

LATTICE SEMICONDUCTOR CORPORATION

HUMAN RIGHTS POLICY

(September 2024)

Lattice Semiconductor Corporation and its affiliates (“Lattice” or “we”) recognizes the fundamental importance of upholding and promoting human rights within our organization and throughout our business activities. We respect and support our [Code of Conduct](#), 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.

1. Non-Discrimination and Equal Opportunities:

Lattice is committed to fostering an inclusive and diverse work environment, where all individuals are treated with dignity and respect. We prohibit discrimination, harassment, and any form of unfair treatment based on race, color, gender, age, religion, disability, sexual orientation, or any other protected characteristic. We provide equal employment opportunities and strive to create a workplace that embraces diversity and promotes equal access to opportunities.

2. Freedom of Association and Collective Bargaining:

We respect the rights of our employees to engage in freedom of association, collective bargaining, and peaceful assembly. Lattice acknowledges the importance of engaging in constructive dialogue with employee representatives and unions, where applicable, to address workplace issues, negotiate fair employment terms, and ensure the well-being of our workforce.

3. Forced Labor, Child Labor, and Human Trafficking:

Lattice prohibits the use of forced labor, including any form of involuntary or coerced labor. We do not tolerate the employment of individuals below the legal working age. We adhere to international labor standards and applicable laws to ensure that our employees, suppliers, and business partners do not engage in forced labor or employ underage workers. Additionally, we are committed to combating human trafficking in all its forms, whether it involves recruitment, transportation, transfer, harboring, or receipt of persons through force, fraud, or coercion.

4. Health and Safety:

Lattice is committed to providing a safe and healthy work environment for all employees. We prioritize occupational health and safety by implementing proactive measures to prevent accidents, injuries, and occupational illnesses. We comply with relevant health and safety regulations, promote awareness, and encourage employee participation in identifying and mitigating workplace hazards.

5. Supply Chain Responsibility:

We expect our primary supply chain partners to uphold the same human rights standards and principles as Lattice, and to comply with the [Responsible Business Alliance Code of Conduct](#) and the [UN Guiding Principles on Business and Human Rights](#). We conduct due diligence related to conflict minerals as part of our strategy to identify, prevent, and mitigate human rights risks within our supply chain and encourage transparency and accountability.

6. Privacy and Data Protection:

Lattice is committed to protecting the privacy and personal data of our employees, customers, and stakeholders. We handle personal information in accordance with applicable privacy laws and

regulations, and we have robust data protection practices in place to safeguard against unauthorized access, use, or disclosure of personal data.

7. Grievance Mechanisms:

Lattice provides accessible and confidential channels for employees and stakeholders to raise concerns or report potential human rights violations. We maintain a grievance mechanism that allows individuals to seek resolution, without fear of retaliation, and ensures appropriate investigations and actions are taken when necessary, located at <https://www.openboard.info/lsc/index.cfm> or by calling toll free in the United States at 1-866-515-9527.

8. Continuous Improvement:

Lattice is dedicated to continuous improvement in our human rights practices. We regularly assess our policies, processes, and performance to identify areas for enhancement and set meaningful goals. As part of our improvement process, we engage with our internal and external stakeholders as we develop, implement, and evaluate the effectiveness of this Human Rights Policy.

9. Governance, Oversight, and Training:

At Lattice, the Board of Directors oversees and engages with senior executives in Lattice's Corporate Stewardship program, reporting, and practices, which includes those related to human rights. Lattice's Executive Corporate Stewardship Steering Committee directs our cross-functional program and provides regular updates to the Board of Directors. In addition, we train our worldwide workforce on human rights.

Lattice firmly believes in the universal principles of human rights and is committed to respecting, protecting, and promoting these rights within our sphere of influence. By upholding this Human Rights Policy, we aim to create an inclusive and responsible workplace that values the dignity and well-being of all individuals. We recognize the shared responsibility to respect human rights and will work diligently to ensure our business practices align with this commitment.