



## ÅRSREGNSKAPET FOR REGNSKAPSÅRET 2022 - GENERELL INFORMASJON

### Enheten

Organisasjonsnummer: 991 457 445  
Organisasjonsform: Aksjeselskap  
Foretaksnavn: SILICON LABORATORIES NORWAY AS  
Forretningsadresse: Sandakerveien 118  
0484 OSLO

### Regnskapsår

Årsregnskapets periode: 01.01.2022 - 31.12.2022

### Konsern

Morselskap i konsern: Nei

### Regnskapsregler

Regler for små foretak benyttet: Nei  
Benyttet ved utarbeidelsen av årsregnskapet til selskapet: Regnskapslovens alminnelige regler

### Årsregnskapet fastsatt av kompetent organ

Bekreftet av representant for selskapet: Torkil Brunsvik  
Dato for fastsettelse av årsregnskapet: 26.05.2023

### Grunnlag for avgivelse

År 2022: Årsregnskapet er elektronisk innlevert  
År 2021: Tall er hentet fra elektronisk innlevert årsregnskap fra 2022

*Det er ikke krav til at årsregnskapet m.v. som sendes til Regnskapsregisteret er undertegnet. Kontrollen på at dette er utført ligger hos revisor/enhetens øverste organ. Sikkerheten ivaretas ved at innsender har rolle/rettighet for innsending av årsregnskapet via Altinn, og ved at det bekreftes at årsregnskapet er fastsatt av kompetent organ.*

Brønnøysundregistrene, 20.06.2024



### Resultatregnskap

Beløp i: NOK	Note	2022	2021
<b>RESULTATREGNSKAP</b>			
<b>Inntekter</b>			
Revenue	8, 11	445 949 456	270 810 639
<b>Sum inntekter</b>		<b>445 949 456</b>	<b>270 810 639</b>
<b>Kostnader</b>			
Employee benefits expense	2	81 296 526	65 611 208
Depreciation and amortisation expenses	6	2 896 881	1 386 847
Nedskrivning av varige driftsmidler og immaterielle eiendeler	9		
Other expenses		18 075 841	18 542 418
<b>Sum kostnader</b>		<b>102 269 247</b>	<b>85 540 473</b>
<b>Driftsresultat</b>		<b>343 680 209</b>	<b>185 270 166</b>
<b>Finansinntekter og finanskostnader</b>			
Annen renteinntekt		7 171 777	69 259
<b>Sum finansinntekter</b>		<b>7 171 777</b>	<b>69 259</b>
Annen rentekostnad			460
Other financial expenses		1 968 477	
<b>Sum finanskostnader</b>		<b>1 968 477</b>	<b>460</b>
<b>Netto finans</b>		<b>5 203 300</b>	<b>68 799</b>
<b>Ordinært resultat før skattekostnad</b>		<b>348 883 509</b>	<b>185 338 965</b>
Income tax expense	1, 7	76 754 375	40 774 572
<b>Ordinært resultat etter skattekostnad</b>		<b>272 129 134</b>	<b>144 564 393</b>
<b>Årsresultat</b>		<b>272 129 134</b>	<b>144 564 393</b>
<b>Årsresultat etter minoritetsinteresser</b>		<b>272 129 134</b>	<b>144 564 393</b>
<b>Totalresultat</b>		<b>272 129 134</b>	<b>144 564 393</b>
<b>Overføringer og disponeringer</b>			
Other equity		272 129 134	144 564 393



## Resultatregnskap

<b>Beløp i: NOK</b>	<b>Note</b>	<b>2022</b>	<b>2021</b>
Sum overføringer og disponeringer		272 129 134	144 564 393



## Balanse

Beløp i: NOK	Note	2022	2021
<b>BALANSE - EIENDELER</b>			
<b>Anleggsmidler</b>			
<b>Immaterielle eiendeler</b>			
Prototypes	9		
Utsatt skattefordel	1, 7	1 084 497	1 903 738
<b>Sum immaterielle eiendeler</b>		<b>1 084 497</b>	<b>1 903 738</b>
<b>Varige driftsmidler</b>			
Test and measurement equipment	6	1 094 237	1 379 231
Hardware, software, furniture and fixtures	6	3 311 489	1 867 175
<b>Sum varige driftsmidler</b>		<b>4 405 726</b>	<b>3 246 405</b>
<b>Finansielle anleggsmidler</b>			
Other long-term receivables		1 019 749	1 019 749
<b>Sum finansielle anleggsmidler</b>		<b>1 019 749</b>	<b>1 019 749</b>
<b>Sum anleggsmidler</b>		<b>6 509 972</b>	<b>6 169 893</b>
<b>Omløpsmidler</b>			
<b>Varer</b>			
<b>Fordringer</b>			
Other short-term receivables		4 595 582	2 668 008
Konsernfordringer	8	345 780 525	55 173 832
<b>Sum fordringer</b>		<b>350 376 107</b>	<b>57 841 840</b>
<b>Bankinnskudd, kontanter og lignende</b>			
Cash and cash equivalents	3	404 759 844	469 039 751
Investments		313 166 421	
<b>Sum bankinnskudd, kontanter og lignende</b>		<b>717 926 265</b>	<b>469 039 751</b>
<b>Sum omløpsmidler</b>		<b>1 068 302 372</b>	<b>526 881 591</b>
<b>SUM EIENDELER</b>		<b>1 074 812 344</b>	<b>533 051 484</b>



## Balanse

Beløp i: NOK	Note	2022	2021
<b>BALANSE - EGENKAPITAL OG GJELD</b>			
<b>Egenkapital</b>			
<b>Innskutt egenkapital</b>			
Share capital	4, 5	4 400 000	4 400 000
Annen innskutt egenkapital	5	4 182 426	4 182 426
<b>Sum innskutt egenkapital</b>		<b>8 582 426</b>	<b>8 582 426</b>
<b>Opptjent egenkapital</b>			
Other equity	5	721 318 503	449 189 369
<b>Sum opptjent egenkapital</b>		<b>721 318 503</b>	<b>449 189 369</b>
<b>Sum egenkapital</b>		<b>729 900 929</b>	<b>457 771 795</b>
<b>Gjeld</b>			
<b>Langsiktig gjeld</b>			
Utsatt skatt	1		
<b>Annen langsiktig gjeld</b>			
<b>Sum langsiktig gjeld</b>		<b>0</b>	<b>0</b>
<b>Kortsiktig gjeld</b>			
Leverandørgjeld	8	3 225 379	1 018 270
Tax payable	1	56 667 926	28 649 682
Public duties payable		6 804 948	6 218 872
Kortsiktig konserngjeld		258 723 727	24 245 947
Other current liabilities	10	19 489 436	15 146 918
<b>Sum kortsiktig gjeld</b>		<b>344 911 415</b>	<b>75 279 689</b>
<b>Sum gjeld</b>		<b>344 911 415</b>	<b>75 279 689</b>
<b>SUM EGENKAPITAL OG GJELD</b>		<b>1 074 812 344</b>	<b>533 051 483</b>



## Skattedirektoratet

Saksbehandler Torstein Kinden Helleland	Deres dato 13.09.2012	Vår dato 27.09.2012
Telefon 22078139	Deres referanse KB	Vår referanse 2012/721830

RSM HASNER KJELSTRUP & WIGGEN AS  
Postboks 1312 Vika  
0112 OSLO

## Tillatelse til å utarbeide årsregnskap og årsberetning på engelsk språk for Energy Micro AS, org. nr. 991 457 445

Det vises til deres brev av 13. september 2012 der det søkes om dispensasjon fra kravet til å utarbeide årsregnskap og årsberetning på norsk språk for Energy Micro AS.

Skattedirektoratet gir på bakgrunn av en konkret helhetsvurdering Energy Micro AS dispensasjon fra kravet til å utarbeide årsregnskap og årsberetning på norsk språk, jf. regnskapsloven § 3-4 tredje ledd.

Dispensasjonen forutsetter at opplysningene som vedtaket baserer seg på ikke endres vesentlig.

### Bakgrunn

Energy Micro AS eies 100 % av morselskapet Energy AS som i vedtak (2012/13084) av 4. januar 2012 fikk tillatelse til å utarbeide årsregnskap og årsberetning på engelsk språk. Energy Micro AS er et selskap innen teknologibransjen, en bransje med stor grad av internasjonalisering. Selskapet har utenlandske styremedlemmer som ikke behersker norsk språk. Det er opplyst at hoveddelen av kundene og leverandørene er utenlandske. Alle sentrale aktører og samarbeidspartnere innen denne bransjen behersker og benytter engelsk. Selskapet benytter også engelsk som arbeidsspråk. En norsk oversettelse vil kun ha til formål å oppfylle regnskapslovens språkkrav.

### Skattedirektoratets vurdering

Etter regnskapsloven § 3-4 tredje ledd skal "årsregnskapet og årsberetningen ... være på norsk. Departementet kan ved ... enkeltvedtak bestemme at årsregnskapet og/eller årsberetningen kan være på et annet språk."

I Ot. prp. nr. 42 (1997-1998) Om lov om årsregnskap m.v., er det uttalt følgende om regnskapslovens formål, jf. pkt. 1.1:

*"Regjeringen har som siktemål at regnskapsloven skal bidra til informative regnskaper for ulike grupper av regnskapsbrukere. Regnskapsbrukerne er dels investorer og kreditorer som tilfører kapital til foretakene, og dels andre grupper som har interesse av å vite hvordan foretaket drives, f.eks. de ansatte og lokalsamfunnet. Informasjonen til kapitalmarkedet skal gi grunnlag for riktig prising av finansielle objekter. Riktig prisdannelse på aksjer er en forutsetning for at ressursbruken i samfunnsøkonomien skal*

Postadresse Postboks 9200 Grønland 0134 Oslo	Besøksadresse Se <a href="http://www.skatteetaten.no">www.skatteetaten.no</a> Org. nr: 996250318	Sentralbord 800 80 000 Telefaks 22 17 08 60
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*bli best mulig. Gode regnskaper vil også gjøre det vanskeligere for markedsdeltakere å ta ut spekulasjonsgevinster med basis i skjevt fordelt informasjon.”*

Det fremgår således at et av hovedformålene med regnskapsloven er å bidra til “*informative regnskaper for ulike grupper av regnskapsbrukere*”. Regnskapsbrukere vil omfatte, jf. uttalelsen i proposisjonen, blant andre investorer, kreditorer, ansatte og lokalsamfunnet.

Det er etter Skattedirektoratets vurdering derfor avgjørende ved vurdering av om dispensasjon fra kravet til å utarbeide årsregnskap og/eller årsberetning på norsk, at det ikke foreligger mulige brukere av regnskapsinformasjon som blir vesentlig berørt negativt ved en eventuell dispensasjon.

Det er særlig hensynet til brukerne av regnskapsinformasjon som skal vurderes ved en dispensasjonssøknad. I denne vurderingen har Skattedirektoratet lagt særlig vekt det alt vesentlige av driften foregår i utlandet. Morselskapet har tidligere fått tillatelse til å benytte engelsk språk. Selskapets arbeidsspråk er engelsk og all kommunikasjon skjer på engelsk. Videre er det vektlagt at selskapet driver virksomhet i en internasjonal bransje der alle aktører behersker og benytter engelsk språk.

Vennligst oppgi vår referanse ved henvendelser i anledning saken.

Med hilsen

Rune Tystad  
seniorrådgiver  
Rettsavdelingen, foretaksskatt  
Skattedirektoratet

Torstein Kinden Helleland





12.06.2023, 07:20

Kunngjøringer - Brønnøysundregistrene



Brønnøysundregistrene

Language 

Søk 

Meny

## Kunngjøringer

Kunngjøring for:

**Organisasjonsnummer 991 457 445** (SILICON LABORATORIES NORWAY AS)

### Endring av foretaksnavn

Foretaksnavn: **ENERGY MICRO AS**

Organisasjonsnummer: 991 457 445

Forretningsadresse: Sandakerveien 118  
0484 OSLO

Kommune: 0301 OSLO

Organisasjonsform: Aksjeselskap

**Nytt foretaksnavn: SILICON LABORATORIES NORWAY AS**

### Foretaksregisteret 23.07.2013

Organisasjonsnummer:

974 760 673

### Lenker

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12.06.2023, 07:20

Kunngjøringer - Brønnøysundregistrene

Driftsmeldinger

**Følg oss**



Statsautoriserte revisorer  
Ernst & Young AS

DaaeGården, NO-6010 Ålesund  
Langelandsvegen 1, NO-6010 Ålesund

Foretaksregisteret: NO 976 389 387 MVA  
Tlf: +47 24 00 24 00

Fax:  
www.ey.no  
Medlemmer av Den norske revisorforening

To the Shareholders' Meeting of Silicon Laboratories Norway AS

## Statement on the report on agreement with group company

We have reviewed the report dated 9 December 2022 in connection with the closing of the engineering services agreement ("Service Agreement") with Silicon Laboratories International Pte Ltd dated 7 December 2022. The report includes the Board of Directors' presentation of information pursuant to the requirements of the Norwegian Limited Liability Companies Act section 3-8, ref. section 2-6 first par. No. 1 to 4, and the boards' statement on whether there is a reasonable correspondence between the value of the consideration to be paid by the company, and the consideration to be received by the company.

### *The Board of Directors' responsibility*

The board is responsible for the preparation of the report and the valuations on which the consideration is based.

### *Auditor's responsibility*

Our responsibility is to make a statement on the report based on our review.

We conducted our review and issue our statement in accordance with the Norwegian standard SA 3802-1 "The auditor's statements and reports pursuant to Norwegian company legislation". The standard requires that we plan and perform our review to obtain reasonable assurance for the fact that the report includes the statutory required information and there is a fair correspondence between the value of the consideration to be yielded by the company and the consideration to be received by the company. The work includes a review of the terms in the Service Agreement, and that the description of the transaction is appropriate and adequate as a basis for an assessment of whether the terms are in line with market consideration. We have also reviewed the valuation methods applied and the assumptions constituting the basis for the valuation.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### *Opinion*

In our opinion, the report includes the information required by the Norwegian Limited Liability Companies Act section 2-6 first par. No. 1-4. In our opinion, the terms in the Services Agreement are based on market considerations and there is a reasonable correspondence between the value of the consideration to be yielded by the company and the consideration to be received by the company.

Ålesund, 12. desember 2022  
ERNST & YOUNG AS

*Revisjonsberetningen er signert elektronisk*

Ivar-André Arnes Norvik  
statsautorisert revisor

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Statsautoriserte revisorer  
Ernst & Young AS

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Til aksjeeiere i Silicon Laboratories Norway AS

## UTTALELSE OM REDEGJØRELSE OM AVTALE MED AKSJEIEIER

Vi har kontrollert redegjørelsen datert 9. desember 2022 i forbindelse med erverv av selskapets inngåelse av en ingeniørserviceavtale («Serviceavtalen») med Silicon Laboratories International Pte Ltd datert 7. desember 2022. Redegjørelsen består av styrets presentasjon av opplysninger i overensstemmelse med de krav som stilles i asl § 3-8, jf. § 2-6 første ledd nr. 1 til 4, og styrets erklæring i redegjørelsen om at det er rimelig samsvar mellom verdien av det vederlaget selskapet skal yte og verdien av det vederlaget selskapet skal motta.

### *Styrets ansvar for redegjørelsen*

Styret er ansvarlig for å utarbeide redegjørelsen og de verdsettelsene som ligger til grunn for vederlaget.

### *Revisors oppgaver og plikter*

Vår oppgave er å uttale oss om redegjørelsen på grunnlag av vår kontroll.

Vi har utført vår kontroll og avgir vår uttalelse i samsvar med standard for attestasjonsoppdrag SA 3802-1 "Revisors uttalelser og redegjørelser etter aksjelovgivningen". Standarden krever at vi planlegger og utfører kontroller for å oppnå betryggende sikkerhet for at redegjørelsen inneholder lovpålagte opplysninger og at det er rimelig samsvar mellom verdien av det vederlaget selskapet skal yte og verdien av det vederlaget selskapet skal motta. Arbeidet omfatter en vurdering av betingelsene benyttet i Serviceavtalen, og at beskrivelsen av transaksjonen er hensiktsmessig og dekkende som grunnlag for en vurdering av om betingelsene bygger på markedsmessige vurderinger. Videre har vi vurdert de verdsettelsesmetodene som er benyttet og de forutsetningene som ligger til grunn for verdsettelsen.

Vi mener at innhentede bevis er tilstrekkelig og hensiktsmessig som grunnlag for vår konklusjon.

### *Konklusjon*

Etter vår mening:

- inneholder redegjørelsen de opplysningene aksjeloven § 2-6 første ledd nr. 1 til 4 krever
- betingelsene benyttet i Serviceavtalen er bygget på markedsmessige vurderinger og etter vår mening er det rimelig samsvar mellom verdien av det vederlaget selskapet skal yte og det vederlaget selskapet skal motta.

Ålesund, 20. desember 2022  
Ernst & Young AS

Ivar-André Årnes Norvik  
statsautorisert revisor  
(elektronisk signert)



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### Ivar-Andre Årnes Norvik

Oppdragsansvarlig partner

På vegne av: Ernst & Young AS

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### Ivar-Andre Årnes Norvik

Statsautorisert revisor

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## INDEPENDENT AUDITOR'S REPORT

To the Annual Shareholders' Meeting of Silicon Laboratories Norway AS

### Opinion

We have audited the financial statements of Silicon Laboratories Norway AS (the Company), which comprise the balance sheet as at 31 December 2022, the income statement and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion the financial statements comply with applicable legal requirements and give a true and fair view of the financial position of the Company as at 31 December 2022 and its financial performance and cash flows for the year then ended in accordance with the Norwegian Accounting Act and accounting standards and practices generally accepted in Norway.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the Company in accordance with the requirements of the relevant laws and regulations in Norway and the International Ethics Standards Board for Accountants' *International Code of Ethics for Professional Accountants (including International Independence Standards)* (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Other information

Other information consists of the information included in the annual report other than the financial statements and our auditor's report thereon. Management (the board of directors and the general manager) is responsible for the other information. Our opinion on the financial statements does not cover the other information, and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information, and, in doing so, consider whether the board of directors' report contains the information required by legal requirements and whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information or that the information required by legal requirements is not included, we are required to report that fact.

We have nothing to report in this regard, and in our opinion, the board of directors' report is consistent with the financial statements and contains the information required by applicable legal requirements.

### Responsibilities of management for the financial statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the Norwegian Accounting Act and accounting standards and practices generally accepted in Norway, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the



going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the board of directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Ålesund, 26th of May 2023  
ERNST & YOUNG AS

*The auditor's report is signed electronically*

Ivar-André Årnes Norvik  
State Authorised Public Accountant (Norway)

Independent auditor's report - Silicon Laboratories Norway AS 2022

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## Ivar-Andre Årnes Norvik

Statsautorisert revisor

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## Silicon Laboratories Norway AS

### Profit & loss statement

Operating income and operating expenses (NOK)	Note	2022	2021
Revenue	1	445,949,459	270,810,639
<b>Operating income</b>		<b>445,949,459</b>	<b>270,810,639</b>
Payroll expenses	2	81,296,526	65,611,208
Depreciation expense	3	2,896,881	1,386,847
Amortisation expense	4	0	0
Other operating expenses		18,075,841	18,542,418
<b>Operating expenses</b>		<b>102,269,248</b>	<b>85,540,473</b>
<b>Operating profit</b>		<b>343,680,211</b>	<b>185,270,166</b>
<b>Financial income and expenses</b>			
Other interest income		7,171,777	69,259
Other financial income		0	0
Other interest expense		0	460
Other financial losses		-1,968,478	0
<b>Net financial income and expenses</b>		<b>5,203,299</b>	<b>68,799</b>
<b>Operating results before tax</b>		<b>348,883,510</b>	<b>185,338,965</b>
Tax on ordinary result	5	76,754,375	40,774,572
<b>Operating result after tax</b>		<b>272,129,135</b>	<b>144,564,394</b>
<b>Net profit / (loss) for the year</b>		<b>272,129,135</b>	<b>144,564,394</b>
<b>Appropriation of profit:</b>			
Allocation for other retained earnings	6	-272,129,135	-144,564,394
Total appropriation		<b>-272,129,135</b>	<b>-144,564,394</b>



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## Silicon Laboratories Norway AS

### Balance sheet statement

Assets (NOK)	Note	12/31/2022	12/31/2021
<b>Non-current assets</b>			
<b>Intangible assets</b>			
Deferred tax asset	5	1,084,497	1,903,738
<b>Total intangible assets</b>		<b>1,084,497</b>	<b>1,903,738</b>
<b>Tangible fixed assets</b>			
Test and measurement equipment	4	1,094,237	1,379,231
Hardware, software, furniture and fixtures	4	3,311,489	1,867,175
<b>Total tangible fixed assets</b>		<b>4,405,726</b>	<b>3,246,405</b>
<b>Long Term Deposits</b>			
Other receivables		1,019,749	1,019,749
<b>Total long term deposits</b>		<b>1,019,749</b>	<b>1,019,749</b>
<b>Total non-current assets</b>		<b>6,509,972</b>	<b>6,169,893</b>
<b>Debtors</b>			
Receivables from group companies	8	345,780,522	55,173,832
Other receivables		4,595,582	2,668,008
<b>Total debtors</b>		<b>350,376,104</b>	<b>57,841,840</b>
Cash and cash equivalents	9	404,759,844	469,039,751
Investments	10	313,166,421	0
<b>Total current assets</b>		<b>1,068,302,369</b>	<b>526,881,591</b>
<b>Total assets</b>		<b>1,074,812,341</b>	<b>533,051,484</b>



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## Silicon Laboratories Norway AS

### Balance sheet statement

Equity and liabilities (NOK)	Note	12/31/2022	12/31/2021
<b>Restricted equity</b>			
Share capital	6.7	4,400,000	4,400,000
Share premium	6.7	<u>4,182,426</u>	<u>4,182,426</u>
<b>Total restricted equity</b>		<b><u>8,582,426</u></b>	<b><u>8,582,426</u></b>
<b>Retained earnings</b>			
Other retained earnings	6	<u>721,318,506</u>	<u>449,189,371</u>
<b>Total retained earnings</b>		<b><u>721,318,506</u></b>	<b><u>449,189,371</u></b>
<b>Total equity</b>		<b><u>729,900,932</u></b>	<b><u>457,771,797</u></b>
<b>Liabilities</b>			
Liabilities to group companies	8		
<b>Short-term liabilities</b>			
Trade creditors		3,225,380	1,018,268
Payables to group Companies	8	258,723,727	24,245,947
Tax payable	4	56,667,923	28,649,682
Public duties payable		6,804,948	6,218,872
Other short-term liabilities	11	<u>19,489,431</u>	<u>15,146,918</u>
<b>Total short-term liabilities</b>		<b><u>344,911,409</u></b>	<b><u>75,279,687</u></b>
<b>Total liabilities</b>		<b><u>344,911,409</u></b>	<b><u>75,279,687</u></b>
<b>Total equity and liabilities</b>		<b><u>1,074,812,341</u></b>	<b><u>533,051,484</u></b>

Austin, 26 May 2023 2023

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Nestor F. Ho

Chairman of the Board

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Vaughan Price

Board Member

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Torkil Brunsvik

CEO



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## Silicon Laboratories Norway AS

### Cash Flow Statement

	2022	2021
<b>Cash flow from operating activities</b>		
Profit/(-) loss before income taxes	348,883,510	185,338,965
Income tax paid	-47,916,893	-30,083,938
Depreciation and amortisation expenses	2,896,880	1,386,847
Changes in accounts receivables	-290,606,690	-12,548,102
Changes in accounts payable	236,684,892	22,870,329
Changes in other accruals	3,001,015	7,408,222
<b>Net cash flow from operating activities</b>	<b>252,942,714</b>	<b>174,372,323</b>
<b>Cash flow from investing activities</b>		
Investment in fixed assets	-4,056,201	-
Purchase of investments	-313,166,421	-
Maturities of Available for Sale Securities	-	-
Purchase of tangible non current assets	-	-1,800,904
<b>Net cash flow from investing activities</b>	<b>-317,222,622</b>	<b>-1,800,904</b>
<b>Cash flow from financing activities</b>		0
<b>Net cash flow from financing activities</b>	<b>0.00</b>	<b>0</b>
Net change in cash and cash equivalents	-64,279,907	172,571,419
Cash and cash equivalents at 01/01/2022	469,039,751	296,468,332
<b>Cash and cash equivalents at 31/12/2022</b>	<b>404,759,844</b>	<b>469,039,751</b>



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## Silicon Laboratories Norway AS

### Profit & loss statement

The annual report is prepared according to the Norwegian Accounting Act and generally accepted accounting principles. All amounts are given in NOK.

### Balance sheet classification

Assets meant for long term ownership or uses are classified as non-current assets. All other assets are classified as current assets. Receivables due within one year are classified as current assets. Similar principles are used for classification of debt

Fixed assets are valued at the cost of acquisition. In the case of non-incident reduction in value, the assets will be written down to the fair value amount. Long-term creditors are recognized at nominal value.

Current assets are valued at the acquisition cost or fair value, whichever is lower. Short-term creditors are recognized at nominal value.

### Foreign currency translation

Foreign currency transactions are converted into functional currency using the exchange rates prevailing at the dates of the transactions or valuations where items are remeasured. Foreign exchange gains and losses resulting from the settlement of such transactions are recognized in the income statement.

### Operating income

The sales account is credited at time of delivery (time of transaction). The same principle of revenue recognition applies to services as expenses are incurred against long term projects.

Realized gains and losses on securities are recognized on the sale date. Unrealized losses on the balance are expensed immediately. Unrealized gains as income to the extent that the market principle is the basis for valuation.

### Tangible fixed assets

Tangible fixed assets are capitalized and depreciated linearly over the estimated useful life. Costs for maintenance are expensed as incurred, whereas costs from improving and upgrading property, plant and equipment are added to the acquisition cost and depreciated with the related asset. If carrying value of a non-current asset exceeds the estimated recoverable amount, the asset is written down to the recoverable amount. The recoverable amount is the greater of the net realizable value and value in use. In assessing value in use, the discounted estimated future cash flows from the asset are used.

### Current receivables

Accounts receivable and other current receivables are recorded in the balance sheet at nominal value less provisions for doubtful debts. Provisions for doubtful debts are calculated on the basis of an individual assessment.

### Receivables from group companies

Cash and cash equivalents consist of bank deposits and investment in Blackrock market fund. In the balance sheet bank overdrafts are shown within borrowings in current liabilities.

### Debt

Liabilities are recorded at the nominal debt amount

### Pensions

The company has a group (secured) plan for employees. The scheme is a defined contribution plan, meaning that the company has no further payment obligations once the contributions have been paid. Contributions are recognized as employee benefit expense when they fall due. Prepaid contributions are recognized as an asset to the extent that a cash refund or a reduction of future payments is recognized.

### Taxes

The expenses in the profit and loss account include both tax payables for the accounting period and changes in deferred tax. Deferred tax is calculated at 22 percent on the basis of existing temporary differences between accounting profit and taxable profit together with tax-deficits at the year-end. Temporary differences, both positive and negative, are balanced out within the same period. Deferred tax assets are recorded in the balance sheet to the extent it is more likely than not that the tax assets will be utilized.

Tax related to equity transactions are charged directly to current tax liability. Deferred tax / deferred tax assets are calculated at the nominal value.

### Cash flow

The cash flow statement has been prepared according to the indirect method. Cash and cash equivalents include cash, bank deposits and other short-term, highly liquid investments with maturity of 3 months or less.

### Intangible assets

Cost of development are capitalized to the extent that a future economic benefit can be identified associated with the development of an identifiable intangible asset and the expenses can be reliably measured. Otherwise, such expenses are expensed as incurred. Capitalized development is depreciated linearly over the estimated useful life.



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## Note 1 Sales revenues

The company's sales are mainly to group companies outside of Norway

	2022	2021	Country
Royalty Fees	331,953,499	176,194,639	SGP, USA
Service Fees	113,995,980	94,616,000	SGP, USA
Total	445,949,459	270,810,639	

## Note 2 Salary and personnel costs

### Profit & loss statement

	2022	2021
Salaries	67,993,482	55,367,042
Payroll tax	9,446,705	7,716,177
Pension costs	2,635,284	1,754,131
Other benefits	1,221,055	773,858
Total salaries	81,296,526	65,611,208

Number of full-time employees	63.0	52.0
-------------------------------	------	------

### General manager remuneration

	2022	2021
Salaries incl. bonus	1,706,066	1,479,847
Pension costs	77,416	62,583
Other benefits	1,302,533	1,382,495
Total salaries	3,086,015	2,924,925

Torkil Brunsvik worked as general manager in 2022.

### Pension

The company is obliged to provide funding according to Norwegian legislation. The company has an arrangement that fulfills this requirement.

### Other management remuneration

The general manager is entitled to bonus according to guidelines outlined by the Board of Directors. Bonus to the general manager in 2022 amounts to NOK 397 586. There is no agreement regarding expenses if the employment comes to an end.

### Auditor fee

Specification of auditor's fee without VAT:

	2022	2021
Statutory audit fee	117,770	113,787
Other services	30,750	23,405
Total	148,520	137,192

- Other tax services	0	0
Total fee	148,520	137,192

## Note 3 Intangible assets

Acquisition cost at 01.01	9,143,413
Additions	0
Acquisition cost at 31.12	9,143,413
Accumulated depreciation 01.01	9,143,413
Amortisation for the year	0
Accumulated amortisation 31.12	9,143,413
Net carrying value at 31.12	0
Amortisation for the year	0
The useful economic life	2-5 year
Depreciation type	Linear
Change of amortisation	No



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## Note 4 Tangible assets

	Test and measurement equipment	Leasehold improvements	Computers and network equipment	Furniture and fixings	Software	Asset under construction	Total
Acquisition cost at 01.01	8,999,495	35,226	3,637,036	1,366,507	851,903	956,250	15,846,419
Additions	352,155	3,127,754	437,720	1,094,822		1,809,092	6,821,543
Disposals	68,564		304,155	345,600	792,255	2,765,342	4,275,916
Acquisition cost at 31.12	9,283,086	3,162,980	3,770,603	2,115,729	59,648	0	18,392,046
Accumulated depreciation 01.01	7,620,266	35,226	2,798,272	1,294,347	851,903	0	12,600,014
Depreciation for the year	637,149	1,373,867	632,582	253,282			2,896,880
Disposals	68,564		304,155	345,600	792,255		1,510,574
Accumulated depreciation 31.12	8,188,851	1,409,093	3,126,699	1,202,029	59,648	0	13,986,320
Net carrying value at 31.12	1,094,235	1,753,887	643,904	913,700	0	0	4,405,726
Depreciation for the year	637,149	1,373,867	632,582	253,282	0	0	2,896,880
The useful economic life	2-5 year	2 year	2-5 year	5 year	2-3 year		
Depreciation type	Linear	Linear	Linear	Linear	Linear		
Change of depreciation	No	No	No	No	No		

## Note 5 Income taxes

	2022	2021
Income before taxes	348,883,511	185,338,965
Change in temporary differences	-3,723,825	-6,344,323
Taxable income	345,159,686	178,994,642

	2022	2021
Tax payable on balance sheet	56,667,923	28,649,682
Withholding tax paid in Singapore	19,267,211	10,729,139
Changes in deferred tax	819,242	1,395,751
Adjustment to Prior Year Tax	0	0
Tax expense on P&L	76,754,376	40,774,572

	2022	2021
22% of income before taxes	76,754,376	40,774,572
Adjustment to Prior Year Tax	0	0
Permanent difference	0	0
Tax on ordinary result	76,754,376	40,774,572

Temporary differences	2022		2021	
	Deferred tax asset	Deferred tax liabilities	Deferred tax asset	Deferred tax liabilities
Tangible assets and prototypes	2,961,052		8,853,357	
Unrealized Losses on Available for Sale Securities	1,968,479		0	
Total temporary differences	4,929,531		8,853,357	
Deferred tax asset	1,084,497		1,903,738	
	22%		22%	

Per 31.12.2022 deferred tax asset has been fully recognised as a result of future expected earnings.

The Norwegian Tax Administration ("NTA") has completed its examination of the Company for income tax matters relating to fiscal years 2013, 2014, 2015 and 2016. The Company received a formal reassessment from the NTA in December 2017 concerning an adjustment of approximately NOK 1 billion to its 2013 taxable income related to its intellectual property license arrangement with affiliated entities. The Company has appealed the assessment to the Tax Appeal Board and since the original assessment was issued, the NTA has revised its assessment. In their revised assessment, the NTA has retained the Company's license arrangement but has reduced its assessment for tax year 2013 to approximately NOK 0.6 billion. The Company believes it has properly determined taxable income for the 2013 and subsequent years impacted by this arrangement and, accordingly, has not accrued an additional income tax liability related to this assessment.



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## Note 6 Equity

	Issued capital	Share premium	Other retained earnings	Total
Equity 01.01	4,400,000	4,182,426	449,189,371	457,771,797
Net profit / loss(-)			272,129,135	272,129,135
Equity 31.12	4,400,000	4,182,426	721,318,506	729,900,932

## Note 7 Share capital and Shareholder information

Share capital at the end of the year

	Number of shares	Face value	Book value
Ordinary shares	100,000	44	4,400,000

Shareholder at 31.12.2021

	Number of shares	Ownership interest	Voting rights
Silicon Laboratories International Pte. Ltd.	100,000	100%	100%

## Note 8 Intercompany balances with group companies

	2022	2021
Short term receivable from group companies	345,780,522	55,173,832
Short term payable to group companies	258,723,727	24,245,947

## Note 9 Cash and cash equivalents

	2022	2021
Restricted cash balance	8,102,215	3,463,229

As per 31.12.2022 Silicon Laboratories Norway AS has invested NOK 311,572,713 in Blackrock market fund. The fund invests at least 99,5% of its total assets in cash, U.S. Treasury bills, notes and other obligations issued or guaranteed as to principal and interest by the U.S. Government, its agencies or instrumentalities, and repurchase agreements secured by such obligations or cash.

## Note 10 Investments

	2022	2021
Short-term investments	313,166,421	0

As per 31.12.2022 Silicon Laboratories Norway AS has invested NOK 313,166,421 in U.S Treasury note that matures on 3/31/2023.

## Note 11 Other short-term liabilities

	2022	2021
Accrued vacation compensation	7,899,304	6,155,095
Accrued bonus	9,736,373	7,768,331
Other short-term liabilities	2,053,755	1,223,482
Total	19,489,432	15,146,918

## Note 12 Post balance sheet events

There is nothing that will have any effect on the Financial Statement for 2022 after the closing of the books.



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## Equality Statement

Silicon Laboratories Inc. is an American tech company with global offices. We are organized in a matrixed organization, with centralized senior leadership and corporate HQ in Austin. In Norway we have two locations: Oslo and Trondheim. Here we have a local site leader who is the director of validation, the site also includes some software R&D, Hardware Tools, Security and regional payroll. Each team reports to a Senior Vice president who is located outside of Norway.

Due to legal requirements in the Norwegian Equality and Anti-Discrimination Act section 26, we need to issue a statement on the factual status of gender equality and our work to promote equality.

Our employees are all engineers except for the Office admin/payroll employee. Engineering is still a fairly male dominated profession. However, we do see an increase of female engineers graduating the last couple of years. Engineers are also a scarce resource. Hiring employees of various nationalities is a necessity.

In Silicon Laboratories, we wish to attract, develop and retain the best employees possible in a highly competitive market. That is one of the reasons why we take diversity, equity and inclusion (DEI) seriously. We want to attract the best employees by creating a better place to work that are including all employees despite gender, parental leave, care responsibilities, ethnicity, religious beliefs, nationality, physical or mental challenges, disability, sexual orientation, gender identity and expression or a combination of these grounds. We shall continue to seek to prevent harassment, sexual harassment and gender-based violence.

Our values are:

- We hire, foster and empower great talent
- We create customer value and commercial success through innovation and simplicity
- We meet our commitment and hold ourselves accountable
- We do the right thing

We are on a journey moving from words to actions. Our ambition is to educate and offer training to all our employees in among others DEI. Below is a list of all our policies and the trainings we offer as mandatory once a year.

Our policies and trainings cover:

- Business code of conduct
- Harassment and discrimination training
- Training in inclusive hiring
- Bias training so that our employees can be aware of their bias's
- Great place to work survey once a year followed up by quarterly pulse surveys
- Salary planner training to teach our managers what to pay attention to during our compensations cycle, which is among other gender
- Inclusive culture training
- Inclusive performance management training
- GDPR training
- How to give proper feedback based on our SBI (situation, behavior and impact) model



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Furthermore, Silicon Laboratories is encouraging and supporting ERG groups (Employee Representative Groups) that employees wish to form. Currently we have Women@silabs, pride, Mental wellbeing, and Hispanic. We also have two global workstreams going across the company, that works on work/life balance and DEI. Furthermore we have rolled out a new pulse survey in collaboration with a company called Canary's, that takes the pulse on how our employees experience our company from a Diversity, Equity and Inclusion perspective.

Silicon Labs have an inclusive recruitment process with a varied interview panel that interview both in teams and in 1:1 to ensure an inclusive recruitment process and to avoid biased decisions. Norwegian language skills are not a requirement for any positions in our company. The interview panel enter their evaluation into our job portal to ensure transparency and openness. It also hinders recruitment via informal channels as all candidates must go via our global job portal and through an interview panel.

Silicon labs have an annual compensation cycle ending in Q1. Our compensation philosophy is set by the Compensation Committee, which is a subset of the Board of Directors. The compensation program is intended to attract, motivate, and retain talented individuals. It is designed to be market competitive, while supporting growth and profitability objectives while remaining aligned with our culture.

We work with multiple market data reports like Radford from AON. We match jobs and submit our Company's compensation data confidentially through the Radford Global Technology and Radford Global Sales surveys. Radford is one of the leading compensation survey companies in the world with over 2400+ participating tech companies annually. Our competitive market data is based upon Radford data and we review the data by:

- Industry (Semiconductor, Software and Overall) and take the highest value
- Country and/or city to ensure we are market competitive in the regions
- Revenue cuts are excluded because we compete with companies of all sizes for talent

To ensure alignment, transparency, and equality we group jobs into classifications or "grades". Grouping similar jobs into classifications or "grades" allows us to scale as we grow. In the past, we had more than 1,900 unique jobs in various locations, which makes it challenging to compare peer groups and ensure they are compensated appropriately. Market rates are sensitive to skill set, availability, and location. The continual shift in supply and demand for talent within a location drives a targeted market range for a job, rather than a single pay point. We review data annually to ensure we align with the trends and shifts.

Silicon labs uses a salary planning tool in Workday to review our employee's salary ranges compared to seniority, age, gender, function/job level and performance.

- As part of the compensation cycle Silicon Labs go through a performance calibration process in Workday. Our goal is to create a transparent performance management process that gives all employees an equal opportunity to succeed and receive valuable feedback on their work. Performance calibration is a process that makes consistent performance ratings possible. There are many benefits of calibration including:
  - Ensuring teams apply similar standards in measuring and evaluating performance
  - Create a common, consistent language to clearly communicate performance standards



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- Limit bias by having multiple people reviewing performance. The same criteria apply to all employees during this process:
  - double check the results,
  - Test for similar pay/ similar work
  - Logical for performance or time in role to be factored in
  - Ensure no disparate impact due to gender, ethnicity, age, etc.
  - Using a consistent approach is best practice

Actions we have implemented specific in our Norwegian site:

- Employee handbook
- Flexible work arrangements: 2-3 days in the office
- Flexible time and flexible hours (if our employees work more than the contractual 40 hours per week, they can take the time back another day): accumulating flexible hours in Workday
- Remote work options: offering 100% work from home
- The global Ginger Mental wellness support
- Global employee assistance program for our employees and their families
- Paying for Norwegian language course for our non-Norwegian employees
- Assist with the work permit application process

The Norwegian offices are both having good accessibility and good working conditions for employees with impaired functional ability.

In Norway we have around 12 employees who are non-Norwegian citizens. We do not collect data on ethnicity, race, religious beliefs, sexual orientation or physical/metal impairment as it is sensitive information and a private matter. Therefore, we only have an overview of those we have helped with work visa/permit.

Annual status for gender balance

- Gender balance F/M in the company: 4 women out of 63 employees
- The proportion of temporary workers F/M: Each year we employ up to 10 summer interns for a period of 6-10 weeks. Most of them come from the technical university of Norway to work on special projects created for interns and to gain work experience. We often end up employing 40% of them after they finish their studies.
- The proportion of part-time workers F/M: We do not have any involuntary part-time workers. In 2022 we had 3 interns (M) working 20% and 50% part time during their studies from January through August.
- All employees are offered 100% positions when joining our company. We have on occasion an employee who is on sick leave and who might work 50% for a couple of weeks as part of their return to work.
- Results from the mapping on involuntary part-time work F/M: as we offer all employees fulltime work and don't have any employees on part-time employment agreements, we have not conducted a mapping
- The proportion of parental leave in 2022 F/M (weeks)- 10/86 weeks including unpaid leave
- Gender pay reporting F/M: The general data protection regulation (GDPR) limits what the Company can do with personal data. Employers are required to provide statistical mapping on gender equality but Bufdir states that there must be at least 5 of each gender in each subgroup to publish the results regarding gender pay. Thus, we refrain from reporting the



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mapping but we have conducted an analytic of all employees in the company according to tasks and experience and found no major systematic difference.

Findings from our mapping that we can improve and develop in 2022 are to ensure more female participant in our interview panels and develop a life cycle policy.

As Silicon Labs is a tech company with a majority of engineers among the employees in Oslo (all but one), progression on including more females to our interview panels are slow. The balance of male vs. female engineers are not in our favour – yet. As stated above we have 4 women out of 63 employees.

For 2022 we added DEI goals to all of our vice presidents and above, we also added one DEI annual learning to all employees goals. All to continue the work on implementing DEI in our culture and educate our employees on DEI.

For Norway specific we took extra care this year to analyze the 4 females development and compensation at our annual compensation cycle, to ensure they are equal to their peers.

We also acknowledge that we are a company with a large global footprint despite our small size employee wise (only 2000 EE globally) and that our office in Oslo is small with just 63 employees, where off only 4 are women, which means measurable progression will take time and require a continuously focus and dedication before we can see an effect in Norway locally.

For 2023 work will include:

- Bringing added awareness to our whistle blower channels
- Roll out team effectiveness training.
- Introduce Globe Smart training, where teams can learn how they can work better with other members on their teams.
- To our compensation cycle we will investigate more closely country by country up against business siloes to add a deeper layer of pay gap analysis based on but not limited too; gender, race, religion, etc.



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**REPORT OF THE BOARD OF DIRECTORS  
SILICON LABORATORIES NORWAY AS  
2022**

**SILICON LABORATORIES NORWAY AS (FORMERLY ENERGY MICRO AS)**

Silicon Laboratories Norway AS ("the Company") is located in Oslo, Norway. It is 100% owned by Silicon Laboratories International Pte. Ltd. ("SLI"), located in Singapore. SLI, together with its parent company, Silicon Laboratories Inc. ("SL") located in the US, designs, develops, markets, and supports analog-intensive mixed-signal integrated circuit products for a broad range of applications. The Company does not operate any subsidiaries or branch offices as of the end of 2022.

Following SLI's acquisition of the Company in June 2013, the Company amended its business strategy and policies to take on less risk, which enables it to focus on further development of energy friendly microcontroller and radio technology without the need to search for sources of funding, and to gain valuable insight and resources from within the Silicon Labs group research and development teams. As a result, the main risks and uncertainty factors that the Company previously faced were reduced. The Company continues to face very limited market risk, credit risk and liquidity risk. The Company's operations as of the end of 2022 are described below.

The Company employs research and development teams in Norway to design microcontroller and radio transceiver products and related software under contract with SLI, with SLI having strategic management and oversight of the engineering function. During 2022, the Company received compensation for these services on a cost-plus basis.

The Company licenses its previously developed intellectual property to SL and SLI to enable SL and SLI to manufacture, sell and further develop products incorporating the Company's intellectual property existing as of the acquisition in June 2013. The licence arrangement has a 10 year term and enables the Company to generate a steady source of significant income by taking advantage of SL's and SLI's customer bases and sales channels.

The Board confirms that the financial statements of Silicon Laboratories Norway AS have been prepared under the assumption of continued operation and that the going concern assumption is appropriate.

The Company does not conduct any activity that pollutes or threatens the environment.

The Company's financial position is satisfactory.



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## POST BALANCE SHEET EVENTS

No events materially affecting the assessment of the Annual Report have occurred after the balance sheet date.

## FUTURE PROSPECTS

The Company will continue to design microcontroller and radio transceiver products and related software as an engineering service provider, provides engineering, marketing and administrative services to SLI in 2023. The royalties from the Company's license arrangement with SL and SLI are expected to increase in 2023 due to increases in SL's and SLI's expected sales of products incorporating this intellectual property.

## KEY FINANCIAL FIGURES

In the opinion of the Board the financial statements present a true view of the company's financial position and the result of the company's operations. The Company's revenue for 2022 was NOK 445.9 million with operating profit of NOK 348.9 million. After tax expense of NOK 76.8 million, the Company's net profit for 2022 was NOK 272.1 million.

The Board suggests that there will be no dividend from Silicon Laboratories Norway AS for the year 2022. It is proposed that the profit for fiscal year of 2022 at NOK 272.1 million will be added to retained earnings.

The Company's deferred tax asset was NOK 1.1 million at the end of 2022. It is probable that the Company will generate sufficient taxable income in future periods to fully utilize its deferred tax asset.

The cash position at year-end was NOK 404.8 million. The net cash flow from operating activities was NOK 252.9 million, from investing activities was NOK -317.2 million and nil from financing activities.

Total equity was NOK 729.9 million, corresponding to an equity ratio of 67.91%.

Other than the above, no circumstances have occurred since the end of the fiscal year 2022 that would be considered important in assessing the financial accounts.

## EMPLOYEES AND THE WORK ENVIRONMENT

The Company had 62 employees at the end of 2022. The Board considers the work environment to be good. Actions have been taken to ensure a good environment both socially and physically. There were no accidents during the year and no reporting to the authorities needed. Sick leave was 1.5%.

## GENDER EQUALITY



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At the end of 2022, out of a total of 63 employees, 4 were women. There are two males on the Board of Directors of the company. The Board of Directors and the Company management are aware of the expectations that the Norwegian Government and the society have regarding gender equality. Please see further details in Equality Statement.

## DISCRIMINATION

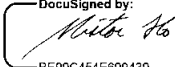
The objectives of the Norwegian Anti-Discrimination Act and the Anti-Discrimination and Accessibility Act are to promote gender equality, ensure equal opportunities and rights, and to prevent discrimination due to ethnicity, nationality, descent, skin color, language, religion, faith, gender, sexual orientation, parental leave, care responsibilities or disabilities. The Company encourages the act's purpose within its business, by focusing on equal opportunities within recruiting, salary, working conditions, promotion and development opportunities, as well as protection against harassment. The Company also aims to be a workplace with no discrimination due to reduced functional ability. Individual arrangements of workplace and responsibility are made as needed for employees with reduced functional ability. Please see further details in Equality Statement.

## TRANSPARENCY ACT

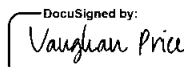
The transparency act statement will be available in our corporate website under investor relations, governance <https://siliconlabs2022cr.q4web.com/governance/governance-documents/default.aspx>.

Austin 26 May 2023

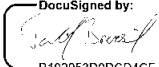
### Board of Directors of Silicon Laboratories Norway AS

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Nestor F. Ho  
(Chairman)

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Vaughan Price  
(Board Member)

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Torkil Brunsvik  
(CEO)