Report for 2021 and 2022

Environmental, Social
& Governance

Si Time®

Rajesh Vashist
CEO

As SiTime is transforming the timing industry with precision timing solutions,

we recognize that we have a responsibility to our employees, customers, investors, suppliers, and communities. We empower stakeholders to make the world a better place by enabling our customers to create more energy efficient products, providing our employees an environment where they can thrive, holding our suppliers accountable for their business practices, and giving back to our communities.

Our success is built on our culture where employees are encouraged to lead, take risks, be creative, develop their craftsmanship, and define the future of timing. We believe that by fostering our culture and creating an environment where people can have an impact, we can attract and retain the best talent and sustain our competitive advantage.

As SiTime works to become the global leader in timing solutions, we continue to be committed to doing business with the highest standards of integrity and business ethics. Our dedication to our stakeholders includes doing business the right way, honestly, fairly, and lawfully.

Our ESG program provides us an opportunity to impact our workforce, supply chain, and community. This Environmental, Social, and Governance (ESG) Report reflects steps we have taken in 2021 and 2022 on our ESG journey. ESG is an ongoing endeavor for SiTime, and we look forward to sharing our continued progress.

SiTime is transforming the world of timing. With our dedicated people and responsible business practices, we are solving the most difficult timing challenges to enable communications and networking infrastructure such as 5G, cloud, and datacenter, as well as mobile, IoT, consumer, industrial, aerospace-defense, and automotive products of today and the future.

SiTime Corporation is a fabless semiconductor provider of precision timing solutions headquartered in Santa Clara, California. Our precision timing solutions are the heartbeat of our customers' electronic systems, providing the timing functionality that is needed for electronics to operate reliably and correctly. We provide programmable precision timing solutions offering a rich feature set that enables customers to differentiate their products with higher performance, smaller size, lower power, and better reliability. With over 3 billion devices shipped, SiTime is changing the timing industry.

SiTime is committed to being a responsible corporate citizen in every country in which we operate. We prioritize our employees, customers, communities, investors, and the planet. We believe that our people, our ethical business practices, and responsible environmental practices are the key to our future success.

We focus on the environmental, social, and governance matters that are most important to our business. This report contains an overview of SiTime's practices and performance with respect to environmental, social, and governance matters in 2021 and 2022. We aim to provide clear disclosure in this report and the content of this report has been informed by the Sustainability Accounting Standards Board's (SASB) Semiconductor sector guide.
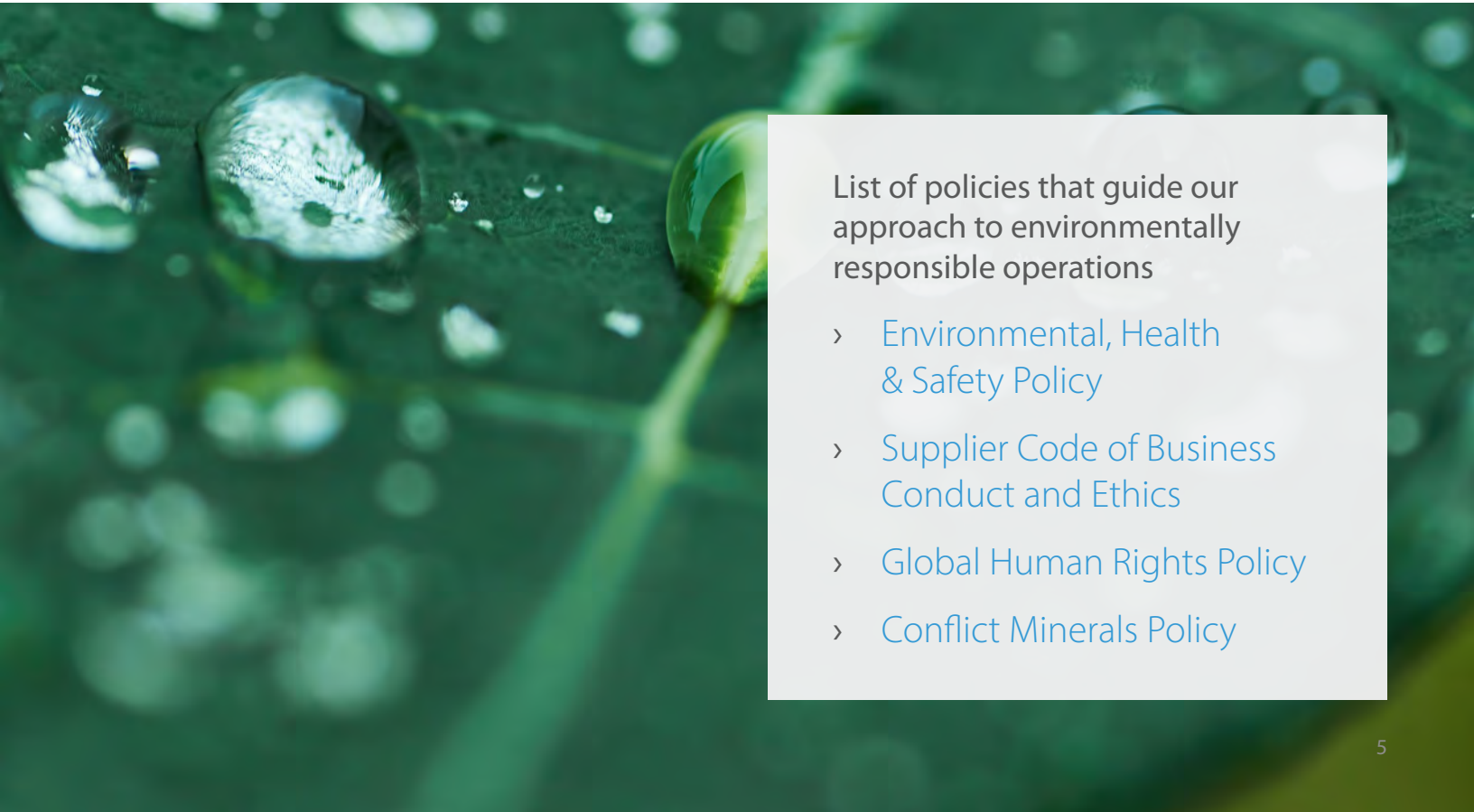
Environmental Sustainability

SiTime strives to ensure it is a responsible world citizen today and in the future. Our timing solutions enable customers to create more energy efficient products and we engage in operational practices that reduce our environmental footprint on the world.

SiTime believes it is important to minimize the environmental impact of our products and operations to ensure a sustainable future. SiTime is continually working to enhance its sustainability practices by developing and implementing policies to reduce greenhouse gas emissions and consumption of energy and water in our operations.

As a global fabless semiconductor company, SiTime uses third-party foundries and assembly and test contractors to manufacture, assemble, and test our semiconductor products. This allows us to focus on the research, development, design, sale, and marketing of our products. The material environmental impact from manufacturing our products takes place at our third-party foundries and assembly and test contractors. Please see the Supply Chain section on page 10 section for more information regarding our third-party foundries and assembly and test contractors.

Managing environmental practices and protection of the safety and health of our employees is an integral part of our operations. Our Environmental, Health & Safety Policy outlines our commitments with respect to management systems, health and safety, pollution prevention and reduction, waste reduction, water conservation, and compliance with applicable legal requirements.

List of policies that guide our approach to environmentally responsible operations

› Environmental, Health & Safety Policy

› Supplier Code of Business Conduct and Ethics

› Global Human Rights Policy

› Conflict Minerals Policy

We have been working to increase energy efficiency in our offices under our direct control through "smart" systems, such as a computerized lighting control systems and networked HVAC systems. We will continue to evaluate additional opportunities to reduce our emissions and water use in our offices.

The environmental impact of SiTime's operations is mostly due to our operations at our offices. We strive to minimize the impact of our offices where we have operational control. During 2021 and 2022, SiTime sustainability efforts at our offices included:

› Focusing on energy efficiency as a key spec in our product development, to reduce energy consumption of our products and our customers' products

› Increased energy efficiency in our U.S. offices through "smart" systems

› Use of recycled water for outdoor irrigation

› Installation of water faucets with sensors and auto-shut-off in our U.S. offices

› Increased use of reusable dishware and drinkware in our U.S. offices

As a result of the transition back to working in the office in the second half of 2021 as well as an increase in hiring, we had more employees on site in 2022 and observed higher energy and water use in our three largest offices.

Energy

The following table summarizes our energy consumption at our three largest offices, which are our California headquarters office, Netherlands office, and Ukraine office, in 2021 and 2022.

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

Water

Water is a vital natural resource, and we endeavor to use water responsibly. Our headquarters in Santa Clara, California, is located 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.

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

The following table summarizes our water use at our California headquarters office, Netherlands office, and Ukraine office in 2021 and 2022.

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

Note: We have no water consumption at our offices in California, the Netherlands, or Ukraine other than for the purpose of drinking, restrooms, or irrigation, and therefore water withdrawal and water consumption are identical.

We conducted a water risk assessment for our California headquarters office, Netherlands office, and Ukraine office to determine the exposure of these offices to water stress. Our water withdrawals for these offices come from local utility companies. We used the World Resources Institute Aqueduct tool to assess these office locations and, based on the evaluation using the tool, we determined that in 2021 and 2022, none of SiTime's water withdrawals or consumption at our California headquarters office, Netherlands office, or Ukraine office were sourced from high water-stressed areas.

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 partners in our supply chain. 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 provide recycling options throughout the offices.

Product and Solutions Contributing to Sustainability

With SiTime's revolutionary silicon MEMS technology, innovative analog technology, and systems expertise, we are delivering products that are transforming the timing market. Our products offer high performance, small size, low power, and high reliability, which enable our customers to develop power efficient solutions.

The stability of the SiTime oscillators makes them a more accurate reference clock, which enables customers to design highly power-efficient solutions. For example, a clock that is more accurate can ensure that the power-hungry Radio Frequency (RF) interfaces such as GPS and Bluetooth can be turned on and off more accurately, and spend less time in active, power-consuming mode. This reduces system power consumption significantly.

SiTime's precision timing solutions are orders of magnitude more reliable than legacy quartz timing devices which increases mean time between failures and lengthens replacement cycles of our customers' products, which leads our customer's products to be more sustainable. For instance, in communications equipment installed in the field, longer mean time between failures and lengthened replacement cycles eliminates "truck rolls," where a service provider sends out a repair person to repair/replace the system in the field. By reducing truck rolls, we enable lower gas consumption and emissions, as these repair people are able to reduce their visits into the field.

Our precision timing solutions are more immune to environmental stresses, including high and low temperatures, shock, vibration, and air flow. We

believe that our products can continue to operate in the presence of these environmental stresses, which also reduces field visits by the owner of the equipment to troubleshoot and fix the equipment that may have temporarily failed in the presence of these environmental stresses. As discussed above, this reduces gas consumption and emissions.

SiTime precision timing solutions also operate at up to 50% lower voltage compared to traditional timing devices, which allows for lower system power consumption by our customers' products and improves overall energy efficiency of their electronic devices.

SiTime is committed to developing products that enable customers to design solutions that create a more sustainable future. Examples of such customer solutions which use 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, monitoring the safety and integrity of our products, and reducing the environmental footprint of our supply chain, including our third-party foundries and 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 have adopted a supplier code of conduct (Supplier Code) that we expect our suppliers to comply with to ensure that our suppliers 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;

› avoiding use of conflict minerals;

› management systems; and

› compliance with applicable laws and regulations.

We review the Supplier Code periodically and update it if needed in response to regulatory updates, customer requirements, and industry best practices.

SiTime also requires that suppliers who provide raw materials, product components, or manufacturing services to, or on behalf of, SiTime must align their own code 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, quarterly business reviews, and annual 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 website. We also make our conflict minerals reporting template (CMRT) 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 quarterly business reviews to discuss our ongoing business and review supplier performance.

Social Impact

Employees are the heart of SiTime and our culture
is what sets us apart.

SiTime has an innovative culture that provides our employees opportunities to grow so that they can thrive throughout their SiTime careers and we can sustain our competitive advantage.

Our success depends largely on our ability to continue to attract, retain, and motivate qualified employees. As of December 31, 2022, SiTime had 377 full-time equivalent global employees located in the United States, Finland, France, Japan, Korea, Malaysia, the Netherlands, Taiwan, and Ukraine, with 56% in research and development roles.

The charts below show employee location as of December 31, 2021 and 2022.

2021

- 51%
- 33%
- 16%

■ United States   ■ EMEA   ■ Asia

2022

- 47%
- 32%
- 21%

■ United States   ■ EMEA   ■ Asia
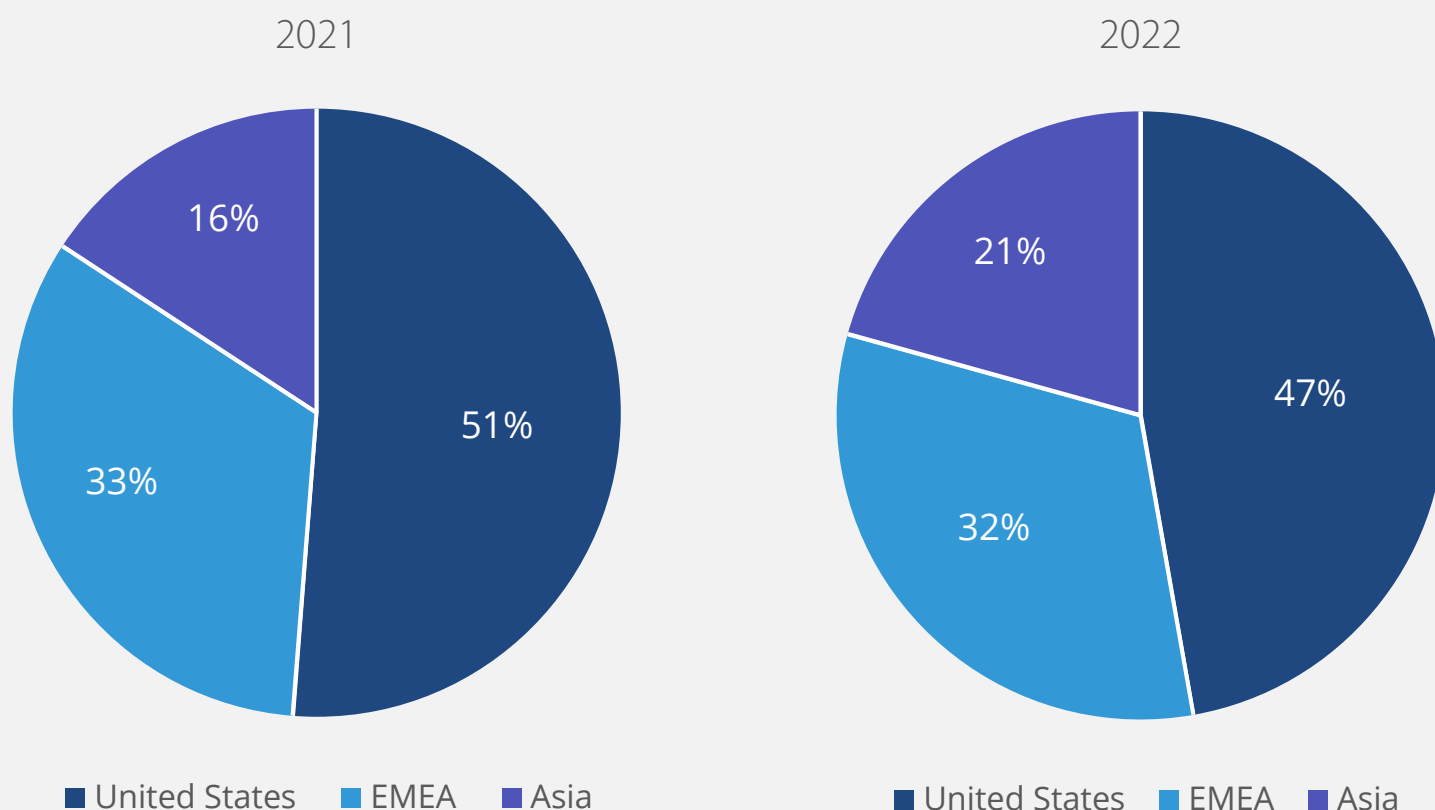
For purposes of the charts above, Asia includes Japan, Korea, Malaysia, and Taiwan, and EMEA includes France, Finland, the Netherlands, and Ukraine.
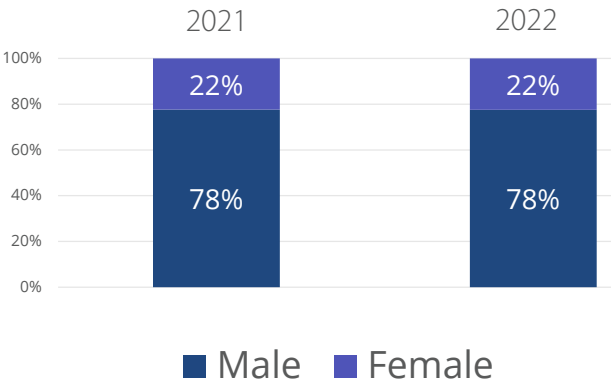
Diversity

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 that comes from the differences in experiences, knowledge, perspective, culture, customs, and background of all of our employees. We believe a diverse workforce supports creativity, problem-solving, and better decision-making. We actively seek a diverse talent pool using inclusive hiring practices. SiTime supports the elimination of discrimination with respect to recruitment, hiring, advancement, and pay practices. We are an equal opportunity employer. Our Board of Directors is a diverse group. Out of eight 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 2022 we started women @ SiTime, an employee resource group, to engage and develop women leaders at SiTime, and to grow our community of women. This group meets regularly and hosts guest speakers as well as teambuilding activities.
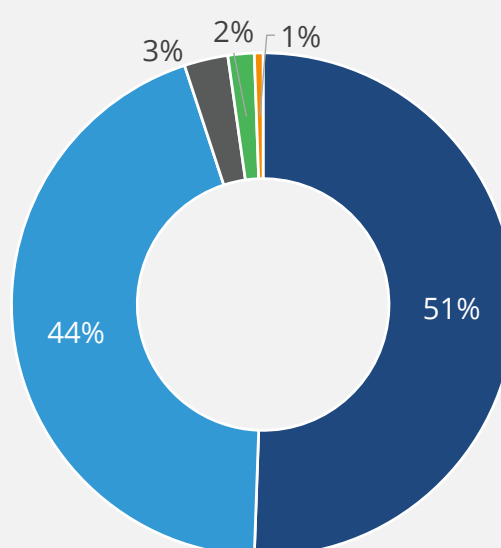
U.S. Gender Diversity

	2021	2022
Female	22%	22%
Male	78%	78%

■ Male ■ Female

2021 U.S. Racial/Ethnic Diversity
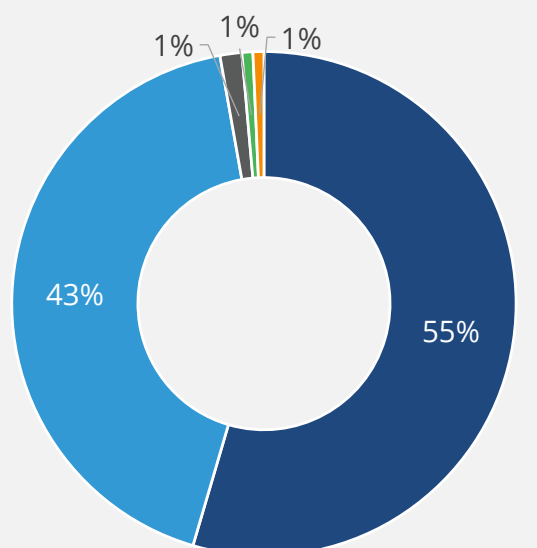
- ■ Asian
- ■ White
- ■ Hispanic or Latino
- ■ Native Hawaiian or Other Pacific Islander
- ■ Two or more races (not Hispanic or Latino)

2022 U.S. Racial/Ethnic Diversity

- ■ Asian
- ■ White
- ■ Hispanic or Latino
- ■ Two or more races (not Hispanic or Latino)
- ■ Native Hawaiian or Other Pacific Islander

*Data in the U.S. Gender Diversity and U.S. Racial/Ethnic Diversity tables above are as of December 31, 2021 and 2022 and includes SiTime's regular (non-contract, non-intern) employee population.

Learning and Training

We provide trainings and opportunities to learn to 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. In 2021 and 2022 our employees participated in over 750 and 1,250 hours, respectively, of training.

SiTime has implemented a process of regular and meaningful conversations between managers and employees, which include 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 and Code of Conduct and Business Ethics, and we require our suppliers to as well through our Supplier Code.

Health and Safety

SiTime is committed to the health, safety, and wellness of our employees. We provide our employees and their families with access to a variety of health and wellness programs, including benefits that support their physical and mental health. We maintain an office in Lviv, Ukraine. In connection with Russia's invasion of Ukraine in February 2022, we have prioritized the safety and welfare of our employees and their families in Ukraine.

We strive to attract and retain the most talented employees in the industry and across the globe by offering competitive compensation and benefits that support their health, financial, and emotional well-being. Our compensation philosophy is based on rewarding each employee's individual contributions. SiTime uses a combination of fixed and variable pay including base salary, bonuses, performance awards, and stock-based compensation. We offer employees benefits that vary by country, are designed to meet or exceed local requirements, are competitive in the marketplace, and support our employees' overall wellbeing.

SiTime is committed to providing and maintaining a safe and healthy workplace for all our employees, who are our most important assets. Our Environmental, Health & Safety Policy as well as our other policies and programs are designed to maintain workplaces that are safe and healthy and promote wellness. We have standard procedures for reporting occupational injuries and illnesses and if an occupational injury or illness is reported, we conduct an incident investigation and, as needed, determine appropriate corrective and preventive actions.

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.

Total Recordable Incidents for Employees in U.S. offices

	2021	2022
Hours Worked	297,955	371,144
Number of Recordable Incidents	2	0

8.5 / 10

overall employee satisfaction rating

In 2022, SiTime conducted an anonymous global employee engagement survey and the survey results yielded an 8.5 out of 10 overall employee satisfaction rating, with particular mention of the benefits of SiTime culture. We intend to survey our employees on an annual basis to enable us to respond to employee feedback and understand the evolution of the company culture.

In 2022 in our Santa Clara offices we offered over 650 fitness classes

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 which 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 environmental, social and governance

matters (ESG). 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 regarding 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 2023 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, a SiTime policy, 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

Stakeholders are critical to SiTime's success. SiTime continuously engages with its stakeholders, including employees, customers, stockholders, suppliers, and community through a variety of channels to discuss and collect input on a number of issues, including ESG matters.

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;

› Meet both virtually and in-person with investors;

› Periodically conduct stockholder outreach;

› Host quarterly earnings calls with investors and other stakeholders;

› Regularly meet with customers both virtually and in person;

› 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 May 2023

SiTime also partners with organizations in our community for volunteering and donations. We are committed to giving back to our communities, especially in California where SiTime was founded and is headquartered. In 2022 our California employees volunteered more than

185 hours.

› **Over 90,000**
pounds of food were packed for families at Second Harvest Food Bank

› **Over 500**
pounds of food items were donated to those in need

› **More than 250**
toys were donated and delivered to children for Christmas

› **More than 175**
backpacks for children were collected and delivered

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 and 9,524 Gigajoules in 2022 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 and 2022 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 and 3.0 thousand cubic meters in 2022 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 & 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, 2022
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 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, 2022

Report Boundaries and Forward-Looking Statements

This report was published in May 2023. Unless otherwise noted, this report covers SiTime's fiscal years 2021 and 2022 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.