



2025

Corporate Sustainability Report



OUR SUPPLY CHAIN CHOICES ARE FOUNDATIONAL TO OUR SUSTAINABILITY EFFORTS.

Rajesh Vashist

Chairman of the Board | CEO

MESSAGE FROM THE CEO

SiTime is transforming the \$11 billion timing industry with semiconductor technology, and the most comprehensive Precision Timing portfolio—oscillators, clocks and resonators. Our products are used across more than 400 applications, from large-scale AI data centers and humanoid robots to smart wearables and IoT devices. In every one of them, performance and power efficiency go hand in hand.

Our supply chain choices are foundational to our sustainability efforts. As a fabless semiconductor company, the majority of our environmental footprint comes from our foundry partners and assembly and test providers, which is why we've been deliberate in our choices.

Robert Bosch GmbH has operated in a carbon-neutral manner across its global operations for both Scope 1 and Scope 2 emissions since 2020. Taiwan Semiconductor Manufacturing Company (TSMC) has committed to reaching net-zero emissions by 2050 and to using 60 percent renewable energy to power its global operations by 2030. Many of our assembly and test partners share that commitment and have adopted more sustainable technologies and improved operational processes.

Responsible supply chain management is essential, but so is our products' downstream impact. As AI deployments scale and data centers add capacity, their energy consumption and associated costs increase. We believe our products make a meaningful contribution to solving this problem, though the full extent remains difficult to quantify. Last year, we launched a new product in the Elite RF™ family that supports more efficient AI processing through improved network synchronization.

At a moment when some companies are stepping back from sustainability commitments, we choose to step forward, not only because so many across SiTime care deeply about this work, but because we believe sustainability is integral to building a great company for the long term. We also recognize that our own practices are still evolving. We are expanding our environmental reporting, investing in our people and building governance structures that hold us accountable.

We will keep building on this work with a long-term view, growing the company while strengthening the communities where we operate. We invite our employees, suppliers and partners to join us on that journey.

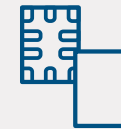
Transforming the World of Timing



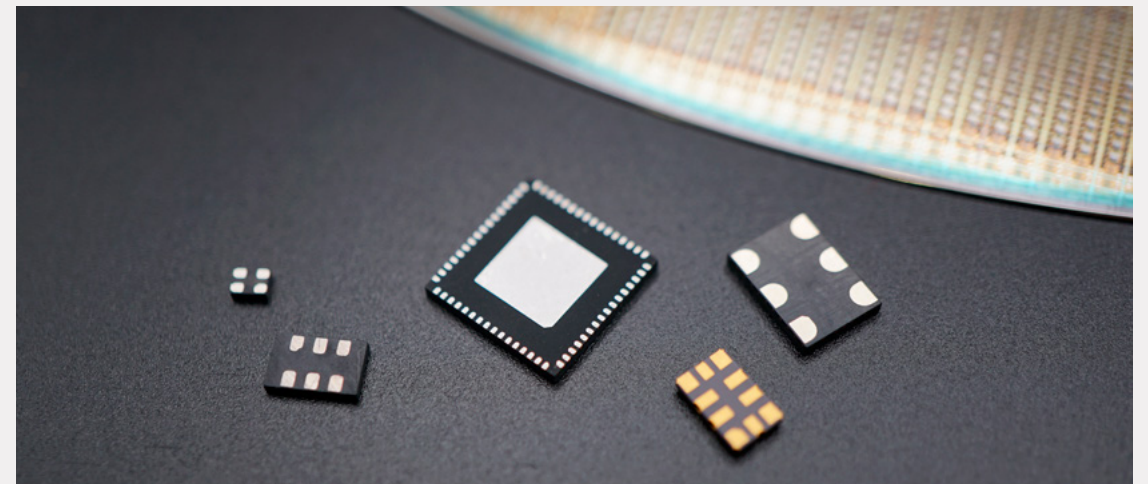
SITIME CORPORATION, HEADQUARTERED IN SILICON VALLEY, IS A LEADER IN PRECISION TIMING.

As a fabless semiconductor company, we focus exclusively on delivering the industry’s most complete portfolio of oscillators, clocks, resonators, and timing software. Our programmable solutions are the heartbeat of electronic systems, ensuring reliable performance even in the harshest environments. With exceptional programmability and a broad feature set, SiTime enables customers to differentiate their products through higher performance, smaller size, lower power consumption and greater reliability.

AT SITIME, OUR PEOPLE ARE DEDICATED TO RESPONSIBLE BUSINESS PRACTICES AND SOLVING THE MOST DIFFICULT TIMING CHALLENGES IN ELECTRONICS: ENABLING AI INFRASTRUCTURE, DATA CENTERS, AUTOMOTIVE SYSTEMS, AEROSPACE AND DEFENSE PRODUCTS, INDUSTRIAL EQUIPMENT, IOT AND CONSUMER DEVICES, FOR TODAY AND TOMORROW.



With more than **4 BILLION DEVICES SHIPPED**, SiTime is transforming the timing industry, helping to shape a more sustainable and connected world.



SiTime is Committed to Being a Responsible Corporate Citizen



WE BELIEVE THAT BUILDING A STRONG BUSINESS FOR THE LONG TERM IS INSEPARABLE FROM DOING SO IN A RESPONSIBLE AND SUSTAINABLE MANNER.

Our employees, products, and technology along with our ethical business and environmental practices are essential to building that future and are critical to our success.



We focus on the sustainability issues that matter most to our environment, our customers, and our business. This report contains an overview of SiTime's practices and performance across our sustainability priorities in 2025. The content of this report has been informed by the [Sustainability Accounting Standards Board's \(SASB\) Semiconductor](#) sector guide.

Environmental Sustainability



OUR PRECISION TIMING SOLUTIONS HELP CUSTOMERS DESIGN PRODUCTS THAT CONSUME LESS POWER AND LAST LONGER.

We view environmental sustainability as a shared responsibility and are committed to doing our part to support this objective. SiTime is driven by innovation, impact, and leadership in advancing the world of timing. As we look towards the future, we are committed to being intentional about how we shape the world around us, leading responsibly through thoughtful stewardship and with future generations in mind.

We advance sustainability by refining our policies, optimizing energy and water use, and monitoring emissions. With focused initiatives and strong oversight of our manufacturing infrastructure, we are building a foundation for long-term continuous improvement. At the heart of our business is the research, development, design and marketing of Precision Timing devices and solutions. Equally important to our long-term success is ensuring the well-being of the people who drive that innovation. Across all aspects of our operations, the health and safety of our employees remain 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](#)
- › [Supplier Code of Business Conduct and Ethics](#)
- › [Global Human Rights Policy](#)
- › [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 committed to expanding the scope of environmental management reporting to include all office locations. In 2025, this reporting expanded to incorporate additional new office and lab space. We aim to deepen this understanding over time, reducing emissions and expanding reporting around Scope 1, 2, and 3 emissions.

SiTime emphasizes energy efficiency as a key specification in our product development, reducing energy consumption in both our products and our customers' products. Our progress is strengthened by suppliers who set a high standard for sustainable manufacturing, investing heavily in emissions reductions and renewable energy initiatives.

Greenhouse Gas (GHG) Emissions

The majority of SiTime's emissions within our operational control are Scope 2, arising from purchased electricity from municipal power grids. In 2025 emission totaled 1,275 metric tons of carbon-dioxide equivalent (CO₂e). This figure reflects reporting from an expanded company footprint in 2025 and is not directly comparable to prior years. We intend to build upon this analysis to minimize our operations impact and manage emissions 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 efforts focus on both thoughtful building practices and responsible

day to day operations. Across our offices, we prioritize sustainable design elements and operational measures that reduce energy and water use, including energy efficient LED lighting, white roofing, building management systems that optimize energy consumption, and motion sensor lighting practices that support more efficient use of our shared spaces.

Water Management

Water is a vital natural resource, and we are committed to using it responsibly. As a fabless semiconductor company, water consumption connected with our products is largely attributed to our supply chain, rather than our own operations. Within our offices, water is consumed for general hygiene and hydration.

Our Silicon Valley headquarters sits in a region increasingly affected by drought. Wherever possible, we reduce water use through improved water management practices, including motion sensor water fixtures and recycled water usage for native landscaping. Globally, the majority of our water comes from municipal sources consisting largely of surface, ground and rainwater.

Waste Management

The majority of SiTime’s waste comes from our office environment. Where possible, we strive to minimize waste and use resources efficiently guided by the principles of source reduction and reuse. In our offices we emphasize practical actions, such as limiting single-use serving utensils and promoting recycling, composting and reusable alternatives as part of our efforts to support more sustainable daily practices.

SiTime continues to expand our environmental reporting to more effectively identify opportunities to 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.

ENERGY (Megawatt hours, MWh)	FY25
Renewable	92
Non-Renewable	4,053

This includes all SiTime office locations globally.

WATER (m³)	FY25
Renewable	4,663
Non-Renewable	1,202

This includes all SiTime office locations globally.

WASTE (Metric Tons, MT)	FY25
Total Nonhazardous Waste	128.7
Landfill	87.0
Recycle	37.1
Compost	4.6
Total Hazardous*	0.1

*Hazardous waste consists of batteries and fluorescent tubes.

Contributions to Sustainability



SITIME'S SINGULAR FOCUS ON PRECISION TIMING IS WHAT MAKES US UNIQUE.

Our innovative silicon MEMS and analog technologies, combined with deep system-level expertise, empower us to deliver high-value solutions that help build a more sustainable future.



Our products are smaller and use fewer resources than traditional timing devices. Features such as low operating voltage and the ability to switch output clocks on and off reduce system power consumption and improve the overall energy efficiency of our customers' products.

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, Wi-Fi 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 deliver superior timing accuracy and resilience to shock, vibration and temperature variation. That resilience eliminates the need for redundant timing components and reduces troubleshooting and field repair visits, which translates directly to lower fuel consumption and emissions.



Products Used for Sustainability

SITIME PRODUCTS EMPOWER CUSTOMERS TO DESIGN SOLUTIONS THAT CREATE A MORE SUSTAINABLE FUTURE.



Examples of solutions using SiTime products are:

ELECTRIC VEHICLES



SMART METERS



SOLAR INVERTERS



DELIVERY DRONES



SMART AGRICULTURE EQUIPMENT



HIGH SPEED TRAINS (ELECTRIC)



REMOTE MONITORING SYSTEMS



RECHARGEABLE ENERGY STORAGE SYSTEMS



PRODUCT SPOTLIGHTS

Advancing Sustainable Agriculture with Precision Timing Technology

As farming operations scale to feed a growing global population, the imperative to do more with fewer resources—less land, less fuel, less waste—has never been greater. High-precision autonomous agriculture systems are addressing this need by relying on a critical timing capability that is rarely visible but essential to performance.

SiTime’s Super-TCXO oscillators are enabling a new generation of high-precision GNSS positioning systems deployed across modern farm equipment. With centimeter-level positioning accuracy, these systems enable farmers to optimize every pass across a field, reducing overlap, cutting fuel consumption and squeezing more productive yield from every acre. In modern agriculture, the difference between a good growing season and a great one can hinge on precision at the smallest scale.



The same precision that guides route planning for an autonomous tractor also matters at the moment a seed touches soil. Advanced seeding equipment now relies on high-accuracy sensing systems to place each seed at precisely the right depth, spacing and soil contact. SiTime’s clocking products improve the synchronization and sensing fidelity of these systems, ensuring every seed is placed with the precision needed to germinate and thrive, leading to less waste, better yields and a more sustainable harvest.

In agriculture, as in most industries, sustainability is ultimately an engineering problem. SiTime is proud to be part of the solution.

PRODUCT SPOTLIGHTS

Advancing Climate Solutions through Seismic Sensing Responsible Data Integrity

Understanding what lies beneath the surface—whether on the ocean floor or kilometers underground—plays a critical role to humanity's most consequential decisions, including the placement of renewable energy infrastructure, monitoring carbon sequestration and the early detection of seismic risk.

Seismic sensing networks are the ears of that effort. However, they only work if every node in the array can resolve subtle, low-energy signals with high fidelity, while staying synchronized across arrays that can span hundreds of kilometers.

SiTime's ultra-tight stability and low phase noise OCXOs give seismic nodes the signal clarity needed to detect and distinguish meaningful events from background noise. Clean timing references translate directly into cleaner data, sharper event detection, more accurate source localization and fewer false positives that waste time spent on analyzing time and computing resources. For nodes that periodically lose GPS lock, whether due to ocean depth, terrain obstruction, or other interference, SiTime's holdover performance ensures timing continuity without data gaps or resynchronization artifacts that would compromise the integrity of the dataset.



The sustainability implications span the entire value chain. Improved seismic data supports more accurate placement of geothermal energy projects, more reliable underground carbon storage monitoring, and stronger early-warning systems for natural disasters, helping to reduce both human and environmental impacts. Better signal fidelity also means fewer redundant deployments and less post-processing. Getting the data right the first time eliminates the need to resurface hardware, re-run vessel operations

or repeat surveys. In ocean environments especially, this results in meaningfully lower emissions and reduced disruption to marine ecosystems.

When the stakes are planetary, there is no margin for imprecision and SiTime's precision timing technology is built to meet that standard.

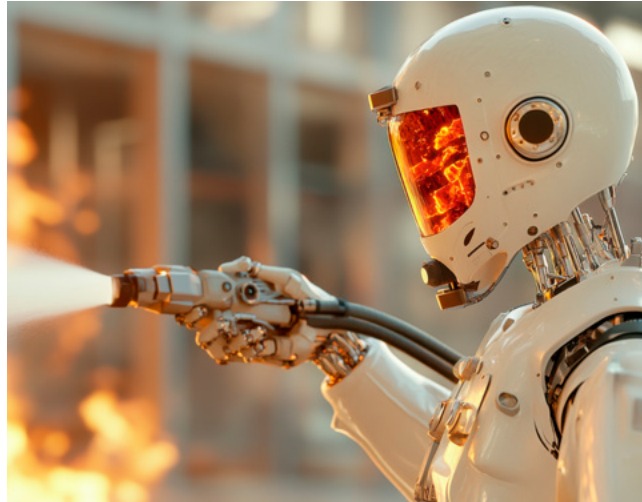
PRODUCT SPOTLIGHTS

Humanoid Robots Redefining Safety through Automation

The promise of humanoid robots is enabling machines to operate where humans should not have to: factory floors with repetitive strain, risks in environments affected by heat, or chemical exposure and in disaster scenarios where response time can be life-saving. A humanoid robot is only as safe and effective as its ability to coordinate dozens of subsystems in real time. Fundamentally, this kind of coordination is a timing challenge.

Humanoid robots demand synchronization across vision and depth sensing, joint feedback, motor control loops, and high-bandwidth compute, all within a body that moves, impacts surfaces, and experiences rapid temperature swings. Timing errors propagate into motion artifacts, sensor misreads, and control latency. In a human-robot collaborative environment, these are critical safety risks.

SiTime's solutions are built for exactly this environment. Super-TCXOs governing synchronized timestamping and oscillators



clocking sensor fusion and communication fabrics, to multi-channel clocking products that provide functionally safe and secure clock trees. Our timing devices deliver the shock and vibration immunity essential in a dynamic robotic body, with fast temperature ramp performance that keeps timing stable as actuators heat up and cool down across a work cycle. Better-synchronized robots make fewer errors, consume less energy and extend component life. More importantly, every reliable robot-hour in a hazardous environment is a human kept out of harm's way, which is the most meaningful sustainability metric worth measuring.

Improving Patient Outcomes and Diagnostic Accuracy: Reducing Patient Radiation and Repeat Scans

Anyone who has received a misread scan can appreciate the cascade of consequences: repeat procedures, delayed diagnoses, unnecessary interventions, and the emotional and human cost of uncertainty. At the heart of every high-fidelity medical image is a sensor technology that must work correctly every time, across the entire service life of equipment that may be in clinical use for decades. The fidelity of those sensors is directly tied to the precision, accuracy and consistency of the clock driving data acquisition.

In MRI, precise synchronization of RF pulse sequences and gradient coils separates a diagnostically actionable image from one that requires a repeat scan. In CT, consistent timing across detector arrays through every rotation cycle directly governs image reconstruction quality. In an ultrasound, channel-to-channel timing



uniformity underpins the beamforming accuracy that resolves fine tissue structure.

These specifications carry real human consequences. Fewer repeat scans lead to lower energy consumption, lower radiation exposure for patients, and better utilization of expensive imaging infrastructure. Earlier and more accurate diagnoses reduce downstream treatment burden. Equipment that maintains timing integrity over its full-service life does not need to be replaced prematurely. For a patient facing consequential medical decisions, precision is not a specification—it is the point.

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](#) (Supplier Code) sets clear expectations for responsible practices. We require all suppliers to align with the Supplier 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. 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 initiated a program to drive key suppliers toward the Responsible Business Alliance (RBA) Validated Assessment Program (VAP) highest audit level, with that effort continuing through 2027.

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 RBA Code of Conduct.

Our primary foundry partners, Robert Bosch LLC and Taiwan Semiconductor Manufacturing Company (TSMC), are recognized leaders in both semiconductor innovation and corporate responsibility. Bosch has operated in a carbon-neutral manner across its global operations for Scope 1 and Scope 2 emissions since 2020. TSMC has committed to net-zero emissions by 2050 and to sourcing 60 percent of its energy from renewable sources by 2030.

The same commitment extends to our assembly and test partners. For example, Advanced Semiconductor Engineering (ASE) has set emissions targets through 2050 that have been independently validated by the Science Based Targets initiative. It has also significantly expanded renewable energy use at its global facilities. Hana Microelectronics Group has reduced its Scope 1 and Scope 2 greenhouse gas emissions intensity by 18 percent since 2020 and is on track to achieve a 40 percent intensity reduction by 2030.

We engage with our supply chain partners regularly via scheduled meetings, performance reviews and audits.

SiTime strives to eliminate the use of any conflict minerals, including cassiterite, columbite-tantalite, gold, wolframite, and their derivatives tin, tantalum and tungsten in our products, which directly or indirectly finance or benefit armed groups operating in the Republic of the Congo or adjoining countries. We require our suppliers to do the same through our Supplier Code.

As we are a fabless semiconductor company, we have no direct relationships with the smelters and refiners providing conflict minerals to our suppliers. However, we conduct annual compliance assessments leveraging the Responsible Minerals Initiative (RMI) resources regarding conflict minerals in our products. For more information, please see our [Conflict Minerals Policy](#), [Form SD](#) and the Conflict Minerals Reporting Template (CMRT) on our [Sustainability](#) webpage.

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, we will escalate the matter and pursue corrective action, up to and including termination of the relationship.

Beyond our Supplier Code and conflict minerals due diligence, we conduct regular business reviews with suppliers to assess performance and alignment with our standards.

QUALITY AND RELIABILITY

As a global leader in silicon timing solutions, we are committed to delivering the quality and reliability on which our customers depend. Our quality management system is certified to ISO 9001:2015, and all products are designed and qualified per JEDEC and AEC standards.

Our dedication to continuous improvement drives us to refine our products and processes to consistently deliver on our quality commitments. With more than 4 billion units shipped and failure rates below 1 defective part per million (DPPM), our track record speaks for itself.



For detailed information on our quality certifications and processes, visit our [Quality](#) page.

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](#), [Code of Conduct and Ethics](#) 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.

Fair 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.

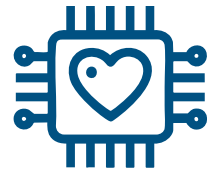
Freedom of Association

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

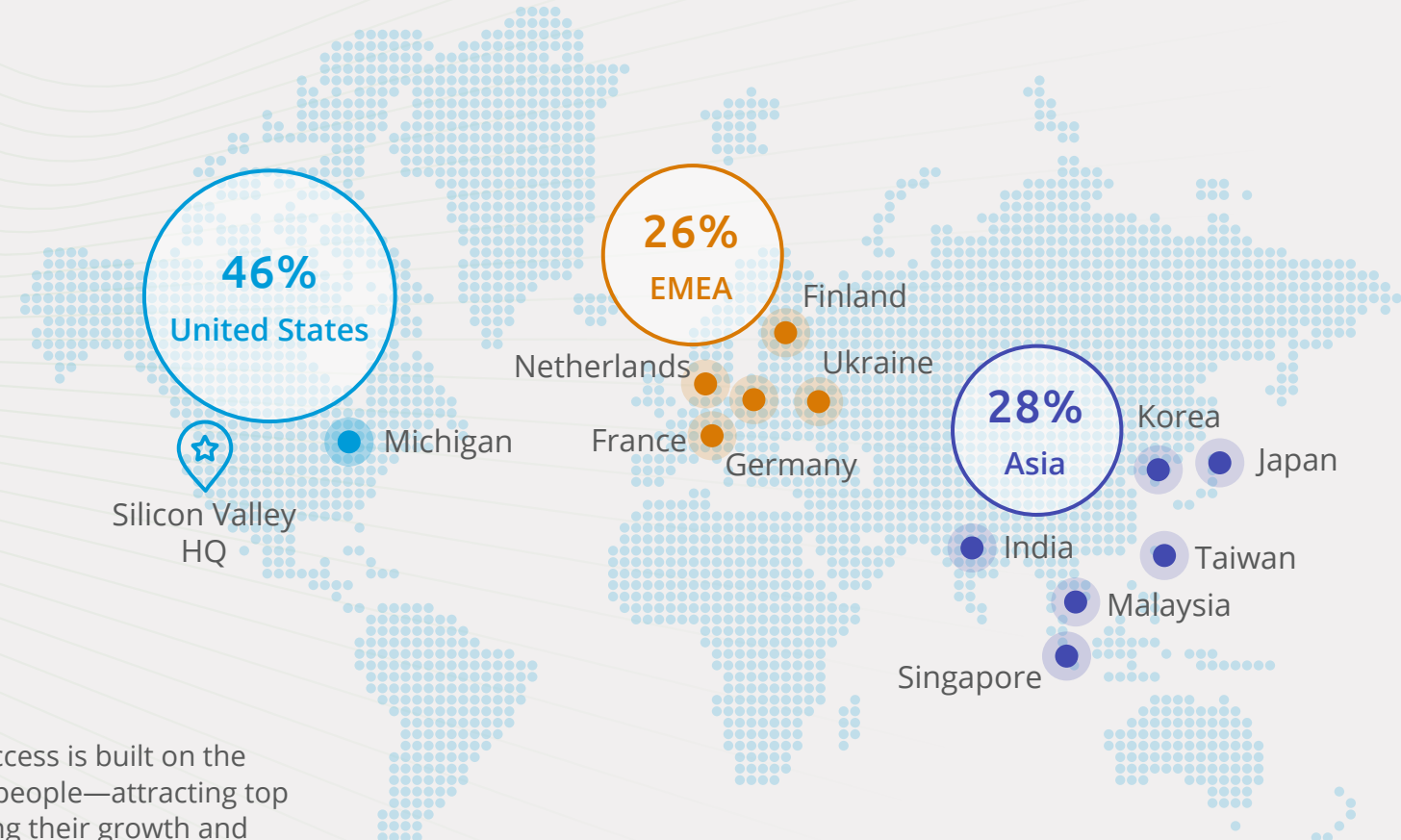


OUR PEOPLE ARE AT THE HEART OF IT ALL.

At SiTime, 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. Our people are at the heart of it all.

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, 2025, SiTime had 441 full-time equivalent global employees located in the United States, Finland, France, Germany, Japan, Korea, Malaysia, the Netherlands, Singapore, Taiwan, Ukraine and India, with 54 percent in research and development roles.



The above map shows SiTime locations and the employee population as of December 31, 2025.

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 problems others can't. These are the values that guide every decision we make, from how we develop products to how we work with each other.

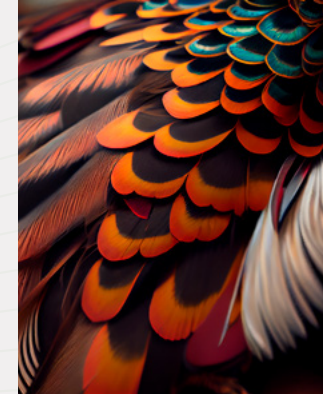
CREATIVE

We imagine the impossible and thrive on solving problems.



AUTHENTIC

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



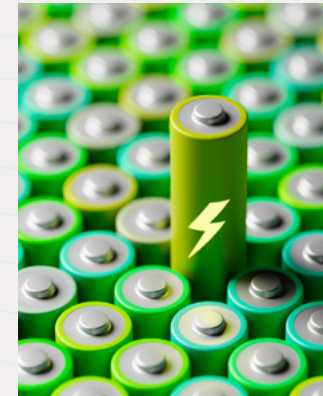
COURAGEOUS

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.



Awards & Recognitions



**SITIME'S WORK
EARNED RECOGNITION
ACROSS MULTIPLE
DIMENSIONS IN 2025,
FROM PRODUCT
INNOVATION
AND TECHNICAL
LEADERSHIP
TO MARKETING
EXCELLENCE
AND EXECUTIVE
ACHIEVEMENT.**

**SITIME
RECOGNIZED BY
NEWSWEEK ON
ITS AMERICA'S
GREATEST
COMPANIES LIST**



SiTime and its leaders were also recognized as finalists across several competitive categories. Electronic Design nominated the SiT5977 Super-TCXO for an Edge Award in Electronic Components. Fierce Electronics named the Chorus MEMS ClkSoC Devices a finalist for Best MEMS Solution and nominated Rajesh Vashist as Executive of the Year. Light Reading named SiTime a finalist for Company of the Year and Rajesh Vashist a finalist in its Leading Light Awards.



**The Silicon Valley
chapter of the
Financial Executives
International honored
Beth Howe with its
Women CFO of the
Year Award**

Design World recognized SiTime's MEMS-based Precision Timing technology with a 2025 LEAP Award in Advanced Materials. Fierce Electronics named SiTime Company of the Year in its 2025 Best Sensors Awards, citing our Clock System-on-a-Chip. Chief Marketer honored "The Heartbeat of Electronics in the Age of AI" with a Platinum PR Award for Branding Campaign.

Our Employees

We strive to create a workplace where every individual feels acknowledged, respected, and able to contribute fully, because diverse perspectives spark the 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. Interviews are designed to span multiple levels, roles and cross-functional perspectives to broaden the innovation lens and drive more creative, well-rounded hiring decisions. We embed different perspectives and fairness into our recruitment, advancement, and compensation to attract diverse talent and encourage new ideas.

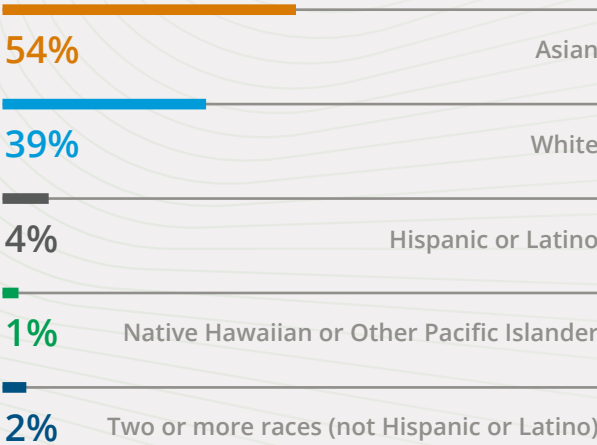
We believe that diversity is our strength reflected at every level through our products, markets, regions, and most importantly, people. Through global office celebrations, employee-driven talent shows, workout sessions and communal meals, we recognize meaningful cultural observances and formally recognize holidays throughout the year, fostering collaboration and deeper connections across our worldwide team.

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 and expression, national origin, disability, age, genetic information, veteran status, marital status, pregnancy or any related condition, or any other protected basis.

In 2025, the women@SiTime employee resource group (ERG) met quarterly, hosting roundtables and guest speakers to encourage dialogue around leadership, community, team building and innovation. Women hold 21 percent of management roles in the U.S.

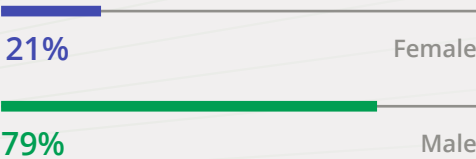


2025 U.S. RACIAL/ETHNIC DIVERSITY



*Data in the U.S. Racial/Ethnic Diversity chart above is as of December 31, 2025, and includes SiTime's U.S. regular (non-contract, non-intern) employee population. SiTime's last EE0-1 report was certified May 14, 2025.

2025 U.S. GENDER DIVERSITY



*The chart above is U.S. data as of December 31, 2025.

Our commitment to diversity remains consistent throughout SiTime. More than half of the Board of Directors identifies as part of an underrepresented group and 22 percent of the members are women.



Learning & Development

At SiTime, growth is not just encouraged; it is built into the way we work. From onboarding 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 trainings cover essential areas including ethical conduct, workplace respect, cybersecurity, data security, workplace safety, human rights, the prevention of human trafficking and forced labor, leadership development and technical trainings. Courses are regularly reviewed for accuracy, compliance and relevance to ensure our people have access to the most current and engaging content.



A centerpiece of that effort was a comprehensive leadership development initiative that brought together executive insight, world-class training, and innovative learning tools. Employees participated in CEO-hosted roundtables that shared strategic perspectives and practical leadership takeaways. The initiative also incorporated a mobile gamified training platform, featuring customized content and AI-powered mentor guides created specifically for SiTime. Together these programs strengthen our leadership pipeline, support succession planning and empower today's leaders to develop tomorrow's top performers.

Managers are encouraged to be active, engaged leaders with diverse skill sets and deep industry knowledge and to champion both individual contributors and team players at every level. SiTime empowers managers to lead transparently, challenge their teams to seek new ideas and cultivate a growth mindset.

Regular one-on-one conversations are embedded in our culture, creating space for meaningful feedback, career guidance and goal setting. Combined with thoughtful succession planning and a strong focus on internal mobility, these practices help ensure our people have clear pathways to advancement. We are always exploring new ways to invest in our workforce and building a workplace where people feel supported, challenged and excited about what comes next.



IN 2025, SITIME LOGGED MORE THAN 4,000 HOURS

of training spanning new hire onboarding, advanced leadership development, compliance, and technical skill building across the globe.



Employee Well-being

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 Lviv, Ukraine office due to the ongoing conflict in the region.



IN 2025, OUR SILICON VALLEY OFFICE OFFERED MORE THAN **650 FITNESS CLASSES**, RESULTING IN MORE THAN **2,500 HOURS OF WORKOUTS WITH EMPLOYEES.**



We believe great work deserves great rewards. Our pay philosophy rewards individual impact while aligning with local market standards, 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 core aspect for workplace health and safety by offering pre-recorded and live streaming mental health awareness training and monthly health and self-care resources.



In 2025, SiTime's StepTember challenge, a global walking initiative tied to funding Cerebral Palsy research, united 193 employees across the globe toward a common health and fitness goal. Together they logged 17,085 miles, more than double the total from 2023, with teams from every region stepping out in support of each other and of the cause.

Health & Safety

SAFETY IN THE WORKPLACE IS OF PARAMOUNT IMPORTANCE TO US. 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 2025, SiTime recorded no high-consequence, work-related injuries resulting in lost time or days away from work, and zero fatalities.

U.S. Total Recordable Incidents

	2024	2025
Hours Worked	376,282	401,042
RIR	0	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.



Cybersecurity & Data Privacy

Protecting SiTime's digital infrastructure, customer data, and intellectual property is not a compliance exercise but is fundamental to how we earn and keep the trust of our investors, partners, suppliers and customers. Our security program is aligned with the NIST Cybersecurity Framework, with continuous monitoring, regulatory compliance and employee engagement at its core.



Governance runs from the top. The Board oversees cybersecurity risk as part of its broader enterprise risk function, with the Audit Committee receiving quarterly updates from management on risks and incidents. Our security controls are independently audited by third parties, and day-to-day implementation sits with our IT management team, working in close partnership with executive leadership. A cybersecurity incident response plan ensures that significant incidents are escalated to a cross-functional team of business leaders—including the Chief Legal Officer, Chief Financial Officer, EVP of Engineering and Operations, and Chief Digital Officer who assess severity and support mitigation efforts.

Every SiTime employee and contractor worldwide completes mandatory annual cybersecurity training covering phishing awareness, security protocols and data handling. Periodic mock phishing exercises keep vigilance sharp, and ongoing communications ensure the organization stays current on emerging threats. Cybersecurity risks are growing in frequency and complexity, and we continuously invest in the automation, tooling and education required to stay ahead of them.

Our data privacy program is designed to meet the full spectrum of applicable global regulations including the General Data Protection Regulation (GDPR) and the California Consumer Privacy

Act (CCPA) while going beyond minimum legal requirements.

WE RIGOROUSLY EVALUATE NEW SUPPLIERS AND TECHNOLOGIES BEFORE ADOPTION, AND MAINTAIN CLEAR, ACCESSIBLE PRIVACY POLICIES ACROSS THE ORGANIZATION.

Generative AI has introduced new considerations. SiTime established a cross-functional governance working group drawing on AI, security, engineering and legal expertise to define guardrails, evaluate risk and guide responsible adoption across the company. Employees have received company-wide training on practical AI use, key risks and the limitations of AI tools in a business environment. The goal is straightforward; enable innovation without compromising trust.

For a full discussion of our cybersecurity risk factors and security program, please refer to the Risk Factors and Cybersecurity sections of SiTime's most recent [Annual Report on Form 10-K](#)

Volunteering at New Heights

SiTime supported causes around the world advancing health and well-being, inclusive education, and environmental protection. Activities included building solar energy stations for children, creating gardening kits to inspire future environmentalists, donating food for those experiencing food insecurity, and DIY upcycling projects promoting sustainability. We also integrated local social impact into SiTime’s internship program with each intern contributing a day of volunteer service in support of STEM education.



OVER 100% GROWTH IN VOLUNTEERING

400 VOLUNTEER HOURS

210 PARTICIPANTS ACROSS 14 COUNTRIES

EACH OF THE INITIATIVES BELOW SAW ENGAGEMENT OR DONATIONS DOUBLE THAT OF 2025, A REFLECTION OF THE GENUINE COMMITMENT SITIME EMPLOYEES BRING TO THE COMMUNITIES WHERE WE LIVE AND WORK.

3,500+ pounds of food donated to those in need.

2,000+ STEM kits assembled and donated to local Title 1 elementary schools.

350+ backpacks collected and delivered to students at the start of the school year.

In 2025 SiTime made significant efforts to expand volunteering participation globally across all SiTime locations by hosting virtual and global in-person volunteering events.



Growing Trees While Growing SiTime

In anticipation of reaching the 500-employee milestone, SiTime planted one tree per employee—500 trees in total—as a meaningful investment in global sustainability.



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 Board of Directors (Board) is responsible for overseeing the Company’s strategic direction, risk management and overall governance. The Board provides oversight of SiTime’s sustainability strategy, including environmental, social, and governance matters that support the Company’s long-term value creation. 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. SiTime has a talented and diverse Board with a variety of relevant skills, professional experience and backgrounds. Of the nine members on the Board, eight are independent.

The SiTime Board has three standing committees, each composed solely of independent directors: the Audit Committee, the Compensation and Talent Committee and the Nominating and Corporate Governance Committee. 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 is 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 Nominating and Corporate Governance Committee is responsible for overseeing SiTime’s policies, programs and goals related to sustainability matters. A cross-functional committee of employees and business leaders from operations, finance, human resources, marketing and legal carries day-to-day responsibility for these efforts, overseeing initiatives and ensuring alignment with our broader business goals. This committee meets regularly and reports to the Nominating and Corporate Governance Committee, which in turn reports periodically to the 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](#).

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.

Diversified Expertise

Industry Experience	✔	✔	✔			✔	✔	✔	✔
Technologist	✔		✔		✔	✔		✔	✔
Executive Leadership	✔		✔	✔	✔	✔	✔	✔	✔
Public Company Board	✔	✔	✔	✔	✔	✔		✔	✔
Finance or Accounting Expertise	✔	✔			✔	✔			✔
Business Development and Strategy	✔	✔	✔	✔	✔	✔	✔	✔	✔
International Leadership	✔	✔		✔	✔	✔	✔	✔	✔
Information Technology and Security			✔		✔	✔			
Regulatory and Compliance		✔			✔		✔		
Corporate Governance	✔	✔	✔	✔	✔	✔	✔	✔	✔
M&A	✔	✔	✔	✔	✔		✔	✔	✔
Risk Management		✔				✔	✔		✔

SITIME IS GUIDED
BY A BOARD THAT
IS BOTH DIVERSE
IN INDUSTRY AND
INTERNATIONAL
MARKET
PERSPECTIVE.

Faraj Aalaei
Raman Chitkara
Edward Frank
Christine Heckart
Torsten Kreindl
Ganesh Moorthy
Katherine Schuelke
Akira Takata
Rajesh Vashist



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 channels, listening and staying aligned with what matters most to them. These ongoing conversations help shape our perspective on a wide range of priorities, including sustainability.

We promote an open-door culture and engage employees through regular global all-hands meetings and virtual and in-person events. Comprehensive onboarding and ongoing training reinforce our values and expectations across the organization.

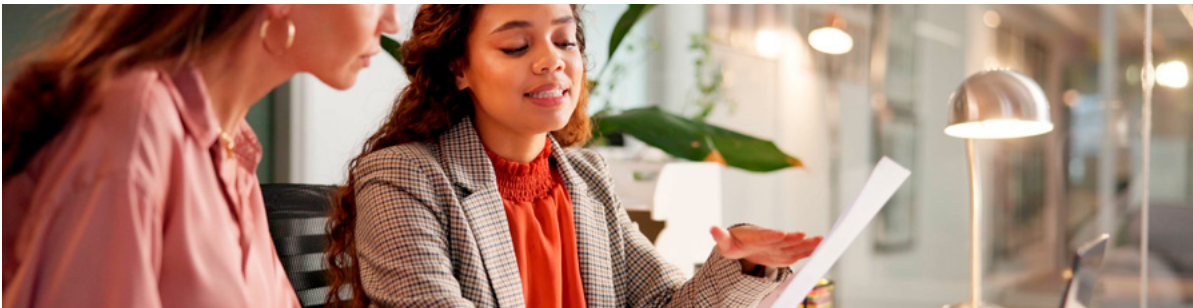
We engage with customers through direct meetings, our website and SiTimeDirect™, and via regular business reviews that help us stay attuned to their evolving needs.

With investors, we host quarterly earnings calls and maintain an active program of virtual and in-person meetings throughout the year.

We conduct regular business reviews and audits with our suppliers to assess performance and alignment with our standards.

We also monitor government policies, regulations and legislation relevant to our business, attending industry meetings and events to stay engaged with the broader policy landscape.

These conversations matter because they keep us connected to perspectives beyond our own. Stakeholder engagement is not a reporting exercise for us. It is how we stay grounded in what matters and accountable to the people and communities we serve.



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:

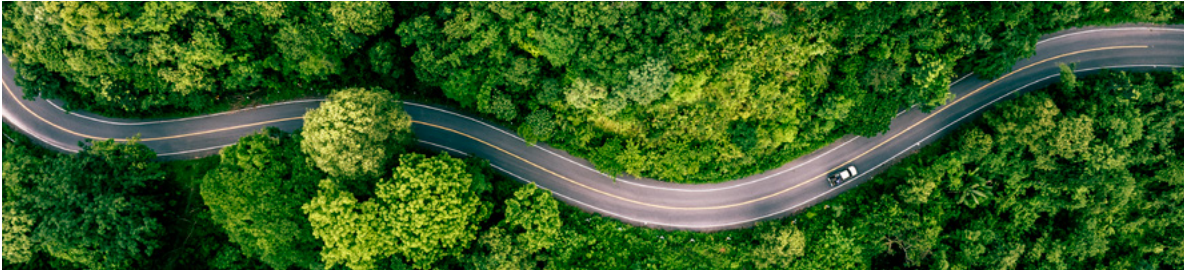
- › Board practices and requirements with respect to Board composition and selection;
- › Board meetings and involvement of senior management;
- › risk assessment;
- › Board and management evaluation;
- › stock ownership guidelines; and
- › Board committees and compensation.

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	15 Terajoules of electricity consumed across all office locations in 2025.
	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	4,094 cubic meters 2025 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, 2025.

Topic	Accounting Metric	Code	Response
Recruiting & Managing a Global & Skills Workforce	Percentage of employees that are: 1. Foreign nationals 2. Located offshore	TC-SC-330a.1	We do not disclose this metric.
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 12 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, 2025.



Report Boundaries and Forward-Looking Statements

This report was published in May 2026. Unless otherwise noted, this report covers SiTime's 2025 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.