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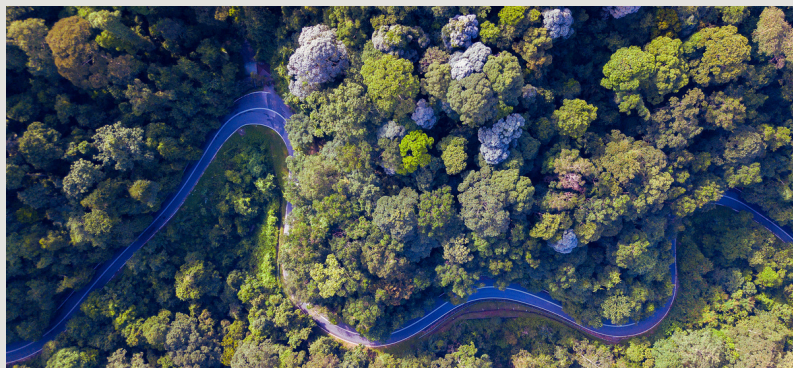
2024

CSR REPORT

Corporate Social
Responsibility



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FROM THE FOUNDERS



Silicon Creations is a company established with sustainability in mind. We were founded with a modest investment from our own pockets and a desire to build a business we enjoy and feel positive about. The company has since grown solely with reinvested profits and with no outside funding. This ensures growth remains at sustainable levels and limits the stakeholders, allowing us to keep a long-term perspective. Our three main business objectives have been:

- 1) To keep our employees happy.
- 2) To keep our customers happy.
- 3) To maintain profitability.

When 1) and 2) are met, 3) will follow.

Our growth over the last 18 years from 2 people to 155 has been careful and conservative. We enjoy what we do and have designed our company to be an innovative and rewarding place to work. Our near 100% employee retention over 18 years is a sign we've been successful in doing that.

We've always had a solid and healthy set of customers at Silicon Creations. We've served over 500 customers while keeping existing relationships strong and finding mutually beneficial, repeat business. We have great appreciation for our customers - we've earned their trust and they know we will not make promises unless we believe we can meet them. Our many partner awards from foundries, including 8 consecutive TSMC Partner of the Year awards, are another sign that we have earned respect industry-wide.

This year marks our fifth CSR report. While we maintain focus on our three main objectives (employees, customers, and profitability), our CSR efforts provide an opportunity to see beyond Silicon Creations to our impact on the community and the planet.



COMPANY PROFILE

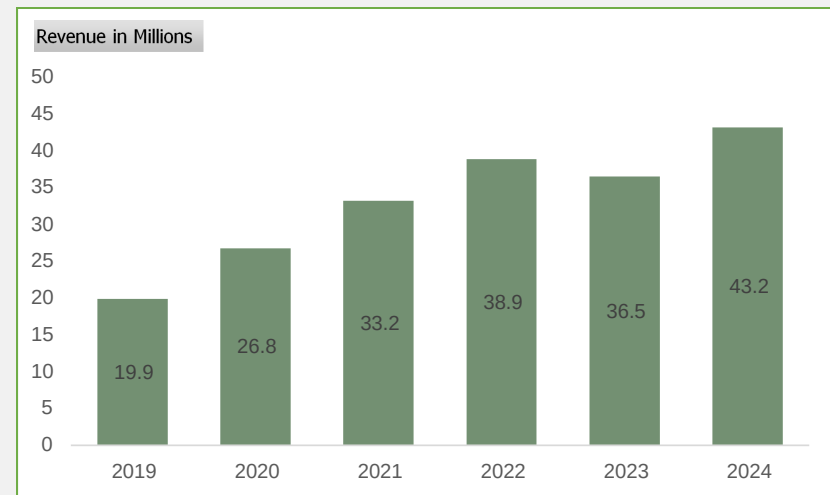


Silicon Creations is a self-funded, leading silicon IP developer with offices in the US and a subsidiary in Poland, with sales representation worldwide.

The company provides world-class silicon intellectual property (IP) for precision and general-purpose timing (PLLs), oscillators, low-power, high-performance SerDes and high-speed differential I/Os for diverse applications including smart phones, wearables, consumer devices, processors, network devices, automotive, IoT, and medical devices. Silicon Creations' IP is proven and/or in high-volume mass production in process technologies up to the most advanced available in the industry.

With a complete commitment to customer satisfaction, Silicon Creations' IP has an excellent record of taking first silicon to mass production.

Our customers include more than 500 companies producing integrated circuits and products containing integrated circuits. These customers range from small to the some of the very largest.





FOUNDED IN 2006

**DESIGN OFFICES IN
LAWRENCEVILLE, GA,
USA AND KRAKÓW,
POLAND**

**10 SALES OFFICES
WORLD-WIDE**





155 Employees

79% full-time

14% students

90% hold technical positions

54% have a Master's Degree or higher
(12 hold PhDs)

OUR EMPLOYEES

Employee Benefits

To encourage a sense of ownership among employees, we have an extensive profit-sharing program in addition to our competitive salaries and flexible time off policy. We offer lunch options to all on-site personnel, provide ongoing professional development through industry recognized programs, have company paid health benefits for employees and their families and provide transportation assistance via the Georgia PeachPass system (US).

Career Development

As mentioned in further sections, our employees are encouraged to continually expand their knowledge and technical expertise.

Workplace Flexibility

Even before COVID-19, our employees have had the flexibility to work from home or the office. With customers spread around the globe, flexible hours allow us to better communicate across multiple time zones.

Employee Feedback

We are proud to actively elicit feedback and suggestions from our employees. We have a flat organization and employees are regularly encouraged to speak with any person in leadership and to take leadership roles. Transparency within the organization is a cornerstone of our construction.

Diversity

Silicon Creations is committed to fostering a supportive and inclusive work environment and prohibits discrimination on any basis. We recognize internationally accepted regulations with regard to human rights including prevention of forced labor, human trafficking, and child labor.

We support diversity in the workplace and have employees from 6 continents. 12% of our technical employees are female (18% overall), compared with IEEE's current female membership of 4%.

Internships

Students from Georgia Tech, Auburn University (in the US headquarters) and AGH University of Kraków (in Poland) gain practical skills and invaluable industry-grade experience during internships. This results in qualified students potentially becoming full-time engineers for Silicon Creations. Our employees give technical lectures, guided company tours and sponsor educational events like contests, with a chance to win internships, thus encouraging adolescents to pursue microelectronics-oriented careers. Local high schools, including Mill Creek High School and ZSŁ: Upper-Secondary Schools of Communications, Kraków, also benefit from a symbiotic relationship with our company.

TRAINING & DEVELOPMENT



Silicon Creations believes in continuously investing in advancing technical expertise and expanding the skill-set of employees.

Technical Conferences, Trade Shows and Symposiums:

All employees are highly encouraged to attend technical conferences around the world.

- ISSCC Conference
- Design Automation Conference
- DesignCon Conference
- TSMC Technology Symposium and Open Innovation Platform.
- Guest speakers during hybrid IEEE SSCS Events in Poland and the US, like R. Bogdan Staszewski (UCD Dublin), Gary Giust (Si Time), Foster Dai (Auburn University), CC Chen (Silicon Creations), Ping-Hsuan Hsieh (Tsing Hua University, Hsinchu, Taiwan) or Masum Hossain (Carleton University, Ottawa, Canada)

Training:

- Courses provided by MEAD involving the world's leading experts on IC design
- ISSCC Tutorials
- Regular classes and discussions organized during lunchtime

Learning by participation:

Silicon Creations fosters a hands-on environment and offers a centralized library of technical material for employee development. Expanding knowledge is encouraged through mentorship with experienced engineers. Our JIRA Service Desk ticket system allows our engineering staff to review customer inquiries and see how various situations are managed, increasing their communication and project management proficiencies.

By encouraging cross communication and training among sales, engineering, and administration, our employees have a broad spectrum of knowledge in addition to their position focused expertise. This translates to increased understanding of customer needs resulting in higher customer satisfaction. 32 of our senior staff members attended tradeshow around the world, sharing technical information about Silicon Creations and its products while learning about the industry, our partners, and our customers.

New employees are provided extensive training material for self-directed learning with guidance from an assigned mentor or project lead. A significant part of the training involves hands-on experience gained from contributions to active projects.

Many resources are available to the new employees which include (and are not limited to) technical reading material, video classes in the area of interest/skill and mentors with years of industry knowledge and experience.

ETHICS



Silicon Creations' Code of Conduct provides a minimum set of guidelines for how to conduct ourselves in relation to others. It outlines how we should treat fellow employees, our customers, and our community.

Our core values are at the heart of our business. These values include:

- Honesty towards, and respect and empathy for, our coworkers, customers, and community
- Responsibility and accountability
- Obedience for the rule of law
- Teamwork

Confidentiality

The company and its employees maintain the confidentiality of all proprietary information. Proprietary information includes all non-public information that might be harmful to the company, its customers and business partners or other individuals or organizations if disclosed. All employees sign an agreement that contains provisions for information confidentiality and non-disclosure.

Reporting/Speaking Up

Silicon Creations encourages all employees to ask questions and raise issues if they suspect any action is unethical, illegal, or suspicious. This can be done anonymously or otherwise, and the company will not tolerate retaliation for any such report.



CARBON EMISSIONS & CARBON NEUTRALITY



Definitions and descriptions of the major contributors to our carbon footprint are listed below, with estimated values of these contributors listed on the next page.

Electricity

- Electricity is our major CO₂ emission source due to the extensive computer simulations required for our products.
- Sensor lighting is used in our Atlanta office to avoid lighting empty rooms.

Employee Commute

- 22 employees bike or walk to work on a semi-regular basis, totaling nearly 7,000 miles in 2024.
- Almost half of our employees in Poland use public transportation on a regular basis.
- 27% of our US employees drive electric vehicles.
- Flexible work arrangements allow employees to work from home, minimizing CO₂ output from waiting in traffic.
- Our Poland subsidiary includes expanded bike rack space to encourage commuting by bicycle.

Trash and recycling

- Our office participates in e-waste recycling drives on a regular basis for work and personal electronics and regularly donates obsolete equipment to a local technical high school.
- The US office is advocating for wider recycling in the local area.

CARBON EMISSIONS

In our efforts to become Carbon Neutral, our company will purchase carbon offsets for all estimated carbon emissions produced by the company for 2024. This year we will support the [Crow Lake Wind Project](#) in South Dakota, which generates emissions reductions by displacing grid connected electricity.



	Metric Tons of CO ₂ e	Per employee
Purchased electricity	473.20	3.05
Business travel	153.05	0.99
Employee commute by car	68.31	0.31
Employee commute by public transportation	13.19	0.05
Total	707.75	4.57

QUALITY & CONTINUOUS IMPROVEMENT ARE OUR KEY VALUES



From Silicon Creations Quality Policy: Silicon Creations IP has an excellent record of taking first silicon to mass production supported by our commitment to customer success and satisfaction.

Silicon Creations' team is committed to meeting customer and regulatory requirements and achieves this by setting and monitoring business and product related objectives. We set high standards in supporting customers, which is reinforced by our policy of responding to service desk inquiries within a 48-hour period. Over 95% of initial replies are addressed in less than 24 hours and almost 90% of tickets are worked on in less than 24 hours.

Along with the continual improvement of our quality management system, we successfully attained ISO certification for our USA and Poland locations.

Our quality policy and commitment to customer success is captured in our motto:

We're successful when you are!



EDUCATION OUTREACH

At Silicon Creations, we view Engineering as an honorable profession. At its core, Engineering is about using math and science to find creative and practical solutions to today's problems. We strive to support Engineering Education, especially in the area closest to our hearts – Solid State Circuits.

By sponsoring IEEE (Institute of Electrical and Electronics Engineers) conferences and programs, attending conferences, and hosting interns, we're helping to educate and train the next generation of engineers.

We are involved in the IEEE Solid State Circuits chapters local to our offices in Atlanta (hosted at Georgia Tech) and Kraków. Krzysztof Kasiński, Director of Verification & Validation Laboratory at Silicon Creations and Professor at AGH University of Kraków, is the chair of the IEEE SSCS Poland chapter. Involvement and sponsorship of the local IEEE Solid-State Circuits chapters brings distinguished global lecturers to our local communities.

In 2024, we helped to bring six IEEE Solid-State Circuits Society events to our local community in Kraków.

Silicon Creations has been an invaluable partner in advancing microelectronics education and fostering interest among pre-college students in pursuing careers in this field. Their sponsorship of IEEE SSCS talks and the ESSCIRC/ESSDERC conference in Kraków has provided a platform for knowledge exchange.

Additionally, their donations of equipment have enhanced the quality of teaching and research at AGH University of Kraków Microelectronics courses.

*Dr. Paweł Gryboś
AGH UST*

Silicon Creations is supporting the local IEEE Solid-State Circuits Society (SSCS) chapter by providing additional funding that allows us to host speakers who are able to give talks that target a broad range of student populations through a combination of advanced technical seminars and tutorials or AMA sessions that provide valuable professional insights for students. We're truly grateful for the consistent and steadfast support from Silicon Creations in supporting our efforts.

*Dr. Visvesh Sathe,
Georgia Tech*

We've sponsored the FiWIN program, a National Science Foundation sponsored program which helps support graduate students and research at Auburn University and Georgia Tech.

Working with high schools (Technikum Łączności, Zespół Szkół Energetycznych) and even kindergartens and primary schools in Kraków, students are provided opportunities to visit the Polish office and Design Center, attend lectures given to EE trainees and HS teachers, serve as interns to work on IP Verification and Validation as part of their professional development program, and take part in electronics related contests where Silicon Creations is a sponsor. For the second time two practical 8 hour classes on digital design in Verilog, and on physical implementation of digital circuits using FPGAs in consecutive semesters were held at the high school.

We also support the Microelectronics faculty of AGH University of Science and Technology in Kraków through the donating of professional equipment for SPICE simulation and IC characterization, supporting professional training to lecturers through collaboration on teaching content, and promoting microelectronics as a solid career path among future students in the EE field.

Silicon Creations U.S. has sponsored Auburn University's (in Auburn, Alabama) ongoing research on Frequency Synthesizer Design. This has resulted in a publication in the highly prestigious circuit periodical, the IEEE Journal of Solid-State Circuits. In addition, Silicon Creations sponsors class prizes for circuit design at Georgia Tech.



INNOVATION

Silicon Creations' designs are used in low power, high performance integrated circuits which are fabricated on millions of wafers each year (billions of chips) for hundreds of different end products.

Integrated circuit design is aimed at achieving performance at low power and low cost.

These end goals enable many innovative products for our customers.

We continue to support mobile and high-performance compute customers with design down to N2 processes while supporting customers in the IoT market and other spaces up to 180nm.

Our SERDES products are the physical layer base for optical networks, PCIe systems, video display systems, and many other types of links in consumer homes, automobiles, industrial equipment, and aerospace applications. Our SERDES products are designed to be robust, wide ranging, and low power.

Our PLL and timing applications are supporting customers moving to more and more advanced nodes, allowing power to be saved and performance to be increased.

SUPPLIERS

While Silicon Creations is primarily a design firm with no supply chain for physical goods, we place importance on using software and equipment suppliers that operate their businesses sustainably and ethically.



Our key suppliers include:



Cadence Design Systems

https://www.cadence.com/en_US/home/company/csr.html



Keysight Technologies

<https://www.keysight.com/us/en/about/corporate-social-responsibility.html>



Siemens

<https://www.siemens.com/global/en/company/sustainability.html>



Synopsys

<https://www.synopsys.com/company/corporate-social-responsibility.html>

Cadence's DDR PHYs support customers in the industry's most advanced nodes, helping to bring down the power of computation. Silicon Creations has been an innovative and reliable collaborator in this effort, providing PLLs and clocking solutions for these DDR systems.

Thomas Wilson - Memory Interface Group Fellow, Cadence Design Systems

TSMC's advanced technologies lead to lower energy consumption for compute, AI, 5G, and mobile platforms. TSMC's customers use Silicon Creations' clocking solutions in their complex designs targeting TSMC's most advanced nodes such as N3 and N2. Due to their success in supporting TSMC's customers, Silicon Creations has been recognized as TSMC's Analog/Mixed-Signal Partner of the Year 8 years in a row.

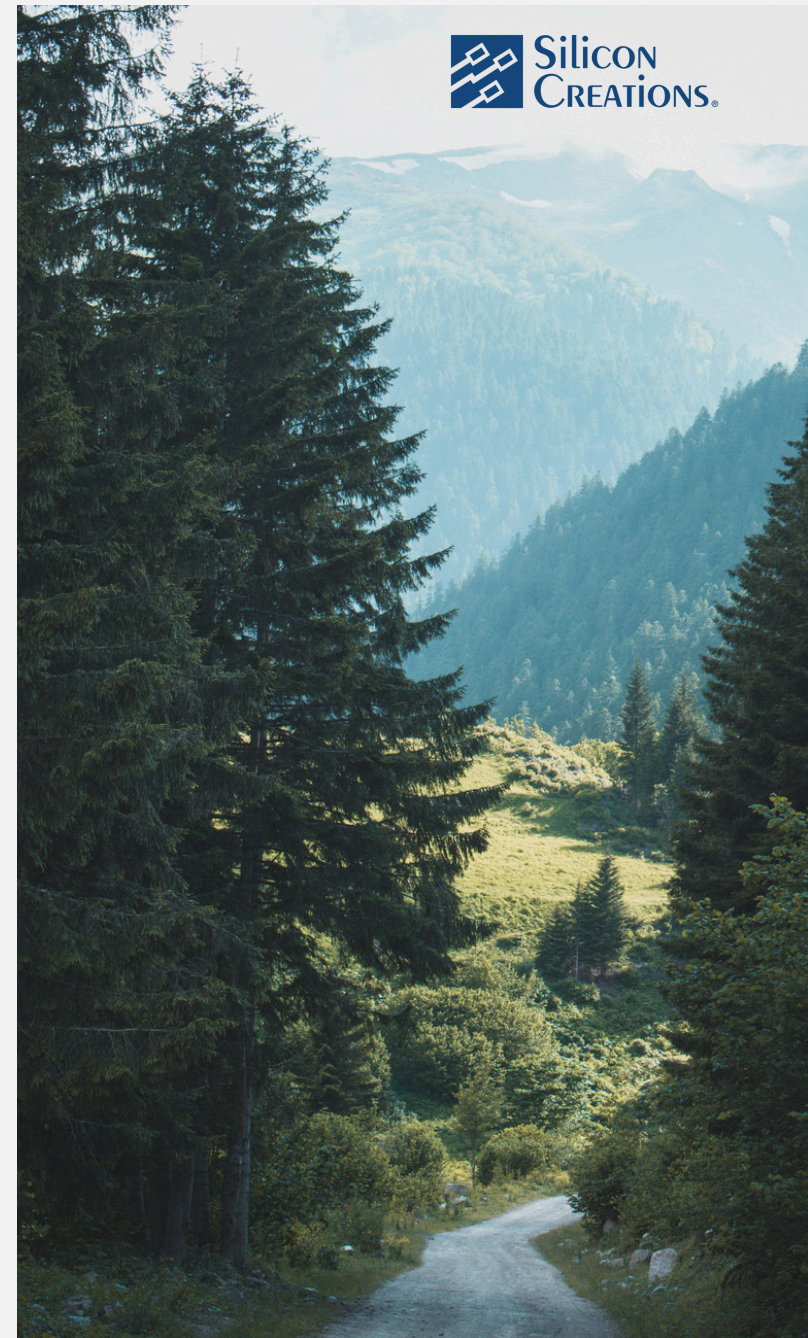
Microchip produces the industry's lowest power FPGAs with up to 50% lower power than the competition. A key piece of the power advantage is the SERDES PMA design from Silicon Creations.

Shakeel Peera, Associate Vice President

CONTINUED GROWTH AND DEVELOPMENT

As a company focused on quality and process, we have set goals for continuous improvement in the areas described by this report.

- Keep our employees happy.
 - Keep our excellent employee retention record!
 - Increase opportunities for training and career development.
- Continue working with customers and suppliers who share our values.
- Help improve our communities, local and global.
- Increase our social/community outreach, including our educational programs.
- Limit CO₂ emissions and achieve carbon neutrality.
 - Reduce carbon footprint from 2019 levels per employee.
 - Commit to buy carbon offsets for our calculated 707.75 metric tons of CO₂ emissions for 2024 to become carbon neutral.



CSR Review Team

Silicon Creations 2024 CSR report was compiled and reviewed by the following team:

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