



SITIME CORPORATION

GLOBAL HUMAN RIGHTS POLICY

Introduction

Human rights are the fundamental privileges, freedoms, and standards of treatment to which all people are entitled. SiTime's Global Human Rights Policy formalizes the company's worldwide commitment to respect human rights.

1. Scope and Objectives

This policy applies to all SiTime employees worldwide, contingent workforce worldwide, anyone doing business for or with SiTime, and others acting on SiTime's behalf. This policy exists to inform, establish policy, maintain standards, and to show our commitment to global human rights as reflected in the global standards such as the Responsible Business Alliance (RBA) Code of Conduct, ILO Declaration on Fundamental Principles and Rights to Work, United Nations (UN) Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, and the UN Global Compact. Violation of this policy or the refusal to cooperate will result in disciplinary action, up to and including termination, subject to local laws. Violations of this policy by a third party will be subject to contract review and possible termination pursuant to law and applicable contract provisions, as warranted.

2. Labor and Human Rights

- a. **Wages, Benefits and Working Hours.** We pay wages at or above the legally mandated minimum wage requirements, including the legal overtime rate for hourly employees. Employees are also entitled to, at a minimum, legally mandated benefits and are not required to pay fees, deposits or incur debt as a result of employment. Except in emergency or unusual situations, working hours for hourly employees are not to exceed the maximum set by local law. Working overtime hours is on a voluntary basis.
- b. **Freely Chosen Employment.** We do not use forced, bonded or indentured labor or involuntary prison labor. Work is voluntary, and employees are free to leave upon reasonable notice. We do not transport, harbor, recruit, transfer, or receive persons by means of force, threat, coercion, abduction, or fraud for labor or services. We do not place unreasonable restrictions on entering or exiting company facilities.
- c. **Prevention of Human Trafficking and 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.

- d. **Prevention 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.
- e. **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. Proscribed harassment is considered a major offense and is not tolerated by SiTime.
- f. **Non-Discrimination and Diversity.** As a company, we celebrate differences and promote an inclusive environment. We are committed to maintaining a workplace free of discrimination. We do not engage in discrimination based on 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. We believe that diversity in all levels of our workforce and board members supports a culture of inclusion and makes the company stronger.
- g. **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. We also encourage open communication on work-related topics, guidance or concerns with direct managers, department heads, division general managers, human resources or a member of the Environmental Social Governance (ESG) team.

3. Ethics

- a. **Ethics and Code of Conduct.** We conduct business activities and transactions with the highest level of integrity and ethical standards and in accordance with all applicable laws. These principles are described in our Code of Business Conduct and Ethics.
- b. **Anti-Corruption.** We abide by all anti-corruption laws everywhere we do business, including the U.S. Foreign Corrupt Practices Act (FCPA), which applies to our businesses globally. Officers, directors, employees, business partners and any other third party acting on our behalf are prohibited from dishonest, unethical or illegal business practices, including paying bribes or other prohibited payments to government officials and private individuals who interact with SiTime.
- c. **Protection of Identity and Non-Retaliation.** We ensure the confidentiality, anonymity, and protection of employee and supplier whistleblowers, unless prohibited by law. We do not permit retaliation against our employees for in good faith reporting possible

violations of our policies or the law. We have established the following reporting tools: helplines at +1-855-650-0005 (US & Canada) and +1-800-603-2869 (Outside US & Canada); and email reports@lighthouse-services.com.

- d. **Privacy.** We take measures to protect the personal and confidential information of our employees, customers, suppliers and other appropriate persons. We have a global privacy policy concerning our collection, use, disclosure, and retention of personal information. Our global privacy policy and related internal policies are based on global standards reflective of our intent to maintain personal information securely and comply with applicable privacy and data protection requirements.

4. **Health and Safety**

As stated in our Environmental, Health and Safety (EHS) Policy, we are committed to providing a safe and healthy workplace, including by complying, at a minimum, with local requirements, and developing programs that strengthen our safety culture and prevent unsafe conditions and acts.

5. **Suppliers and Third Parties**

We communicate the principles of our Supplier Code of Conduct, the RBA Code of Conduct, and our Global Human Rights Policy to our suppliers. We expect our suppliers to comply with all applicable laws in their employment, health and safety, and ethics practices.

6. **Reporting Mechanism.**

We strongly encourage our employees, contractors, suppliers, third parties, and other business partners to report any human rights concerns related to our company's operations. We use a third-party vendor Ethics Helpline which is available online and by phone, toll-free, 24 hours a day, seven days a week in all languages where we do business. Except as restricted by law, reports through the Ethics Helpline can be made anonymously. We prohibit any form of retaliation against employees who in good faith make a report or raise a concern. For concerns related to human rights, employees and other stakeholders can make a report using our Ethics Helpline at +1-855-650-0005 (US & Canada) or +1-800-603-2869 (Outside US & Canada), or by emailing reports@lighthouse-services.com.

This Global Human Rights Policy is reviewed periodically and updated as necessary.