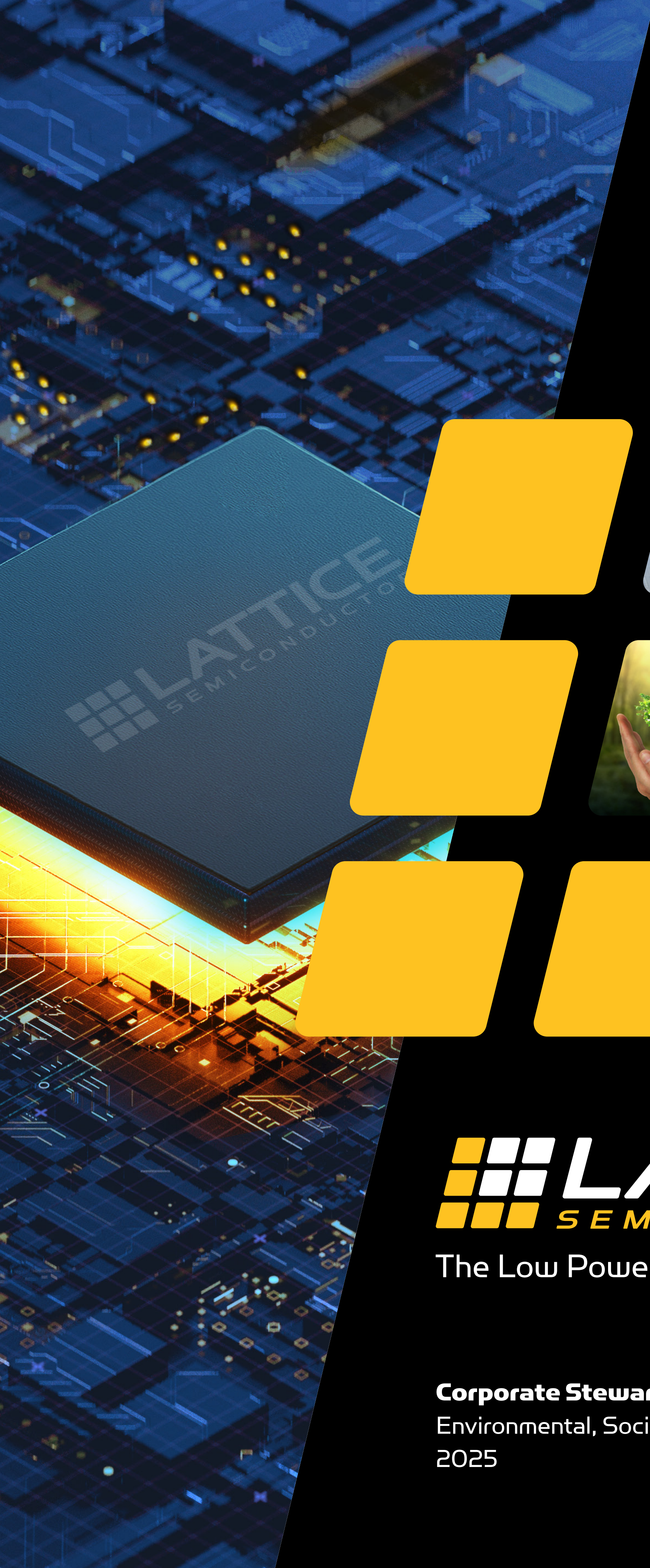


LATTICE SEMICONDUCTOR

The Low Power Programmable Leader

**Corporate Stewardship Report**

Environmental, Social, and Governance at Lattice

2025

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## ABOUT THIS REPORT

This report includes information pertaining to Lattice Semiconductor Corporation and our subsidiaries, with examples and metrics representing findings from our fiscal year 2024, ending December 28, 2024. At times, we also provide multi-year data or data from the current partially completed fiscal year. This report centers on the priority focus areas of our Corporate Stewardship strategy and its environmental, social, and governance (ESG) components that have been identified through conversations with our Board of Directors, executive leaders, and external stakeholders. We regularly reflect on our performance, review key topics to ensure they remain consistent with our long-term strategy, and assess emerging issues and their relevance to the business. Additional information about Lattice is available in our 2024 Annual Report on Form 10-K at www.latticesemi.com.

We seek to align our disclosures with the IFRS Sustainability Disclosure Standards. We chose this emerging standard as it aims to provide maximum baseline interoperability in sustainability reporting. Since we are in the initial stages of this alignment, and because the IFRS standards were informed by and are based upon the architecture and recommendations of, among others, the principles of the Task Force on Climate-Related Financial Disclosures (TCFD) and Sustainability Accounting Standards Board (SASB), we are including certain TCFD and SASB disclosures in our framework reporting. To guide such alignment, we refer to the SASB voluntary industry-specific disclosure standards for ESG issues, and our latest disclosure aligns towards the recommended metrics for the SASB Technology and Communications Sector – Semiconductor Standard. We continue to identify ways to mature our approach, including identifying, assessing, and monitoring climate-related risks, and integrating them into our enterprise risk management framework and business continuity planning. As climate-related risk practices continue to develop, our disclosures will reflect evolving expectations and guidance.

We also report to the CDP Climate Change Questionnaire, participate in the EcoVadis assessment platform, and report to the Institutional Shareholder Services (ISS) E&S scoring system. If you have feedback regarding the information in this report or our Corporate Stewardship and ESG commitments and activities, we would like to hear from you. Please send your comments to corporatestewardship@latticesemi.com. Learn more about Lattice's Corporate Stewardship program on our website.

## FORWARD-LOOKING STATEMENT

This Report contains both historical information and certain forward-looking statements, including statements about our expectation that embedding sustainability and other ESG-related policies and practices into our operations will contribute to the company's long-term success, and our ability to achieve our ESG-related goals. Any statements about our expectations, beliefs, plans, objectives, assumptions, or future events or performance are not historical facts and may be forward-looking. We use words or phrases such as "anticipate," "believe," "could," "estimate," "expect," "intend," "plan," "possible," "predict," "projects," "may," "will," "should," "continue," "ongoing," "future," "potential," and similar words or phrases to identify forward-looking statements. In addition, any statements that refer to our plans, expectations, strategies, or other characterizations of future events or circumstances are forward-looking statements. These forward-looking statements are based on our current expectations, estimates, and assumptions as of the date of this Report, and are subject to certain risks and uncertainties that could cause actual results to differ materially; readers should not place undue reliance on such forward-looking statements. Risks that may impact future results are listed in our Form 10-K for the year ended December 28, 2024, and in our other filings with the Securities and Exchange Commission (SEC), which are available at www.sec.gov.

We expressly disclaim any obligation to update or revise any forward-looking statements, whether as a result of new developments or otherwise. This Report includes trademarks and service marks of Lattice Semiconductor and other companies that are unregistered and registered in the U.S. and other countries.

## CREATING A SUSTAINABLY CONNECTED WORLD

At Lattice Semiconductor we are committed to excellence in everything we do, whether that is developing class-leading products, building a culture that enables our employees to do their best work and make a lasting impression on our industry, or positively impacting the communities in which we live and work. We are proud of the progress the company made this year in our Corporate Stewardship and ESG focus areas.

**Environmental:** In 2024, we made significant progress in our greenhouse gas reduction ambi- tions after having engaged the respected SustainaBase platform to establish and report our baseline emissions figures. We proudly announced our Scope 1 and 2 GHG reduction target of 90% by 2030. We took several other actions as well to broaden our sustainability efforts, both directly as a company and through engagement with our suppliers and customers. Importantly, we received ISO14001 certification, after establishing an environmental policy and management system. Next, to better understand our suppliers' existing sustainability practices and identify areas for collaboration and continuous improvement, we have enhanced our due diligence to assess potential risks related to environmental issues in our supply chain, and published our first Supplier Code of Conduct. Additionally, we have increased our responsiveness to and alignment with our customers' sustainability and ESG initiatives to support our customers' sustainability goals.

**Social:** Our present and future success depends on our ability to attract and retain some of the most talented people in our industry. We recognize that the safety, health, and well-being of our employeesis important, and we strive create an inclusive culture where employees are empowered to reach their full potential. To this end, we provide professional development and collaboration opportunities for our employees through a variety of learning opportunities and offer tuition reimbursement. Finally, we regularly look for ways to enhance our benefits.

**Governance:** Lattice continues to operate with exceptional governance practices, starting with our Board and senior executives, who comprise a diverse group of highly qualified leaders who bring unique but complementary perspectives to Lattice. Our Board is committed to representing the interests of all our stakeholders and continued to hold themselves and Lattice to a strict set of principles that align with corporate stewardship enhancement and governance best practices. Integrity and ethical behavior remained the hallmarks of our corporate culture and business conduct, where we strive to act ethically in all our dealings, to be respectful of others, and be responsible in our actions.

This past year our employees made excellent progress executing on many areas of our long-term strategy that are expected to drive opportunities for growth in the future. We believe Lattice's ability to profitably grow our business is complementary to our corporate stewardship and ESG goals, and that success in these areas will help deliver long-term value for our stockholders, customers, employees, and communities.
With an outstanding corporate culture and a commitment to enriching our communities, we are excited to continue to build on this momentum.

## OUR MISSION AND PRODUCTS

As the low power programmable leader, sustainability is a core guiding principle for product innovation at Lattice. Our field programmable gate arrays (FPGAs) lead the industry in power efficiency and small package size, helping us create a more sustainably connected world by enabling our 10,000+ customers around the world to reduce system power consumption and physical footprint, without sacrificing performance.

Our products help power some of the most important technology applications of the next decade and beyond, including AI and machine learning, 5G telecommunications infrastructure, smart cars, industrial automation, robotics, and security. Our ability to intersect them with lower power, smaller size, and a lifetime of reprogrammability has the potential to result in an incredible amount of energy and e-waste reduction for future generations of enterprise and consumer technology.

Our commitment to a smarter world extends beyond our technology. We are deeply committed to responsible corporate citizenship. Lattice is dedicated to supporting our communities and environmental sustainability. We have implemented significant initiatives to minimize our environmental impact, such as integrating energy-efficient technologies in our facilities and seeking to reduce our carbon footprint.

In addition to our focus on sustainability-minded product innovation, we understand that creating a more sustainably connected world requires us to commit to examining and optimizing all parts of our business. This includes everything from how we treat and motivate our employees, how we engage with our customers, how we select our partners, our operational environmental impact, and setting and holding ourselves accountable to high standards.

We are committed to fostering a workplace that reflects a wide range of backgrounds, perspectives, and experiences. We strive to ensure that every individual at Lattice is treated with respect, dignity, and equality. We stand firmly against racism, gender-based discrimination, and inequality in all forms.

## OUR CORPORATE STEWARDSHIP APPROACH

At Lattice, sustainability is built into our mission as the low power programmable leader. We work to conduct our business in ways that are principled, transparent, and accountable to stockholders and other stakeholders. We focus our efforts where we can have the most positive impact on our business and society, and are committed to managing the risks and opportunities that arise from ESG matters.

We draw upon internationally recognized standards that promote social and environmental responsibility, such as the standards described in the Responsible Business Alliance (RBA) Code of Conduct. Further, Lattice aligns our Corporate Stewardship and ESG disclosures with globally recognized best practice frameworks including the IFRS Sustainability Disclosure Standards, Sustainability Accounting Standards Board (SASB) Semiconductors Standard, and recommendations from the Task Force on Climate-related Financial Disclosures (TCFD).

We are committed to ensuring that working conditions in our operations and supply chains are safe, that our business operations are environmentally responsible and are conducted ethically, that all workers are treated with dignity and respect, and that we proactively contribute to local and global communities wherever we operate. As part of our efforts to be a good corporate citizen, we continue working to make improvements for the future, including reducing our GHG emissions. We also recognize the importance of celebrating our employees who are contributing to our goals and making a positive impact in their communities.

Each year we review and update our corporate stewardship goals and present these to our Board to ensure the company is holding itself to a high standard and adapting to the changing world.

## STAKEHOLDER ENGAGEMENT

Lattice engages with a wide range of stakeholders on matters that affect our operations, including corporate stewardship and ESG factors. Our stakeholders include stockholders, customers, suppliers, employees, and communities, among others.

### STOCKHOLDERS

We regularly engage with investors and analysts on our governance, executive compensation, performance, and environmental stewardship matters.

### CUSTOMERS

Lattice places tremendous value on the corporate stewardship and sustainability needs and goals of our customers. We actively engage our customers to share and discuss matters related to ESG and are responsive to their requests for sustainability-related information about Lattice.

### SUPPLIERS

We build collaborative relationships with our suppliers to support supply continuity and security, responsible sourcing, and continuous improvements, including expecting adherence to our Supplier Code of Conduct.

### EMPLOYEES AND COMMUNITIES

We are committed to a culture that enables employees to perform at their best, realize their professional potential, and be well, both physically and mentally. Open dialogue between managers and employees on performance, development, and career aspirations are foundational to our values.

## CORPORATE STEWARDSHIP GOVERNANCE AND ETHICS

BOARD OVERSIGHT OF CORPORATE STEWARDSHIP EFFORTS

Our Board believes that effective corporate stewardship and focusing on sustainable business practices that re- duce business risk and advance the long-term goals and objectives of our stakeholders will drive positive results. Starting with our core pursuit of technology and product leadership in low power consumption devices, our corporate stewardship approach spans across our operations, supply chain, and external engagement.

The Board has assigned primary oversight of the Company's Corporate Stewardship efforts, including its ESG initiatives, to our Nominating and Governance Committee, which is reflected in its committee charter.

The Nominating and Governance Committee coordinates ESG oversight activities with the Audit Committee and Compensation Committee of the Board.

The Audit Committee is responsible for reviewing with management and the internal and independent auditors any required ESG disclosures included within the Company's SEC filings, including human capital and climate disclosures, and the adequacy of applicable internal controls related to such disclosures.

The Compensation Committee reviews with management certain ESG matters relating to the Company's workforce and the tying of executive compensation to the successful completion of corporate stewardship initiatives.

Guidance for Lattice's Corporate Stewardship and ESG program is provided by an executive steering committee comprised of the CEO and the executive leadership team representing finance, global operations, human resources, marketing, strategy, and legal. The steering committee reviews the program's direction, addresses potential barriers, and helps to identify relevant risks and opportunities throughout the year.

On a quarterly basis, leaders report on key ESG activities to the Nominating and Governance Committee, and the Nominating and Governance Committee coordinates with leaders on the periodic presentation of Corporate Stewardship and ESG practices and initiatives to the Board.

## OUR CORPORATE STEWARDSHIP GOVERNANCE STRUCTURE

**Board of Directors**

**Nominating and Governance, Audit, and Compensation Committees**

**CEO and Executive Leadership Team**

**Steering Committee**

| SVP, Global Human Resources | Chief Financial Officer | SVP, Global Operations & Quality | General Counsel | SVP, Chief Marketing & Strategy Officer |
|---|---|---|---|---|
| *Social* | *Environmental* | *Environmental & Social* | *Governance* | *Governance* |
| Employee Engagement<br>• Compensation<br>• Talent Acquisition<br>• Training & Development<br>• Giving & Volunteering | • Facilities<br>• Energy Consumption<br>• GHG Emissions<br>• Health & Safety | • Supply Chain<br>• Vendor/Supplier Management<br>• ISO 14001 Environmental Management System (EMS) | • Legal<br>• Compliance<br>• Shareholder Rights and Engagement<br>• SEC Disclosure | • Transparency & Communications<br>• Corporate Stewardship Report |

# ENVIRONMENTAL

We believe that a commitment to environmental stewardship and sustainable natural resource use benefits us and our stakeholders. As the low power leader in power efficient, long-lifespan programmable products, sustainability is a core guiding principle for our product innovation. Our products help customers achieve designs with lower energy consumption, less waste due to our product longevity, and more compact footprints. In furtherance of our environmental initiatives, we focus on product sustainability, operational excellence, and supply chain management. With innovative process technology and design, we seek to enhance sustainability through the products we provide to our customers. We aim to improve our own sustainability efforts as we pursue these goals.

Lattice is committed to evaluating our environmental impact and taking actions to reduce the carbon footprint associated with our facilities, business operations, and supply chain. Moreover, we seek to produce products that help our customers achieve their own sustainability and ESG initiatives. As we work to make progress against our GHG reduction target and increase transparency in emissions reporting, we monitor three primary areas: GHG emissions, energy use, and waste. The company strives to improve our sustainability through energy efficiency, renewable energy procurement, and waste management. Additionally, we will continue assessing climate risks and opportunities and broaden disclosures where applicable.

## PRODUCT SUSTAINABILITY

Sustainability is built into our mission as the low power programmable leader. We have a long history of innovation and an on-going commitment to developing cleantech products that lead the industry in energy efficiency and small size.

## PRODUCT DESIGN & LIFECYCLE MANAGEMENT

- We combine innovative circuit design with advanced process technology to create FPGAs that lead the industry in power efficiency and small package size. This can help our customers achieve lower energy consumption and more compact footprints with their designs.
- The programmability of our FPGAs enables extended longevity, which can lead to less waste being created over the lifetime of an FPGA compared to other types of semiconductors.
- We have delivered multiple generations and families of clean tech products since our founding in 1983 that help our customers reduce the power consumption of their devices and extend their products' lifespans.
- We carefully examine ways to improve the energy efficiency of our solutions.
- Lattice products help our customers protect natural resources. Examples include:
  - Smart client devices that lower power consumption
  - Solar panel and wind turbine control that maximizes the delivery of renewable energy
  - Efficient motor control for industrial and automotive applications
  - Lower power wireless base stations
  - Smaller & lighter products that reduce packaging & transportation waste
  - Lattice is committed to developing artificial intelligence solutions with ethical and fair considerations for a variety of factors, including gender, ethnicity, and age.

In both 2024 and 2025 Lattice was recognized as an Environment + Energy Leader, where our Avant product was awarded for its technological breakthroughs providing environmental benefits in the market through energy efficient design, a smaller size that eliminates e-waste in manufacturing, and its flexibility through integration and reprogrammability. Lattice was also recognized with a 2025 Sustainability, Environmental Achievement & Leadership (SEAL) Business Sustainability Award.

SEAL AWARD WINNER 2025

E+E Leader AWARDS 2025 Top Product

Environment + Energy LEADER TOP PRODUCT 2024

## QUALITY AND RELIABILITY

- Lattice is committed to industry leadership in the supply of low power programmable logic components and software design tools. We strive for customer satisfaction through on-time delivery of innovative products with the highest levels of quality and reliability.
- We will always work to ensure compliance of our quality systems with the requirements of our customers, and in accordance with our ISO9001:2015 certification and relevant industry regulations.
- For more information about our commitment to quality and reliability, visit www.latticesemi.com/Support/QualityAndReliability.

## OPERATIONAL FOOTPRINT

We are committed to operational sustainability and excellence across Lattice sites worldwide and are constantly looking at new technologies and ways to further reduce our operational footprint while maximizing our quality of service.

## FACILITIES OPTIMIZATIONS

- **Buy 100% of our energy from renewable sources,** where applicable. Our Hillsboro, Oregon headquarters is 100% renewable energy, and we buy renewable energy credits (RECs) from PGE, through their Green Future Choice program. Our major office in San Jose, California transitioned to 100% renewable in 2024, and maintains membership in the San Jose Clean Energy Program allows us to **purchase clean power** from wind, solar, and carbon. Our major office in Manila transitioned to 100% renewable energy in 2024.
- Maintain a **recycling program** for paper and cardboard.
- Ongoing upgrades to office facilities include:
  - Energy friendly LED lighting and motion control systems installation
  - Optimizing building performance by upgrading HVAC and other key equipment
  - Increased on-site rapid-charging electric vehicle (EV) charging stations capacity by 200% in 2020
  - Completed 100% LED lighting upgrade projects in the Bay Area office (2022) and Hillsboro office (2021)
  - Upgraded HVAC control system in Hillsboro office (2023)
  - Compressed air driers upgraded in Bay Area office for electrical efficiencies (2023)
- Achieved total energy consumption reduction of 21.14% from 2020 levels to 2024 at Lattice headquarters in Hillsboro, Oregon.
- ISO14001:2015 Environmental Management System (EMS) certification since 2024.

## ENVIRONMENTAL MANAGEMENT

In 2024, Lattice was awarded ISO 14001 certification. This internationally agreed-upon standard provides a framework for an environmental management system to help organizations protect the environment. Throughout the certification process, we considered environmental issues relevant to our operations at two primary sites—our headquarters in Hillsboro, Oregon, and our corporate office in Silicon Valley—such as air and water usage and pollution, waste management, soil contamination, climate change mitigation and adaptation, and resource use and efficiency. During the development and implementation of our program, we identified and worked to fulfill our environmental compliance obligations, formalized our hazardous and e-waste processes, and enhanced our emergency response training program and drills to address environmental risks and impacts.

As part of the certification process, we also adopted an Environmental Policy to establish a framework for implementation of the environmental management system. This policy helps guide the direction of our public commitment to protect the environment. This includes environmentally-friendly chip designs to comply with environmental directives and regulations, including EU RoHS and EU REACH. A cross-functional team consisting of employees from environment, health, and safety (EHS), facilities, and quality is working to mature the program, mitigate our environmental impacts, and drive continuous improvement of the company's environmental management system.

Lattice's environmental strategy includes:

- Reducing emissions from our direct operations
- Implementing our environmental policy
- Continuing to evaluate and incorporate climate-related risks and opportunities into strategic business operations
- Engaging suppliers to better understand their emissions and environmental commitments
- Developing our assessment and collection procedures related to our Scope 3 GHG emissions disclosures

## OUR CARBON FOOTPRINT

We believe that understanding and reporting our GHG footprint is an important foundation for driving emissions reduction, as well as responding to stakeholder requests for information. We have expanded our disclosures over time to capture Scope 1, Scope 2, and are in the initial stages of identifying our upstream Scope 3 categories.

We undertake a variety of actions, including energy conservation projects, sustainable facilities initiatives, and renewable energy use to achieve GHG emission reduction results. As a fabless semiconductor company, the operation of our office buildings accounts for the majority of our environmental impact.

In addition to reporting our emissions in our Corporate Stewardship Report, we participate in the annual CDP Corporate Climate survey. Our 2024 CDP response score improved to “C-”, which is just below the global and regional average “C” score, and we continue to assess where we can seek further score improvement.

## REDUCING GHG EMISSIONS

As part of our commitment to reduce emissions from our direct operations, we set a target to reduce our Scope 1 and 2 GHG emissions for all operations by 90 percent by 2030, compared to our 2022 baseline. We engaged SustainaBase, a complete greenhouse gas data management platform that turns carbon data into powerful sustainability action. Our process includes:

- Reviewing our internally prepared Scope 1 & Scope 2 GHG emissions methodology & calculations
- Identified potential options for Lattice to reduce its Scope 1 & 2 GHG emissions

Based on that valuable and detailed assessment and analysis process, in conjunction with the SustainaBase platform, we were able to:

- Validate our Scope 1 & Scope 2 GHG emission calculations
- Identify potential options to reduce our Scope 1 & 2 GHG emissions
- Identify potential options to reduce our Scope 3 GHG emissions

## LATTICE’S GHG EMISSIONS

**Scope 1**
Emissions from natural gas consumption from sources that are owned or controlled by Lattice and used in our buildings.

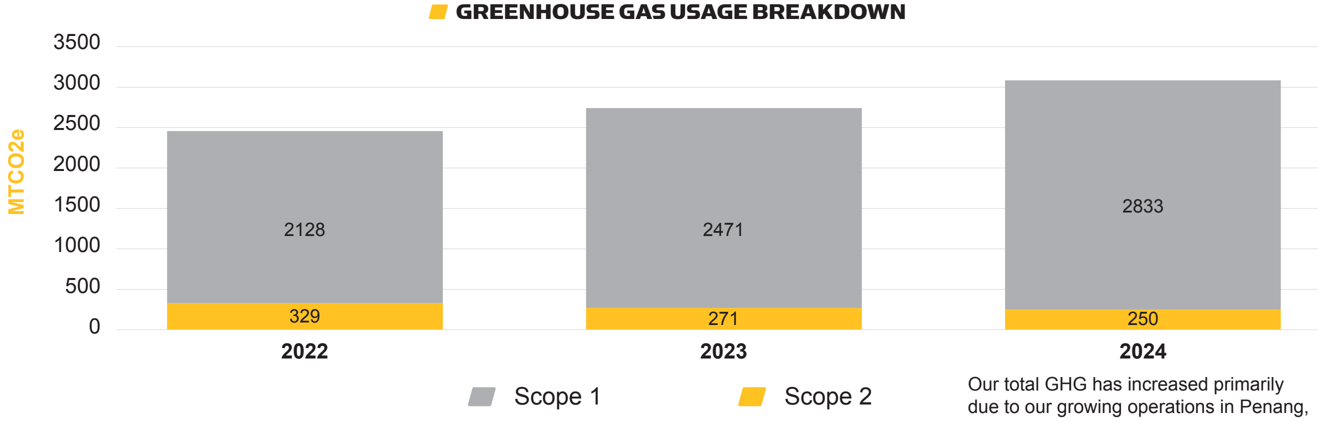
**Scope 2**
Indirect emissions from the generation of purchased energy consumed by Lattice in our buildings and by our IT assets housed in co-located datacenters.

**Scope 3**
Upstream emissions from activities and assets that are not owned or controlled by Lattice but are directly impacted by our value chain. Lattice is in the initial stages of assessing how to capture data related to its upstream categories To better inform our efforts regarding Scope 3 emissions, we have increased our engagement with both customers and suppliers, but have not yet captured our Scope 3 emissions.

## SUPPORTING CUSTOMER SCOPE 3 REPORTING

Recognizing the growing importance of Scope 3 reporting by our customers, we have implemented an allocation policy that provides management’s reasonable estimate of our Scope 1 and 2 emissions attributable to individual customers based on various proxy factors. While we do not yet report our own Scope 3 emissions, we have strengthened our approach to tracking and allocating Scope 1 and Scope 2 emissions, and we offer an allocation estimate to help customers incorporate our reported emissions into their broader sustainability disclosures and help them report their Scope 3 emissions figures. This initiative reflects our commitment to transparency and collaboration, enabling our partners to meet their climate reporting obligations with greater confidence and granularity.

## GREENHOUSE GAS USAGE BREAKDOWN




Our total GHG has increased primarily due to our growing operations in Penang, Malaysia and Pune, India.

## ENERGY MANAGEMENT

Key elements of our environmental strategy involve reducing energy usage where possible, improving the efficiency of our facilities, and increasing the amount of renewable energy procured. As part of our focus on energy efficiency, we utilize LED lighting, smart controls, and energy-efficient HVAC systems to reduce our facilities' energy footprint. For example, smart controls in our San Jose office are helping minimize energy consumption at night and on weekends. Our total company energy usage increased and our renewable energy percentage decreased slightly due to our growing offices in Penang, Malaysia and Pune, India currently not using significant renewable energy sources.

| Lattice Energy Use | 2022 | 2023 | 2024 |
|---|---|---|---|
| Total (GWh) from Grid | 9,035 | 9,076 | 9,811 |
| Percent from Grid | 100% | 100% | 100% |
| | | | |
| Renewable Energy (GWh) | 5,461 | 5,341 | 5,528 |
| Renewable Energy % | 60% | 59% | 56% |
| Non-Renewable Energy (GWh) | 3,574 | 3,735 | 4,283 |
| Non-Renewable Energy % | 40% | 41% | 44% |

## WATER & WASTEWATER MANAGEMENT

As a fabless semiconductor company, we are not a major water consumer, but we still believe our conservation helps. Total company water consumption in 2024 is estimated to be approximately 6,958 cubic meters. Our use of water is primarily limited to our office buildings, including breakrooms, restrooms, and research facilities. We consider facility-level opportunities for water conservation, including water-efficient fixtures, as part of our broader resource stewardship and general cost management efforts. The majority of our used water is discharged into sewer facilities. All water discharged from our facilities is in accordance with applicable local regulations and permitting requirements, where relevant. We ensure compliance through routine facility-level oversight and coordination with property management teams. Based on our operational footprint and geographic locations, we have assessed water-related climate risks - including droughts and regional water stress - as currently immaterial to our direct business operations. However, we may be indirectly exposed to potential long term impacts and risks faced by our suppliers.

## WASTE & HAZARDOUS MATERIALS MANAGEMENT

As part of our commitment to reducing our environmental impact, we seek and evaluate opportunities to avoid or reduce waste and increase recycling where possible. As part of our environmental management system, we continually assess and classify waste generation sources to better understand our footprint and identify areas for improvement.

- **General Waste:** As a fabless semiconductor company, most of our waste is generated from office buildings. We aim to reduce the amount of waste we send to landfills through recycling initiatives and other waste-reduction programs in our office facilities. When recycling services are not available, Lattice properly disposes of waste per applicable local laws. We also look for opportunities to educate employees on minimizing their waste impact.
- **Hazardous Waste:** As a fabless semiconductor company, we generate minimal hazardous waste (less than one percent of total direct waste). All hazardous waste that is generated is disposed of in compliance with all applicable laws and regulations. Hazardous waste disposal at all of our facilities is well below the EPA requirements to qualify as a very small quantity generator (VSQG) of hazardous waste.

## RESPONSIBLE SUPPLY CHAIN MANAGEMENT

We believe upholding high standards of ethics and sustainability across our supply chain helps us build resilience to business, regulatory, and environmental risks while also creating lasting value for our stakeholders. Lattice partners with leaders in the semiconductor device manufacturing industry, and our fabless model allows our supply chain partners to focus on their core competencies, such as foundry services, packaging, assembly, and test functions. We focus on rapidly designing and bringing advanced product architectures, software tools, and intellectual property to the market, while retaining access to the most advanced semiconductor process technologies available.

## OUR SUPPLY CHAIN PARTNERS

## LATTICE PARTNER STANDARDS CERTIFICATIONS

## SUPPLIER SELECTION AND COMPLIANCE WITH GLOBAL STANDARDS/CERTIFICATIONS

Lattice monitors our suppliers' documented procedures to ensure conformance with our requirements. We evaluate our supply chain to include:

- **We select supply chain partners that are leaders in ESG**, including those that prioritize energy and water conservation, and we commit to ensuring that these companies comply with all global standards and maintain appropriate certifications.
- **We work with industry-leading suppliers.** Our primary silicon foundry partners include: UMC, TSMC, and Samsung. Each of these silicon suppliers are leaders in the semiconductor industry as well as leaders in corporate responsibility.
- Our primary OSAT (Outsourced Semiconductor Assembly & Test) partner is Advanced Semiconductor Engineering (ASE) with an **industry leading ESG program.**
- Lattice **requires all our supply chain partners to maintain ISO14001 registrations,** which certifies a company's commitment to preserving the natural environment.
- We have adopted **industry-best practices** that removed Lead (Pb) from solder compositions and converted plastic packages to Halogen-free formulations.
- We have worked with our OSATs to eliminate the use of conflict minerals from our products. We regularly publish a CMRT (Conflict Mineral Reporting Template) that documents all the mineral smelters used in our supply chain.
- We **adhere to the REACH and RoHS** chemical standards.
- Lattice **requires** our primary **supply chain partners to acknowledge and implement the principles of the RBA Code of Conduct.** This code of conduct spells out the minimum requirements for workers' rights, occupational safety, environmental impact, and business ethics.
- We work with our OSATs to **reclaim minerals from integrated circuits (ICs)** that are rejected during the manufacturing process.
- We perform **Quarterly Business Reviews** of our OSATs **and annual audits** of our Foundry suppliers.
- Lattice holds **ISO9001:2015** Quality Management System (QMS) certification and system designed to drive continuous improvement that enables us to navigate industry challenges.
- Lattice holds **ISO14001** Environmental Management System (EMS) certification.

## SUPPLIER CODE OF CONDUCT

Lattice expects all of its suppliers to conduct themselves with the highest standards of honesty, fairness, and integrity as do Lattice and its employees. Our Supplier Code of Conduct outlines the basic tenets expected of our suppliers. We believe compliance with our Code is essential to our mutual long-term success in alignment with the spirit and intent of the RBA Code of Conduct. Lattice's suppliers are also responsible for ensuring that any subcontractors, agents, or other third parties doing work for Lattice will act consistent with the Code. Our Supplier Code of Conduct can be found at www.latticesemi.com.

## MATERIALS SOURCING & EFFICIENCY

We expect our suppliers to have sustainability and ESG programs as part of our qualification process. As a fabless semiconductor company, Lattice utilizes a subcontracted supply chain and works with industry-leading suppliers, many of which are leaders in ESG.

## CONFLICT MINERALS

Our Conflict Minerals Policy guides how we source minerals in a legal and ethical way. Conflict minerals originate from mining activities in the Democratic Republic of the Congo and its neighboring countries, the proceeds of which have been used to fuel conflicts and human rights abuses by financing armed groups. In compliance with the U.S. Securities and Exchange Commissions (SEC) conflict minerals rule, we used the Conflict Free Sourcing Initiative (CFSI) reporting tool to track suppliers' practices and confirm that minerals used in electronic products are mined from legitimate sources. We annually file our conflict minerals report with the SEC. Our due diligence approach is based on the OECD framework and Responsible Minerals Initiative (RMI). We regularly monitor developments on best practices concerning conflict minerals and steps to improve due diligence and to further mitigate the risk that necessary conflict minerals in our products could benefit armed groups in the covered countries. These steps included dialogue with our suppliers to maintain a responsible sourcing program that helps ensure accurate conflict mineral declarations, and reviewing and assessing supplier conflict minerals compliance as part of any supplier audit.

## HUMAN RIGHTS IN OUR SUPPLY CHAIN

Lattice is committed to protecting human rights and conducting business with integrity. We require the same of our suppliers and expect them to maintain safe working conditions and treat all workers with respect and dignity. Our policies and procedures, to include our Supplier Code of Conduct, seek to ensure our supply chain is responsible, including supporting the elimination of modern slavery and human trafficking.

## SUPPLY CHAIN SECURITY

Many global customs authorities have developed partnership programs to strengthen cargo security processes within the global supply chain. Lattice is a strong supporter of these efforts and participates in cargo security programs in many of the regions in which it operates and conducts security risk assessments of its supply chain. Lattice is a certified partner in the U.S. Customs and Border Protection's Customs Trade Partnership Against Terrorism (C-TPAT) program. In Singapore, Lattice is certified under Singapore's Secure Trade Partnership (STP) program. Participation in these programs facilitates increased delivery assurance to customers while helping to reduce the threat of terrorism.

## EVALUATING OUR CLIMATE-RELATED RISKS AND OPPORTUNITIES

We have also started to integrate climate-related risks in our enterprise risk management framework and business continuity planning. We expect to continue to evaluate climate-related risks and improve processes to identify, assess, and monitor those risks over time. We are also developing our plan to conduct our initial review and scenario analysis of relevant climate risks and opportunities for Lattice in line with the TCFD framework. The results of these analyses will help to inform our climate-related risk management strategy and to identify risk mitigation opportunities that can build a more resilient business future. See our TCFD Index to learn more about our approach.

In addition to our TCFD Index, we disclose related information in our response to the annual CDP Climate Change Questionnaire and will continue to evolve our reporting based on best practice guidance. Beyond voluntary climate-related disclosures, we also track emerging regulatory frameworks both in the United States and internationally.

# SOCIAL

We are all about connection, with our customers and each other. We foster a collaborative, diverse, inclusive, and innovative work environment and invest in giving back to our local communities. In furtherance of our social initiatives, we focus on our people, the communities in which we operate, and our corporate culture. We believe that good connections with our customers and our people lead to positive results for us. We work to do business consistent with our core values and seek to provide a workplace where each employee feels empowered to do so as well. We believe aspiring to better connections both in and out of the workplace has empowered us to better retain our employees and serve our communities.

## OUR PEOPLE

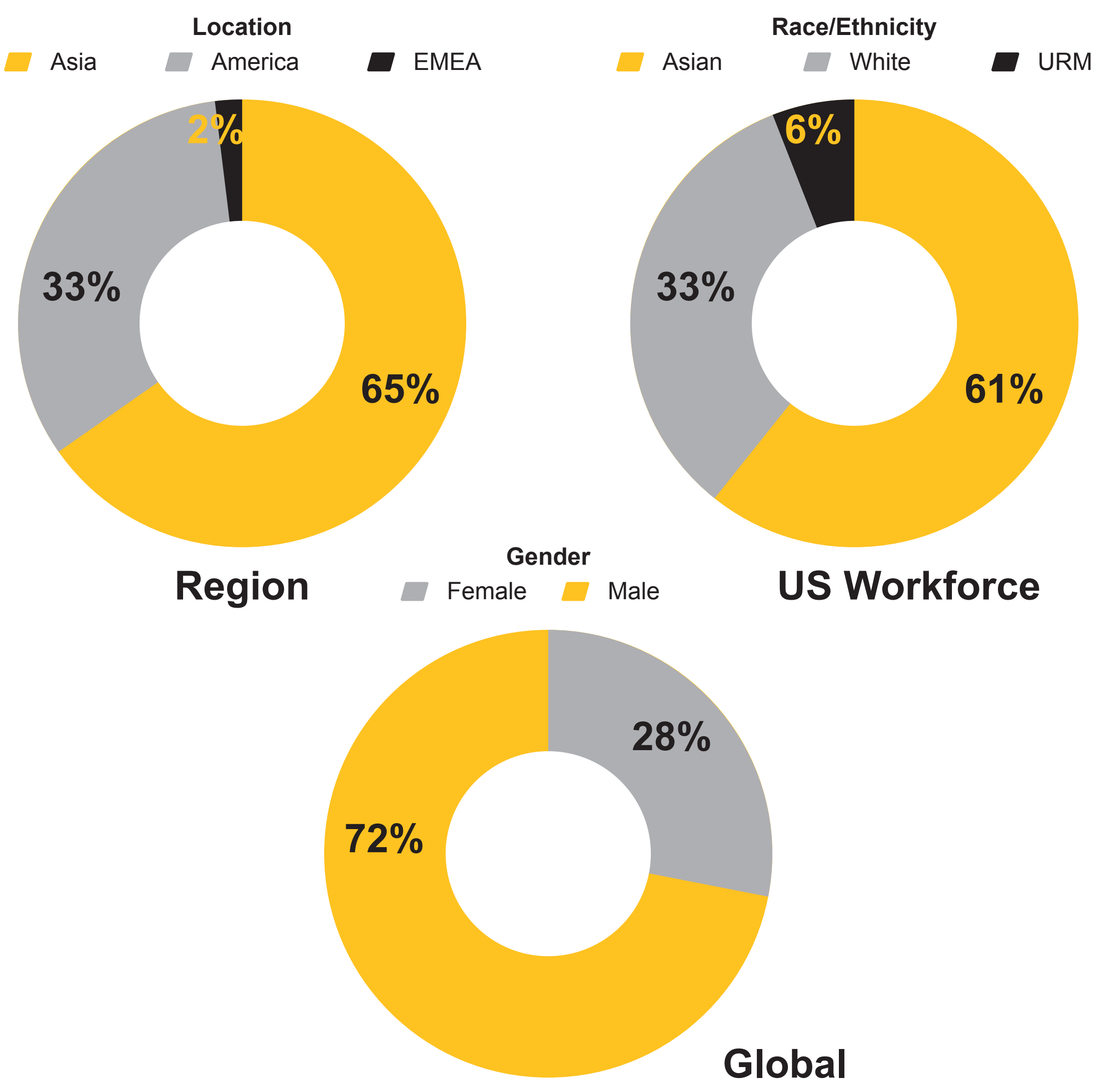
Lattice believes that an inclusive and diverse culture is important to our success and helps attract and retain a talented work force. We provide a collaborative, diverse, inclusive, and innovative work environment, competitive compensation, and recognition to give our employees the opportunity to grow. We strive to create an environment that cultivates connections and a culture that centers on recognizing and empowering our people. The company is committed to investing in learning and development programs to help our employees reach their full potential. Prioritizing the health, safety, and well-being of our employees and their families is important.

## GLOBAL WORKFORCE OVERVIEW

Lattice stands out with a passionate and loyal global workforce that is committed to growing and winning together. Lattice's **global voluntary turnover rate is 36% lower than peer competitors** in the technology industry, which reflects strong employee engagement.

### 2024 EMPLOYEE DATA

AS OF OCTOBER 1, 2024



## TOTAL REWARDS

To motivate performance and share in Lattice's success, all Lattice employees participate in a variable pay plan. Non-sales employees participate in Lattice's Corporate Incentive Plan, which rewards employees when Lattice meets and exceeds its goals on revenue, operating income, and key strategic and ESG-related business objectives. The Corporate Incentive Plan financial and strategic objective metrics are set and assessed annually by our Board of Directors Compensation Committee. To promote an ownership mentality among employees and to allow them to share in Lattice's success, we offer Restricted Stock Unit (RSU) shares to employees annually. Over 90% of employees are eligible to receive equity annually, and more than 90% received RSU shares in 2024. We offer an Employee Stock Purchase Plan (ESPP) that al- lows employees to purchase Lattice stock at a discounted price. We support our employees with competitive benefits, including competitive compensation, paid time off, health and wellness programs, worksite amenities, and more. As part of Lattice's annual salary review process, employees have an opportunity to receive merit increases to reward performance and remain competitive relative to local labor markets. Consistent with the UN Global Compact corporate sustainability initiative, Lattice supports and provides a living wage for all employees.

We believe promoting and providing a living wage as an essential aspect of decent work to ensure all workers, families, and communities can live in dignity.

All employees are eligible for promotions to recognize great performance and support career advancement. Typically, more than 10% of Lattice employees receive a promotion each year.

Lattice avails its employees to wellness programs through its health insurance providers to promote wellness and healthy lifestyle, with assistance on topics such as exercise, weight management, parent support, and mental health resilience.

## REWARDS INCLUDE:

- Competitive Compensation
- Annual Compensation Adjustments Variable Pay
- Employee Stock Grants to More Than 90% of Employees Performance Based Recognition Bonus Program
- Paid Time Off
- Employee Stock Purchase Plan (ESPP) Program Retirement Saving Plan
- Health Insurance and Wellness Support
- Travel & Accident Insurance
- Life and Disability Insurance
- Commuter Benefit
- Pet Insurance
- Legal Insurance
- Birthing Parent and Non-birthing Parental Leave

## EMPLOYEE ENGAGEMENT

Annually we conduct worldwide and location-specific annual employee surveys to gauge overall satisfaction and collect employee input to help guide decision making, with high response and favorability ratings. In 2024, Lattice's annual employee engagement survey revealed an 79% favorable employee annual engagement score, which was 38.2% higher than the industry benchmark

As part of our annual performance review process, Lattice employees engage with their managers to review performance and align on performance highlights, areas of improvement, and demonstration of company values.

We emphasize and enable continuous employee education ranging from informal, employee-led tutorials specific to their individual areas of expertise to formal courses on diversity and inclusion, network and cybersecurity safety, and more. We also offer tuition reimbursement benefits as a part of our total compensation package.

We have implemented a hybrid workforce plan for all employees that mixes in-office and remote work options to enhance flexibility and support our employees' work life balance.

## GREAT PLACE TO WORK

Lattice was named one of Forbes 2024 Most Successful Midsize Companies, which reflecting Lattice's commitment to innovation, excellence, and sustainable growth.

Lattice also earned a 2024 Global Semiconductor Alliance Award for its workplace.

Into 2025, Lattice continues to receive additional awards recognizing the company as a great place to work. These awards reflect Lattice's strong employee engagement. Recent awards include:

These awards are based on direct employee feedback, gathered via an independent third-party survey and benchmarked against peer companies, with focus on the following categories:

- Employee Appreciation
- Employee Wellbeing
- Professional Development

## MANAGEMENT/LEADERSHIP DEVELOPMENT

As part of Lattice's leadership development efforts, Lattice's executive leadership team supports the Lattice Leadership Forum through, at a minimum, monthly virtual meetings and an annual face-to-face meeting. The Leadership Forum is comprised of senior level managers and is dedicated to regular information sharing, cross-organizational networking, and regular exposure to Lattice executives. Additionally, Lattice continued its successful Employee Learning Series in 2024, which provides employees with regular opportunities to hear guest speakers on various contemporary technical and business strategy topics. Lattice continued to offer access to online educational platform LinkedIn Learning for all employees. This enables our employees to expand their knowledge base, acquire new skills, and improve existing abilities. Lastly, Lattice conducts an annual executive succession planning process to help ensure business continuity and sustainability in the case of executive turnover, and to identify and provide leadership training and experiential development opportunities to high-potential Lattice leaders.

## EMPLOYEE HEALTH AND SAFETY

Protecting the health and safety of our employees, visitors, and communities is important to Lattice. We employ a dedicated environment, health, and safety (EHS) focus to manage our global program within the framework of our EHS management system. We operationalize our global EHS policy and oversee site-specific programs, trainings, and communications. Our EHS policy applies to Lattice employees, contractors, and visitors worldwide.

We actively maintain all relevant EHS procedures, documentation, and training aids; and provide a mechanism for raising concerns and seeking assistance.

The company maintains a set of global EHS programs that encompass site-specific operation- al controls and requirements. This framework, which references ISO14001 standards, enables us to efficiently escalate and resolve issues, report on risks and trends, and provide local training to key individuals. In 2024, Lattice did not receive any notices of violation related to health and safety at our facilities. Since our last report we had zero recordable lost-time incidents per the U.S. Occupational Safety and Health Administration definition.

## OUR EHS MANAGEMENT SYSTEM INCLUDES:

- Procedures to identify potential gaps, develop plans, and implement corrective actions;
- Global tracking to receive updates on evolving regulations, standards, and reporting requirements, along with monitoring efforts to ensure compliance;
- Training to minimize work-related incidents and issues;
- Case-specific root cause analysis to reduce the potential for recurrence and provide valuable lessons learned;
- Role- and hazard-specific assessments and training to reduce risks;
- Local and global communications to promote EHS best practices and trends; and
- Site-specific emergency response plans based on individual risk factors and local requirements.

## COMMUNITY ENGAGEMENT

We give back where we work and live by partnering with leading organizations around the globe to help create a more sustainable, inclusive, and connected world. Giving back to the communities where we live and work is a fundamental part of who we are as a company. We are active in the communities in which we operate through company-sponsored volunteerism, programs, and investments. Our philanthropic and volunteering efforts are intended to expand our understanding of key local, national, and global challenges. Additionally, we hope to inspire our employees to contribute to building vibrant local communities. We continued to refine our community outreach strategy to drive greater impact and prioritize our philanthropic focus areas.

## EMPLOYEE VOLUNTEERISM

- Lattice employees donate their time to a variety of causes throughout the year, including:
- Participate in Habitat for Humanity painting event. Team with local food banks.

Habitat for Humanity®

SECOND HARVEST of SILICON VALLEY

PHILIPPINE RED CROSS

OREGON FOOD BANK

Family Giving Tree™

## DONATION PROGRAMS

Lattice and our employees coordinate and participate in a variety of giving programs to help those in need:

- Drive donations to Elsie Gaches Village and SOS children's village for persons with intellectual disability and children without parental care and families.
- Donate to local food banks.
- Facilitate regular blood donations in collaboration with the Red Cross.
- Host a virtual back-to-school drive for Bay Area youth in partnership with the Family Giving Tree.

## OUR CULTURE

We foster a culture of innovation where our values guide how we work with each other and with our customers and partners.

## OUR COMPANY VALUES

Our corporate values guide how we work with each other and with our customers and partners:

- **Agile** – We act with smart, adaptive responsiveness.
- **Bold** – We aim high, pushing ourselves to do more than what's expected.
- **Innovative** – We challenge normal ways of thinking to achieve breakthrough creativity.
- **Collaborative** – We proactively and transparently work together to achieve our goals.
- **Integrity** – We are honest and accountable in all we do.

These values combine with our company Code of Conduct, a Whistleblower Hotline, and an Insider Trading Policy to ensure each employee is equipped to take responsibility for ensuring we uphold the highest ethical standards at all times. These efforts are directly overseen by Lattice's executive leadership team and Lattice's Board of Directors Audit Committee.

**AGILE**
Smart Adaptive Responsiveness

**BOLD**
Aim High

**COLLABORATIVE**
Proactive Transparent Teamwork

**INNOVATIVE**
Breakthrough Creativity

**INTEGRITY**
Honest Accountability

## LATTICE HUMAN RIGHTS POLICY

Lattice recognizes the fundamental importance of upholding and promoting human rights within our organization and throughout our business activities. Accordingly, Lattice maintains a Human Rights Policy which—together with our Code of Conduct, and within the framework of the Responsible Business Alliance Code of Conduct, the UN Guiding Principles on Business and Human Rights, and the laws of the countries in which we operate—covers the following areas:

- Non-Discrimination and Equal Opportunities
- Freedom of Association and Collective Bargaining Forced Labor, Child Labor, and Human Trafficking Health and Safety
- Supply Chain Responsibility Privacy and Data Protection
- Grievance Mechanisms, including a formal grievance reporting and escalation process
- Board Oversight of Our Human Rights Policy
- Continuous Improvement in Our Human Rights Practices

## WORKFORCE REPRESENTATION AND INCLUSIVE CULTURE

We believe that a workforce enriched by varied perspectives, backgrounds, and experiences is essential to innovation and long-term success. Our commitment to cultivating a respectful and inclusive workplace supports our ability to attract, retain, and empower top talent across all levels of the organization. We are committed to:

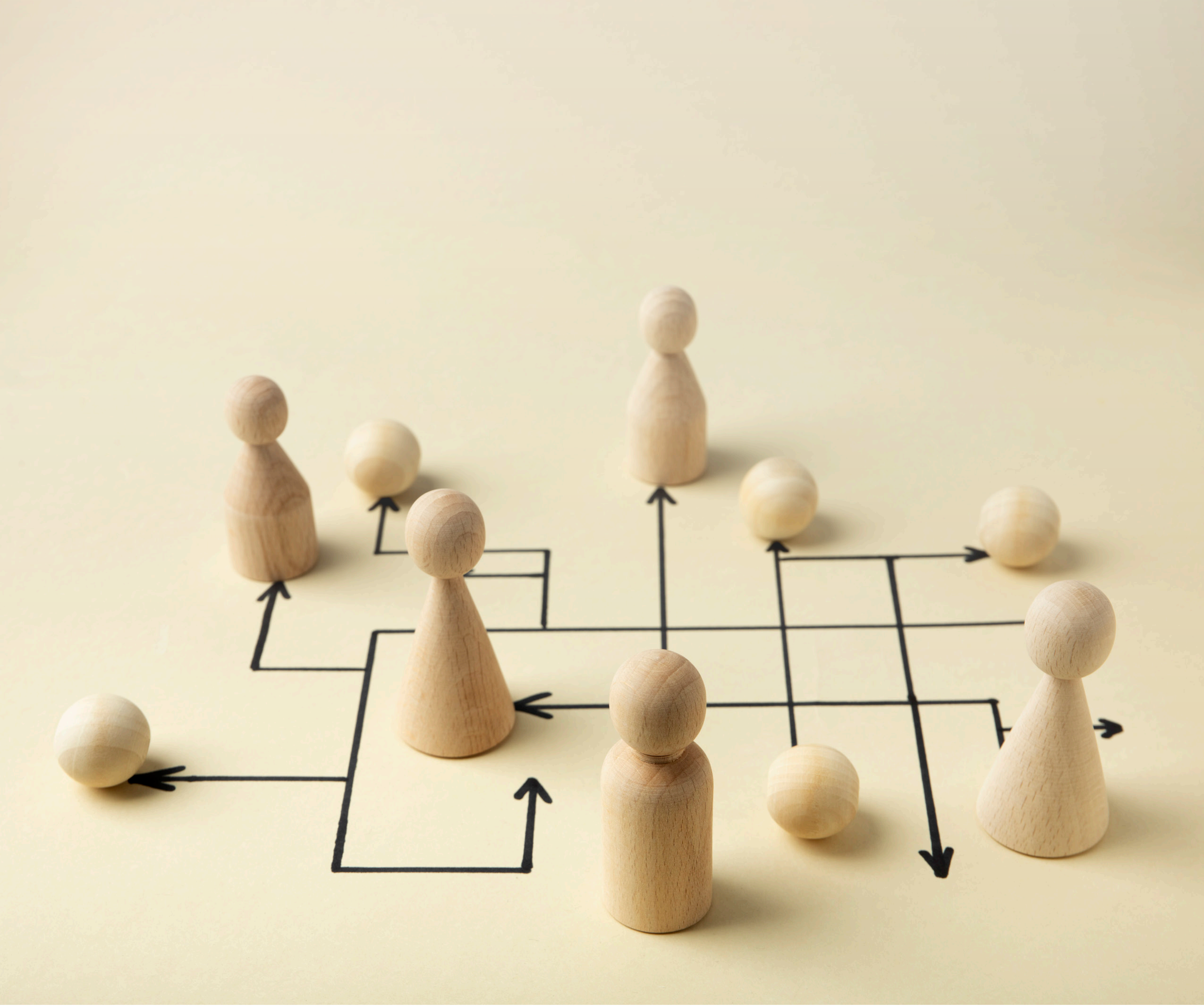
- Fostering a culture of respect and belonging that enables all employees to thrive and contribute meaningfully and support retention.
- Expanding access to opportunity by recruiting from a broad and representative talent pool and leveraging effective sourcing channels to reach qualified candidates.

**Championing gender representation and leadership** in the semiconductor industry as a signatory of the Global Semiconductor Association (GSA) Women's Leadership Initiative (WLI) CEO Pledge. Further, we have actively increased the di- versity of our Board, our executive leadership team, and across the company, in alignment with our formal governance principles that value a diversity of viewpoints, experience and backgrounds.

To provide a professional and supportive work environment for the Company's employees, contractors, and visitors, Lattice has a strict non-discrimination and non-harassment policy that all employees are subject to. Please visit our careers page for more information. All employees complete annual training focused on inclusive workplace practices, and people managers receive regular instruction on mitigating bias in decision-making.

We welcome applications from all qualified candidates and make employment decisions without regard to race, color, religion, sex, sexual orientation, gender identity, genetic information, national origin, disability status, or veteran status.

# GOVERNANCE



We hold our employees, officers, and Board members to the highest standards and expect accountable transparency and integrity in all we do. Our Board is committed to representing the interests of all our stakeholders and is held to a strict set of principles that align with governance best practices. In 2025, we continued our journey to embed corporate stewardship and ESG policies and practices into our strategic operations and risk management activities. We also engaged directly with investors, analysts, and customer stewardship teams on relevant topics.

## BOARD DIVERSITY

Our Board is committed to continuing to identify, recruit, and retain highly qualified directors and director candidates with diverse experiences, tenures, perspectives, and backgrounds to join and remain on our Board.

| Lattice Formal Governance Principles | | | | |
|---|---|---|---|---|
| **Independence** | **Selection & Separation** | **Continuous Improvement** | **Incentives & Alignment** | **Other Governance Items** |
| Board independence/ Independent Chair<br><br>Separate Chair and CEO roles<br><br>Authorization to retain independent advisors | Annual director election (non-staggered Board)<br><br>Director tenure consideration and age limits (75 years of age)<br><br>Valued diversity of viewpoints, experiences and backgrounds<br><br>Over-boarding limits<br><br>Resignation policies (Director resignation offered on no majority vote and change in employment) | Annual Board, committee, and CEO assessments<br><br>Continuing Director education<br><br>Regular refreshment of Company Governance documents including Bylaws, Governance Policies, Committee Charters, and Code of Conduct | Director stock ownership guidelines (5X annual base retainer)<br><br>CEO stock ownership guidelines (3X annual base salary)<br><br>Sec. 16 executives stock ownership guidelines (2X annual base salary)<br><br>Executive compensation claw back policy | Majority vote election standard<br><br>Regular Board meetings and executive sessions<br><br>CEO succession planning<br><br>No poison pill |

## ETHICAL STANDARDS

Integrity and ethical behavior are hallmarks of our corporate culture and business conduct. We strive to act ethically in all our dealings, and to be respectful of others, and responsible in our actions. Integrity is built into our DNA as a core pillar of our company values that guide how we work together and with our customers and partners, keeping us honest and accountable in all we do.

## CODE OF CONDUCT

Lattice's Code of Conduct reflects our **commitment to honest and ethical business practices** and provides standards and guidelines of conduct for Lattice employees, officers, and Board members, including:

- Ethical business conduct
- Compliance with laws
- Avoidance of conflicts of interest
- The maintenance of a workplace free of discrimination and harassment

Our Board of Directors regularly reviews our Code of Conduct with the support of management to ensure we are providing industry-best guidance on how to handle ethical business decisions and enhance the Code of Conduct in continually evolving areas including antitrust, conflicts of interest, improper conduct and activities, and public disclosures. In addition, Lattice provides annual Code of Conduct training. We also conduct regular **training modules related to Environmental Health and Safety, and Modern Slavery and Human Trafficking.**

## WHISTLEBLOWER PROGRAM

Any person who feels that our conduct does not meet the guidelines in our Code of Conduct can **anonymously contact** our Legal Department and Audit Committee Whistleblower Hotline. Lattice prohibits reprisal, threats, retribution, or retaliation against any person who has in good faith reported a suspected violation of the Code of Code or who is assisting in any investigation related to such a violation.

## RESPONSIBLE BUSINESS ALLIANCE CODE OF CONDUCT

- Lattice adheres to the **RBA Code of Conduct** which establishes:
- Commitment to labor standards including freely chosen employment, limitations on young workers, appropriate working hours, compliant wages and benefits, humane treatment, non-discrimination, and freedom of association
- Commitment to labor standards including freely chosen employment, limitations on young workers, appropriate working hours, compliant wages and benefits, humane treatment, non-discrimination, and freedom of association
- Commitments to health and safety
- Environmental safety standards
- Ethical business conduct guidelines, including respect for intellectual property, fair business practices, responsible sourcing of materials, and privacy

## CONTINUOUS IMPROVEMENT

We know that meaningful progress requires ongoing focus and are committed to continuously looking for ways to further our corporate stewardship and ESG efforts for long-lasting impact. **Our commitment to aligning with Governance best practices** also permeates our Environmental and Social policies and practices.

As discussed above, we regularly collaborate with our stakeholders to drive continuous improvement. We **regularly evaluate our governance practices** against the recommendations of Institutional Shareholder Services, Glass-Lewis, the BlackRock Investment Stewardship Guidelines, and the governance recommendations of other institutional investors. We conduct bi-annual outreach to our shareholders to **solicit governance input.**

## CYBERSECURITY RISK OVERSIGHT

Lattice continually reviews and enhances its cybersecurity protections. The Audit Committee requires the Company's management to provide periodic reports regarding the Company's cybersecurity risk management process. The Audit Committee reviews our cybersecurity program and cybersecurity risk management process quarterly, and our Board reviews our cybersecurity program annually. In order to respond to cybersecurity threats and cybersecurity incidents, the Company takes a proactive approach to cybersecurity risk management consisting of administrative, technical, and physical safeguards.

Our cybersecurity risk management process is evaluated by internal and external cybersecurity experts, and the material results of those reviews are reported to senior management and the Board and Audit Committee as part of their oversight role. The Company uses enhanced firewalls, cybersecurity monitoring by third parties, and provides mandatory cybersecurity training to all employees. The Company maintains a zero trust cybersecurity architecture, and continues to enhance its cyber-security infrastructure. The Company engages third party cybersecurity subject matter experts as part of its continuing efforts to evaluate and enhance the effectiveness of its cybersecurity policies and processes. The Company also regularly updates its incident response plan and conducts cybersecurity incident tabletop and red team exercises. The Audit Committee regularly briefs the entire Board on these matters, and the Board also receives periodic briefings on cybersecurity threats in order to enhance our directors' literacy on cyber issues.

We recognize that cybersecurity risks are increasing, and cybersecurity incidents are becoming more complex and frequent. While we continue to invest in automation, tooling, protocols, and education to help employees and contractors mitigate these risks, we cannot guarantee our efforts will be sufficient. For additional information, please review the cybersecurity risks discussed in the company's Form 10-K.

## RELATED MATERIALS

Supplier Code of Conduct

Conflict Minerals Report

Conflict Minerals Policy

CMRT (Conflict Mineral Reporting Template)

ISO14001 Registrations

REACH Standards Compliance

RoHS Standards Compliance Code of Conduct

RBA Code of Conduct

Whistleblower Hotline

Corporate Governance Policies

Human Rights Policy

**Primary Supply Chain Partner ESG Websites**

UMC

TSMC

Samsung

Advanced Semiconductor Engineering (ASE)

Lattice Executive Leadership Team

Lattice Board of Directors

**Board of Directors Committee Charters**

Audit Committee

Compensation Committee

Nominating/Governance Committee

**APPENDIX**

SASB Index

TCFD Index

## SASB INDEX

Based on investor outreach feedback, we have aligned our disclosure with the Sustainability Accounting Standards Board (SASB) framework, which standards are maintained and managed by the IFRS Foundation's International Sustainability Standards Board (ISSB). Lattice reports to the SASB Semiconductor Standard (2023) under the Technology and Communications sector. While we do not currently disclose all metrics included in the Standard for our sector, we intend to evaluate expanding the scope of our future disclosures.

| Topic | Code | Metric | Unit of Measure | Response/Location |
|---|---|---|---|---|
| **Greenhouse Gas Emissions** | TC-SC-110a.1 | (1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds | Metric tons (t) $CO_2e$ | See page 11<br>Lattice used approximately zero (0.0) kg of PCF-14<br>(perfluoromethane) in FY24. This is equal to 0.0 MTCO2e |
| | TC-SC-110a.2 | Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets | N/A | See page 11 |
| **Energy Management in Manufacturing** | TC-SC-130a.1 | (1) Total energy consumed<br>(2) percentage grid electricity<br>(3) percentage renewable | Gigajoules (GJ), percentage (%) | See page 12 |
| **Water Management** | TC-SC-140a.1 | (1) Total water withdrawn<br>(2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress | Thousand cubic meters (m3), percentage (%) | See page 12 |

| Topic | Code | Metric | Unit of Measure | Response/Location |
|---|---|---|---|---|
| **Waste Management** | TC-SC-150a.1 | (1) Amount of hazardous waste from manufacturing (2) percentage recycled | Metric tons (t), percentage (%) | See page 12 |
| **Workforce Health and Safety** | TC-SC-320a.1 | Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards | N/A | See page 18 |
| | TC-SC-320a.2 | Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations | U.S. dollars ($) | Lattice Semiconductor had $0 monetary losses as a result of legal proceedings associated with employee health and safety violations. |
| **Recruiting and Managing a Global and Skilled Workforce** | TC-SC-330a.1 | Percentage of employees that require a work visa | Percentage (%) | Approximately 8% of our US workforce requires a work visa.<br><br>Please review the risks discussed in the company's Form 10-K for additional discussion regarding recruiting and managing our global workforce. |

| Topic | Code | Metric | Unit of Measure | Response/Location |
|---|---|---|---|---|
| **Product Lifecycle Management** | TC-SC-410a.1 | Percentage of products by revenue that contains IEC 62474 declarable substances | Percentage (%) | Disclosure of this metric is under review as part of our broader efforts to align with industry standards and improve supply chain transparency. |
| | TC-SC-410a.2 | Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops | Various, by product category | As a fabless semiconductor company, we do not manufacture or integrate our products into end-use systems such as servers, desktops, or laptops. Our product lifecycle typically concludes at shipment to the customer, and we do not have visibility into system-level energy efficiency performance. However, we remain committed to supporting our customers' sustainability goals by providing emissions-related data and collaborating on responsible product design and use. |
| **Materials Sourcing** | TC-SC-440a.1 | Description of the management of risks associated with the use of critical materials | N/A | Please review the risks disclosed in the company's Form 10-K for additional discussion regarding our subcontractors, and the company's Conflict Minerals Policy Statement and latest Conflict Minerals Report filed with the SEC. |
| **Intellectual Property Protection and Competitive Behavior** | TC-SC-520a.1 | Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations | U.S. dollars ($) | Lattice Semiconductor had $0 monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations. |

## TCFD INDEX

Lattice provides certain information aligned with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, and we intend to continue refining our strategy and reporting going forward. Our general Corporate Stewardship Report to which this Index is appended contains more detailed information on each of these topics and our approach. For additional information, please review the risk factors included in the company's most recent Form 10-K.

| Disclosure | Response/Location |
|---|---|
| **Governance** | |
| **Describe the board's oversight of climate-related risks and opportunities** | The Board has ultimate responsibility for oversight of our Corporate Stewardship efforts, including its ESG initiatives. It has assigned primary responsibility to our Nominating and Governance Committee, which is reflected in its committee charter. The Nominating and Governance Committee coordinates ESG oversight activities with the Audit Committee and Compensation Committee of the Board. The Audit Committee is responsible for reviewing with management and the internal and independent auditors any required ESG disclosures included within the Company's SEC filings, including human capital and climate disclosures, and the adequacy of applicable internal controls related to such disclosures. The Compensation Committee reviews with management certain ESG matters relating to the Company's workforce and the tying of executive compensation to the successful completion of corporate stewardship initiatives. |
| **Describe management's role in assessing and managing climate-related risks and opportunities** | Our sustainability efforts are operationalized by a cross-functional team that reports to the Board periodically. Guidance for Lattice's Corporate Stewardship and ESG program is provided by an executive steering committee comprised of the CEO and the executive leadership team representing finance, global operations, human resources, and legal. The steering committee reviews the program's direction, addresses potential barriers, and helps to identify relevant risks and opportunities throughout the year. On a quarterly basis, leaders report on key ESG activities to the Nominating and Governance Committee, and the Nominating and Governance Committee coordinates with leaders on the periodic presentation of Corporate Stewardship and ESG practices and initiatives to the Board. |

| Disclosure | Response/Location |
|---|---|
| **Strategy** | |
| **Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term** | We are continually refining our assessment and analysis of our climate-related risks and opportunities. Generally, we focus our efforts where we can have the most positive impact on our business and society and are committed to managing the climate-related risks and opportunities related to our business. Our risk horizon considers risks for the short (< 1 year), medium (1–3 years), and long (3+ years) time horizons. Based on this, we will select a subset of risks to examine in more detail through scenario analyses.<br><br>Physical Risks and Opportunities: As a fabless semiconductor company, we depend on third-party subcontractors, primarily in Asia, for the fabrication, assembly, testing, and distribution of our products. The potential physical impacts of climate change, including high-heat events, power or water shortages, fires, rising sea levels, changes in storm patterns or intensities, or other extreme weather conditions, are uncertain and could impact operations at our subcontractors. Any disruption to our manufacturing or delays in shipping could adversely affect our operations and financial results, as well as damage customer relationships and our reputation.<br><br>Relevant physical risks for our primary manufacturing region include increased severity of acute events such as cyclones. Additionally, we have considered chronic risks such as increased frequency, severity, and/or duration of drought conditions, which are particularly relevant to semiconductor manufacturing given these operations' reliance on large volumes of ultra-clean water. Where we have control, the company plans and manages our operations to mitigate physical risks.<br><br>Transitional Risks and Opportunities: While we have not formally assessed our transitional risks and opportunities, we believe that certain transitional risks and opportunities affecting the broader semiconductor industry and related to potential future costs associated with renewable energy prices and carbon pricing policies may apply to us. Having set a greenhouse gas (GHG) reduction target in 2023, the uncertainty surrounding future prices for renewable energy and other emissions reduction investments creates a risk of increased operational and/or capital costs. If we do not invest in reducing our emissions footprint, future carbon pricing policies and/or climate-related regulations could translate into higher costs. By making investments in renewable energy, we believe we have an opportunity to reduce future costs as fossil fuel prices increase in the face of carbon pricing policies.<br><br>For more information, please carefully review the risk factors discussed in the company's Form 10-K. |
| **Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning** | We have experienced a minimal impact to our financial planning thus far as a result of climate-related risks and opportunities. We have primarily been impacted through the requirement of additional focus and workload volume of select headcount, and the use of consulting resources, to ensure that we are providing robust ESG disclosures such as our Corporate Stewardship Report and reporting to other platforms, effectively responding to stakeholder expectations for improved ESG disclosures and performance, and having established our first Scope 1 and 2 GHG reduction target in 2023. As part of our strategy to meet our reduction target, we are considering potential costs to procure energy attribute certificates, as appropriate, as part of our financial planning. |

| Disclosure | Response/Location |
| --- | --- |
| **Strategy** | |
| **Describe the potential impacts of different scenarios, including a 2°C scenario, on the organization's businesses, strategy, and financial planning** | We are developing our plan to conduct our initial review and scenario analysis of relevant climate risks and opportunities for Lattice in line with the TCFD framework. Similar to peer fabless semiconductor companies, we anticipate that such scenario analyses and approach will capture our primary operating sites and manufacturing supply chain locations, and assess each location's asset value at risk based on inherent exposure to acute and chronic climate hazards over several time horizons. The results of these analyses will help to inform our climate-related risk management strategy and to identify risk mitigation opportunities that can build a more resilient business future. As a result of this, we will be better able to describe the potential impacts of different scenarios, including a 2°C scenario, on the organization's businesses, strategy, and financial planning. |
| **Risk Management** | |
| **Describe the organization's processes for identifying and assessing climate-related risks** | We maintain a robust enterprise risk management process that reviews and manages all material risks affecting Lattice, which such review also seeks to identify and assess climate-related risks. Our Audit Committee oversees management's enterprise risk management process. Our Corporate Stewardship Steering Committee reviews the program's direction and helps to identify and assess climate-related relevant risks throughout the year. We consider climate-related risks in our enterprise risk management framework and business continuity planning. We expect to continue to evaluate climate-related risks and improve processes to identify, assess, and monitor those risks over time. |
| **Describe the organization's processes for managing climate-related risks** | Management of Physical Risks: Preparedness for potential disruption in our manufacturing supply chain, including the impact from climate-related events, is a part of our business continuity strategy and related engagement with our subcontractors. Although we have not experienced any impact specifically resulting from climate change as of the date of this report, we maintain certain mitigation and management strategies, including, for example when feasible: dual-sourcing for certain high-volume products, selecting facilities with geographic diversity, dual sourcing for assembly and test; and monitoring for potential new fabs regionally separated.<br><br>Management of Transitional Risks: Our Corporate Stewardship team monitors stakeholder expectations for our ESG performance, supports our communications with stakeholders, and tracks our ESG ratings to review opportunities for improvement. This informs engagement with functional teams to identify and operationalize initiatives that manage climate-related risks, including those arising from our GHG emissions footprint. Because electricity consumption in our offices and research facilities are the primary driver for our Scope 1 and 2 emissions, we are managing related risks and opportunities by transitioning to renewable sources of energy where available.<br><br>To address these transitional risks, we are doing our part to reduce GHG emissions generally. We are making progress towards our target to reduce our Scope 1 and Scope 2 GHG emissions by 90 percent by 2030 compared to our 2022 baseline. With respect to Scope 3 GHG emissions, we are actively engaging with our suppliers to better understand their existing sustainability practices and identify areas for collaboration and continuous improvement. Our due diligence process includes assessing potential risk in our supply chain, and that process includes the expectation that our suppliers adhere to our Supplier Code of Conduct, which based on industry standards, including the Responsible Business Alliance (RBA). |

| Disclosure | Response/Location |
|---|---|
| **Risk Management** | |
| **Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management** | At the company level, we maintain a robust enterprise risk management process that reviews and manages all material risks affecting Lattice, which reviews also may identify and assess climate-related risks. Our Audit Committee oversees management's enterprise risk management process. We conduct regular risk assessments identifying reasonably foreseeable potential internal and external risks, the likelihood of occurrence, and any potential impact that could result from such risks. We also evaluate the sufficiency of our existing internal controls and monitor the effectiveness of all such safeguards. In response, we adjust our processes and controls as necessary.<br><br>Our Corporate Stewardship Steering Committee reviews the program's direction and helps to identify and assess climate-related relevant risks throughout the year. We have also started to integrate climate-related risks in our enterprise risk management framework and business continuity planning. We expect to continue to evaluate climate-related risks and improve processes to identify, assess, and monitor those risks over time.<br><br>On a quarterly basis, leaders report on key ESG activities to the Nominating and Governance Committee, and the Nominating and Governance Committee coordinates with leaders on the periodic presentation of Corporate Stewardship and ESG practices and initiatives to the Board, which includes any material climate-related risks. |
| **Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process** | Metrics used to help us understand our exposure to climate-related risks and opportunities include:<br>▪ Scope 1 and 2 GHG emissions and progress towards our Scope 1 and 2 GHG reduction target<br>▪ Potential sources of and initial order of magnitude information on our Scope 3 emissions<br>▪ Customer, stockholder, and other stakeholder requests for information about our corporate stewardship and sustainability strategies and performance; and<br>▪ ESG ratings that include climate risk management indicators |
| **Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks** | In 2023, we committed to a greenhouse gas (GHG) emissions reduction of 90% by 2030 for Scope 1 & 2 (compared to our 2022 baseline), in addition to ongoing review of the potential upstream and downstream impacts of our products and potential ways to further improve their energy efficiency.<br><br>See page 12 for more information. |

| Disclosure | Response/Location |
| --- | --- |
| **Targets** | |
| **Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets** | As part of our commitment to reduce emissions from our direct operations, we set a target to reduce our Scope 1 and 2 GHG emissions for all operations by 90 percent by 2030, compared to our 2022 baseline. We engaged SustainaBase, a complete greenhouse gas data management platform that turns carbon data into powerful sustainability action. Our process includes:<br>▪ Reviewing our internally prepared Scope 1 & Scope 2 GHG emissions methodology & calculations<br>▪ Identifying potential options for Lattice to reduce its Scope 1 & 2 GHG emissions<br>Based on our detailed continuous assessment and analysis process, and in conjunction with the SustainaBase platform, we:<br>▪ Validate our Scope 1 & Scope 2 GHG emission calculations<br>▪ Identify potential options to reduce our Scope 1 & 2 GHG emissions<br>▪ Collaborate with our suppliers on potential options to reduce our Scope 3 GHG emissions<br>Our next steps will be to use the Science Based Targets initiative to further inform our approach, for example how we might meet the Paris Agreement's goal of limiting the rise in global temperatures to 1.5°C above pre-industrial levels. We are taking action towards a more sustainable future by reducing our carbon footprint. |

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