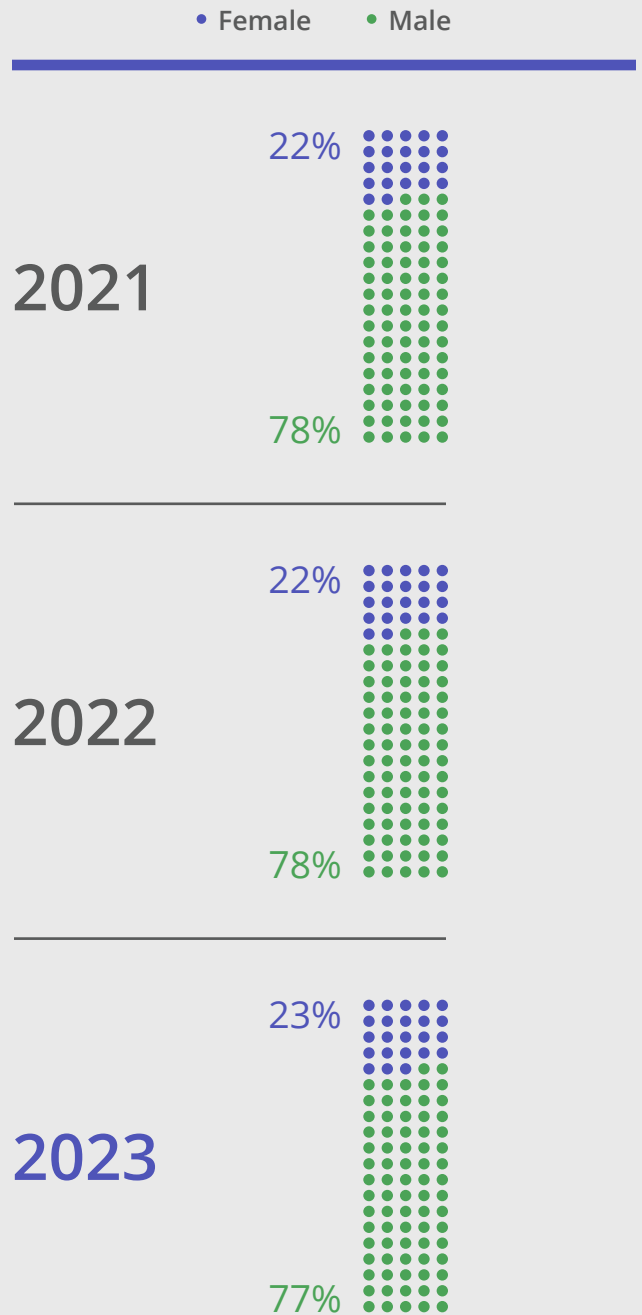
SiTime supports the elimination of discrimination in recruitment, hiring, advancement and pay practices. We are an equal opportunity employer. Out of eight directors on our Board of Directors, four self-identify as members of an underrepresented minority and two self-identify as female. We are working to increase diversity globally in our workforce.

In 2023, the [women@SiTime](#) employee resource group (ERG) met quarterly.

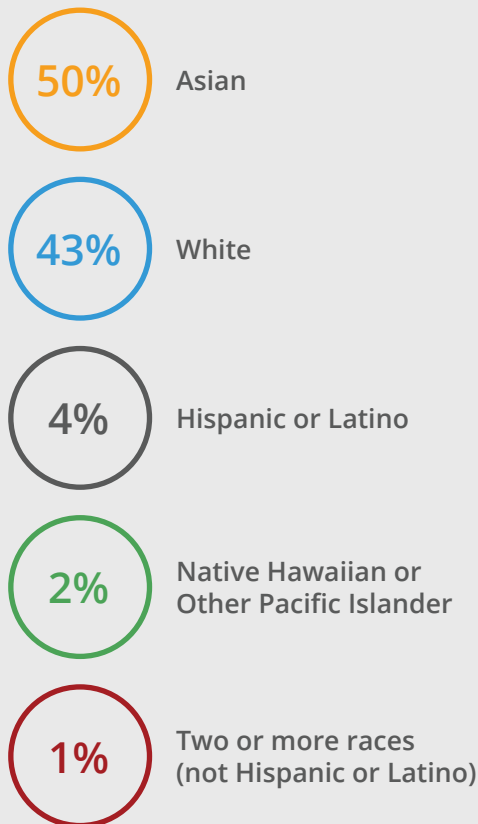
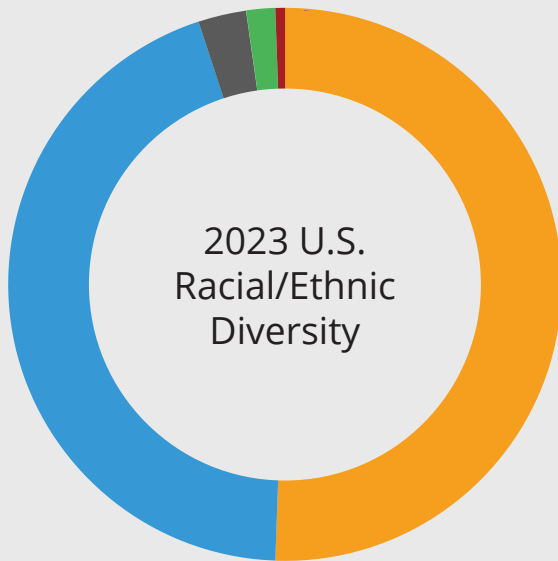
The ERG hosted roundtables and guest speakers, encouraging dialogue and activities promoting leadership, community, team building and innovation for women at SiTime.

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

U.S. Gender Diversity



*The chart above is U.S. data only based on EEO-1 data filed with the Department of Labor and voluntary self-reporting.



*Data in the U.S. Racial/Ethnic Diversity chart above is as of December 31, 2023 and includes SiTime’s U.S. regular (non-contract, non-intern) employee population.

Learning and Training

We provide ongoing learning and training opportunities for our employees. This includes new employee training and manager trainings, as well as continual training on topics such as ethical business practices, our Code of Conduct and Business Ethics, eliminating harassment and discrimination in the workplace and information security. Additionally, we introduced new customized training options to our global up and comers and managers. The customized training gives them the option to self-select trainings that motivate and personally inspire them. The SiTime emergency response (ERT) team was trained in safety areas including cardiopulmonary resuscitation (CPR), automated external defibrillator (AED) and first aid. In 2023, our employees participated in over 1,390 hours of training.

SiTime has implemented a process of regular and meaningful conversations between managers and employees, including discussions regarding feedback, guidance and professional development. We also regularly review succession planning and promote internal talent to help progress our employees’ careers.

We continue to seek new ways to support our employees and create an encouraging work environment.

Human Rights

SiTime is committed to respecting human rights throughout the company and the supply chain. 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](#).

Health and Safety

SiTime prioritizes the health, safety and wellbeing of our employees. We offer our employees and their families diverse health and wellness programs that support physical and mental health. In light of Russia's invasion of Ukraine in February 2022, we remain steadfast in supporting the safety and welfare of our employees and their families based in our office in Lviv, Ukraine.

To attract and retain top talent worldwide, SiTime offers competitive compensation, including a mix of fixed and variable pay: base salary, bonuses, performance awards and stock-based compensation. Our compensation philosophy is based on individual contribution. SiTime benefits address employees' needs holistically, supporting health, financial stability and emotional wellbeing. Tailored to local requirements and competitive standards, our benefits aim to enhance overall employee well-being.

Recognizing our employees as our most valuable assets, we uphold a commitment to fostering safe and healthy workplaces globally. Our comprehensive [Environmental, Health and Safety Policy](#), alongside other initiatives, is designed to ensure workplace safety, wellness and compliance with regulations. Standardized procedures govern the reporting and investigation of occupational incidents, guiding the implementation of corrective and preventive measures.

We endeavor to have zero workplace incidents and injuries across our global offices and to comply with all applicable health and safety laws and regulations.

In 2023, SiTime had no high-consequence, work-related injuries that resulted in lost time or days away from work.

Total Recordable Incidents for Employees in U.S. offices

	2021	2022	2023
Hours Worked	297,955	371,144	383,796
RIR	1.34	0	1.04
LITR	0	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.



In 2023 our Santa Clara office offered over 650 fitness classes dedicating over 2,500 hours to team-based workouts.



SiTime celebrated StepTember in 2023 uniting employees across the globe with 125 employees stepping out towards a common health and fitness goal. Collectively the team walked 9,300 miles and over 20,541,598 steps!

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 Board is committed to diversity and inclusion in its composition, including gender and ethnic diversity. Four of our directors self-identify as members of underrepresented social or ethnic groups, and two of our directors self-identify as female.

The SiTime Board has three standing committees composed of independent directors: the Audit Committee, the Compensation Committee and the Nominating and Corporate Governance Committee (NCGC). The responsibilities of each committee are set forth in written charters. The NCGC is responsible for overseeing SiTime’s policies, programs and goals related to ESG matters. We have an ESG committee that consists of employees and business leaders from various departments,

including operations, finance, human resources, marketing and legal that meets regularly.

The ESG committee has responsibility for ESG matters at SiTime and oversees ESG initiatives, as well as alignment between SiTime’s ESG efforts and our business goals.

The ESG committee reports to the NCGC regularly on ESG matters and efforts, and the NCGC reports periodically to the SiTime Board.

The Compensation 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.

A full description of the Board and committee responsibilities, director biographies, as well as nomination and compensation practices are available in our 2024 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](#).



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 periodically 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](#).



Stakeholder Engagement

Employees, customers, investors, suppliers and the communities in which we operate are critical to SiTime’s success. We use a variety of channels to nurture ongoing discussion with these stakeholders, gathering data and insights to deepen our understanding on many topics, including ESG.

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;
- › Periodically conduct stockholder outreach and surveys;
- › Regularly meet with customers both virtually and in person;
- › Conduct business reviews and audits with suppliers;
- › Engage with our customers through our website and SiTimeDirect™; and
- › Regularly communicate and hold quarterly business reviews with our significant suppliers.



SiTime Locations as of June 2024

SiTime promotes community engagement through active volunteer efforts and local donations within our community.

122 hours

In 2023, our California employees partnered with multiple organizations to volunteer more than 122 hours.



Over 1,000

pounds of food donated to those in need

More than 80

backpacks for children were collected and delivered

Over 20

elementary students taught through science experiments conducted in local classrooms

Over 30,000

pounds of food were packed for families at Second Harvest Food Bank

More than 300

toys were donated and delivered to children for the holidays

Over 500

STEM kits assembled and donated to local Title 1 Elementary schools



Sustainability Accounting Standards Board (SASB) Index

Topic	Accounting Metric	Code	Response
Energy Management in Manufacturing	1. Total energy consumed	TC-SC-130a.1	6,677 Gigajoules in 2021, 9,524 Gigajoules in 2022, and 10,858 in 2023 of electricity consumed at our California headquarters office, Netherlands office and Ukraine office, combined.
	2. Percentage grid electricity		100% of the energy consumed as reported for our California headquarters office, Netherlands office and Ukraine office in 2021, 2022, and 2023 was supplied from grid electricity.
	3. Percentage renewable		0%
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	2.1 thousand cubic meters in 2021, 3.0 thousand cubic meters in 2022 and 3.2 thousand cubic meters in 2023 at our California headquarters office, Netherlands office and Ukraine office, 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 10 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, 2023
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 11 .
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 have a single metric for this measure.
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 anti-competitive behavior regulations	TC-SC-520a.1	\$0 as of December 31, 2023

Report Boundaries and Forward-Looking Statements

This report was published in June 2024. Unless otherwise noted, this report covers SiTime's 2023 fiscal year and provides qualitative and quantitative information on our approach to managing ESG 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 Environmental, Social & Governance website. This report covers our ESG 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.

