

# Lattice Semiconductor Corporation



## CODE OF CONDUCT

Revision: 08/2024

# Code of Conduct

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## INTRODUCTION

Lattice Semiconductor (“Lattice” or the “Company”) is committed to maintaining the highest standards of business conduct and ethics. The intent of this Code of Conduct (“Code”) is to create and maintain a legal, ethical, and professional business environment that supports our core vision, mission, and values. This Code is an important resource to help guide our employees, officers, and directors in making business decisions that are legal, ethical, and reflect our core values.

This Code applies to all Lattice employees, officers, directors, consultants, contractors, and agents, including all Company subsidiaries worldwide (collectively, “you”). You are expected to obey the law, observe high ethical standards, and apply the Company’s core values, including integrity, in the execution of our mission. Furthermore, you are expected to uphold and abide by this Code in all day-to-day activities and help ensure that all co-workers and business partners are aware of and adhere to the standards herein.

This Code has been approved by, and may be amended or modified by, Lattice’s Board of Directors. This Code is a statement of general principles and standards that should be broadly applied. In addition to this Code, Lattice has adopted ethics and compliance-related policies, which are available at the Lattice HUB: <https://hub.latticesemi.com/Corporate/Pages/CorpPolicies.aspx>. Several of these policies are referenced in this Code as “Relevant Policies” under their related Code sections. These Relevant Policies may be updated, amended, or replaced from time to time and such revised or replaced policies shall be deemed to be incorporated into this Code. Please read the Code and all related policies and familiarize yourself with requirements that apply to you. Adhering to them protects the Company and you; and violating them can expose the Company and you to a myriad of legal, regulatory, reputational, and operational risks.

You are responsible to seek guidance or clarification for any questions about this Code. Management is committed to ensuring that you have received, read, understood, and acknowledged your compliance with this Code on an annual basis. As this Code and our Company policies cannot address every possible situation, you may find yourself in a gray area. When facing a business decision with ethical implications, you should ask yourself the following questions:

- What feels right or wrong about the situation?
- How would the proposed action affect others?
- How would the Company’s stakeholders judge your actions?
- Would it be helpful to get someone else’s input?

It is up to you to use good judgement in these situations.

## OUR RESPONSIBILITIES

We expect you to follow this Code. You are responsible for maintaining the Company's integrity and are expected to be proactive about seeking guidance if unsure about the application of the principles in this Code to particular situations. Further, we expect management to lead by example, exercising sound and mature judgment in all business relationships. You should raise issues and concerns with your immediate supervisor (or a more senior member of your management chain). Any unresolved questions should be referred to higher levels of management and the Lattice Legal Department, including the General Counsel (the "Legal Department").

You must speak up to ensure that Lattice's standards embodied in this Code are followed by co-workers and business partners. The ethical standards we wish to uphold do not permit ignoring potential problems. You should report any potential concerns or violations of this Code to your supervisor (or a more senior member of your management chain), the Legal Department, and/or the Chief Financial Officer immediately. Reports can also be made using our hotline: either via the web at <https://www.openboard.info/lsc/index.cfm> or by calling toll free in the United States at 1-866-515-9527. The hotline allows anonymous reporting as permitted by law.

In keeping with the ethical standards we support, the Company prohibits reprisal, threats, retribution, or retaliation against any person who has in good faith reported a suspected violation of this Code or who is assisting in any investigation related to such a violation.

### **Compliance with the Law**

In addition to complying with this Code and Lattice policies, you must comply with all applicable federal, state, local, and foreign laws, rules, and regulations governing our operations. You are expected to comply with applicable laws, rules and regulations of the United States, including the Foreign Corrupt Practices Act, the Export Control Act, and securities laws relating to insider trading of securities, in addition to complying with applicable local laws, rules and regulations relating to these and other topics. Nothing in this Code is intended to require any action contrary to applicable laws, rules or regulations. If the Code conflicts with any applicable laws, rules or regulations, you must comply with the law, rules and regulations. If a Company policy conflicts with the Code, you should follow the Code.

You are expected to acquire sufficient knowledge of the requirements related to your duties to enable you to recognize potential violations and know when to seek advice from management or the Legal Department regarding permissible activities.

#### *Relevant Policies:*

- Compliance with Export Control
- Insider Trading Policy

## Antitrust

Antitrust laws (or, as they are known in most of the world, “competition” laws) are designed to foster competitive markets and prohibit activities that unreasonably restrain trade. In general, actions taken in combination with another company that unreasonably reduce competition may violate antitrust laws. Certain types of agreements with competitors (including, but not limited to, agreements on prices and output) are always illegal and may result in criminal penalties such as prison terms for the individuals involved and large fines for the corporations involved. In addition, unilateral actions by a company with market power in the sale or purchase of a particular good or service may violate antitrust laws if those actions unfairly exclude competition. As a result of the numerous antitrust laws and enforcement regimes in various jurisdictions inside and outside the United States, at times it is possible that certain actions may simultaneously violate some jurisdictions’ antitrust laws while not violating other jurisdictions’ antitrust laws.

Lattice is dedicated to complying with the numerous laws that govern competition. Any activity that undermines this commitment is unacceptable. The laws governing this area are complex, and employees should reach out to the Legal Department before taking any action that may implicate these antitrust laws whenever appropriate.

## Bribery and Anti-Corruption

Lattice strictly prohibits all forms of bribery. You are expected to conduct your duties ethically by avoiding corruption of any kind when conducting Company business. You may not offer, promise, provide or accept, either directly or indirectly, any bribes or kickbacks of any kind, or anything of value to another individual or entity in order to improperly influence that individual or entity, including to act favorably towards Lattice, to obtain or retain business, or to secure any improper advantage for Lattice. Indirect bribes or kickbacks through distributors, representatives, or any other third party on behalf of Lattice are also strictly prohibited. Lattice regularly provides required trainings specific to our bribery and anti-corruption obligations in this Code and relevant policies.

Please exercise good judgement before you give any gifts or pay for meals, entertainment, or other business courtesies on behalf of Lattice. We want to avoid the possibility that a gift, entertainment, or other business courtesy could be perceived as a bribe, so please consult Lattice’s Accepting and Giving Gifts Policy below before providing anything of value to any non-government parties.

You should have heightened awareness when dealing with Government Officials, as many countries where we do business have very strict anti-bribery laws that regulate how we interact with such officials. “Government Officials” include any local, state, provincial, or national government employee; candidates for public office; employees of government-owned, -controlled, or -funded companies (including government-owned or -controlled telecom and technology companies), public international organizations (e.g. World Bank, IOC, United Nations), public schools and universities, or political parties; or close relatives of any of such employees. Global anti-corruption laws, including the U.S. Foreign Corrupt Practices Act and the UK Bribery Act, specifically prohibit offering or giving anything of value to Government Officials to influence official action or to secure an improper advantage. This not only includes

traditional gifts, but also things like meals, travel, political or charitable contributions, and job offers for Government Officials' relatives. While it may be permissible to make infrequent and moderate expenditures for meals and business entertainment for Government Officials that are directly tied to promoting Company products (e.g., providing a modest meal during a demonstration of Lattice products), pre-approval of any such expenditure or gift must be obtained from the Legal Department.

Additionally, cash payments of any size, large or small, made to a Government Official or other party to secure or expedite routine, non-discretionary government actions such as obtaining permits and licenses, scheduling inspections, or processing visas (often called "facilitation" or "grease" payments) are strictly prohibited, as many countries' laws define such "facilitation" payments as bribes. This restriction does not apply to legally permitted expediting fees associated with official processes approved by governments and that are not facilitation payments. Please contact the Legal Department if you have any questions about what constitutes an appropriate payment.

In sum, before offering any gifts, business courtesies, or anything of value to a U.S. or other Government Official or any other party in the context of your employment or obligations to Lattice, you should consult with the Legal Department before proceeding.

*Relevant Policies:*

Accepting and Giving Gifts  
Travel and Entertainment Policy

*Insider Trading*

You may trade in Lattice stock only in accordance with applicable laws and Company policies, including the Company's Insider Trading Policy. However, to ensure that all trading in Lattice stock is fair and in compliance with U.S. regulations, you are prohibited from trading Lattice stock while in possession of material nonpublic information. Additionally, you may not trade the stock of Lattice customers, suppliers, competitors, potential acquisitions, or partners while in possession of material nonpublic information about Lattice or them. Material nonpublic information is any information that an investor might consider important in deciding whether to buy, sell, or hold securities. Information is considered non-public if it has not been adequately disclosed to the public. All non-public information about Lattice or about companies with which we do business is considered confidential, and must not be used in connection with trading stock or "tipping" others who might make an investment decision while in possession of that information. Certain employees, officers, and directors are restricted to trading Lattice stock only during open trading windows, as further described in the Company's Insider Trading Policy.

*Relevant Policies:*

Insider Trading Policy

**Acting in the Best Interest of Lattice: Avoiding Conflicts of Interest**

You are expected to act in the best interest of Lattice. You should avoid situations that could interfere with your ability to make sound business decisions in the best interest of Lattice. You must not place yourself, or allow yourself to be placed, in a situation in which your personal interest conflicts, or might appear to conflict, with the interest of the Company. Lattice does recognize your right to participate in outside activities. However, these activities should not conflict in any way with the Company's interest and may not interfere with your responsibilities or job performance. You are obligated to disclose and resolve any actual, apparent, or potential conflicts of interest between personal and business relationships.

Although it is not possible to mention all situations that could create a conflict of interest, you must always act according to the principles in this Code. If there is room for suspicion that your actions might affect your judgment in acting for the Company or might embarrass or discredit the Company in the eyes of the public, you must promptly correct the situation and report the situation to the Legal Department. The Company's certificate of incorporation, bylaws and, other corporate governance policies shall govern the review and management of potential conflicts of interests and related party transactions for directors and executive officers.

Evaluating whether a conflict of interest exists can be difficult and may involve a number of considerations. You should seek guidance from the Legal Department when you have any questions or doubts.

If you are aware of an actual or potential conflict of interest where your interests may conflict with the Company's interests, or you are concerned that a conflict might develop, you should discuss with your manager, the Legal Department, or the Human Resources Department, and then obtain approval from the Legal Department before engaging in that activity or accepting something of value.

The following are common examples where a conflict of interest might exist:

#### Other Business Interests

- Outside Directorship. Any outside directorship by an employee must be approved in advance by the Chief Executive Officer ("CEO") in consultation with the Legal Department. Any outside directorship by an executive officer must be approved in advance by the CEO and the Audit Committee of the Board of Directors ("Audit Committee"). You may not serve as a director of any company that competes with Lattice. Any compensation received by you for any outside directorships must be solely related to the responsibilities as a director and not based on any current or potential business relationship with Lattice.
- Substantial Ownership Interest. If you have or anticipate acquiring, directly or indirectly, a material financial interest in a supplier, customer, competitor, agent, or distributor of Lattice, you must disclose such circumstance or intention to management and the Legal Department. Even an immaterial financial interest in a supplier, customer, competitor, agent or distributor of Lattice could cause a conflict of interest or run afoul of the Insider Trading Policy. Consult the Legal Department if you are uncertain about an investment decision and your professional duties. Based on the specific circumstances, the Company will determine if a conflict of

interest exists. The Audit Committee will review such disclosures by directors and executive officers. If a conflict of interest is deemed to exist, you will be prohibited from making a substantial investment in the other company.

- Borrowing or Lending Money. You may not borrow money from, or lend money to, individuals or firms (other than as ordinary customers of banks or other lending institutions) doing, or seeking to do, business with Lattice.
- Managing Interest. You may not have any business arrangements with individuals or firms (other than as ordinary customers in amounts that are not significant to such individuals or firms) in cases where you are also managing or participate in managing Lattice's business relationship with such individual or firm.

#### Outside Employment or Consulting

- Conflicting Interest. You must not undertake any outside employment, consulting or other professional activities that create a conflict of interest or might interfere with your job responsibilities or performance for the Company. The Human Resources Department and your supervisor must approve in advance any outside employment, consulting, or similar activities. You may not render services in any capacity to any individual or firm who has a business relationship with the Company, including competitors, suppliers, and contractors.
- Expert Networks. You may not participate in expert networks or similar industry information groups without CEO review and approval because such participation may result in the dissemination of material non-public information. This restriction shall not apply to participation in industry trade associations or peer groups organized for the purpose of industry networking.

#### Improper Conduct and Activities

- Employees may not engage in any conduct or activities that materially disrupt or impair the Company's relationship with any person or entity with which the Company has or proposes to enter into a business or contractual relationship.

#### Political Activities

- Employees may support the political process through personal contributions or by volunteering their personal time to the candidates or organizations of their choice. These activities, however, must not be disruptive to the workplace, interfere with the employee's job responsibilities, be conducted on Company time, or involve the use of any Company resources such as telephones, computers, or supplies. Employees may not make or commit to political contributions on behalf of Lattice without approval of the CEO.

#### Workplace Solicitation

- Employees may not engage in solicitations while on Company premises. Prohibited solicitation includes, without limitation: catalog, raffle, ticket or other sales, and

charitable or political solicitations. For purposes of this prohibition, the Company's premises include workspaces as well as common areas. Employees may not use Company email to solicit or sell products, other than those offered by the Company, or to solicit support for a political candidate, measure, or charitable cause.

### Accepting or Giving Gifts

While you may not request, offer to provide, or provide anything of significant value for the purpose of improperly influencing, or which gives the appearance of improperly influencing, the business relationship between the Company and any other person or entity, the giving or receiving of common courtesies associated with accepted business practice, such as meals, is generally permitted. However, you are reminded that giving and receiving gifts is not only subject to the requirements of this Code, but also to applicable law, including the Foreign Corrupt Practices Act, and other anti-bribery and anti-corruption laws, as described in the Bribery and Anti-Corruption Policy above, and that any gift to a Government Official must be pre-approved by the Legal Department.

Additionally, and subject to prior written approval, occasional gifts (other than cash payments) may be given as a gesture of goodwill. Gifts having a retail value of less than \$100 must be approved in advance by your direct manager, and any gift of \$100 or more must be approved by the Senior Vice President of the applicable Company department. If you receive a gift of significant value (over \$500), you should inform your supervisor or manager and the Legal Department immediately. Management has the sole discretion to permit acceptance or require return of gifts. Any questions concerning the legality of gift giving practices should be referred to the Legal Department.

### Family Members

Employees may not conduct business on behalf of the Company with family members or an organization with which a family member is associated, unless such business relationship has been disclosed to, and authorized by, the Company and is a bona fide arms-length transaction. "Family members" include a child, stepchild, parent, stepparent, spouse/domestic partner, sibling, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law and any person (other than a tenant or employee) sharing the household of an employee.

### Anti-Fraternalization

The Company strives to provide an environment that is respectful, fair, and free from unlawful harassment and discrimination. In keeping with its commitment to provide equal opportunity to employees and avoid potential conflicts of interest, favoritism, exploitation, harassment or breaches of professional standards, the Company prohibits romantic or sexual relationships where there exists supervision, direction, or other control between the parties. No supervisor shall have or pursue a romantic or sexual relationship with any party subject to the Code over whom the supervisor has the authority and/or responsibility to hire, promote, discipline, evaluate, assign, direct or exert influence or control, or where the relationship is such that potential for this is present as determined by the head of HR. If such a relationship exists, both individuals

involved shall each promptly report such relationship to the head of HR. The head of HR shall eliminate any reporting, influence, control or similar relationship between the supervisor and other party by reassignment, transfer, or if necessary, termination. In addition, no supervisor may enter into a romantic or sexual relationship with another party subject to the Code that directly or indirectly reports to the supervisor's counterpart in another Company department or organization. If you become aware of any relationship prohibited by this policy, you should report such relationship to your supervisor, the head of HR, or the General Counsel. Willful withholding of information regarding a prohibited relationship/reporting arrangement will be subject to disciplinary action that may include termination of employment.

For purposes of this Code, a "supervisor" shall mean any director, officer, or person who has authority and/or responsibility to hire, promote, discipline, evaluate, assign, or direct staff or employees of the Company. An "employee" shall mean any person employed by the Company in any capacity, whether supervisor or intern. For purposes of this Code, contractors shall be treated similar to employees. A supervisor-employee relationship shall be interpreted to include all levels of reporting within the Company, from the lowest to the highest, not just the immediate supervisor.

*Relevant Policies:*

Standards of Conduct

*Corporate Opportunities*

Except as otherwise set forth in the Company's certificate of incorporation and bylaws, you owe a duty to the Company to advance the Company's business interests when the opportunity to do so arises. You are prohibited from taking or directing a third party to take, a business opportunity that is discovered through the use of Company property, information or position, unless the Company has already been offered the opportunity and turned it down. You are further prohibited from competing with the Company directly or indirectly during your employment with the Company and as otherwise provided in any written agreement you have with the Company.

Sometimes the line between personal and Company benefits is difficult to draw, and sometimes there are both personal and Company benefits in certain activities. You should discuss any questions or concerns you have regarding this policy with your direct manager and the Legal Department.

**Business Conduct**

*Fair Competition*

The Company expects you to maintain the highest ethical standards in all business activities. You must ensure that all communications to customers, suppliers, and business partners are accurate and truthful. The use of illegal or unethical means to obtain information about other companies or competitors is strictly prohibited.

### Social Responsibility

The Company takes seriously its responsibility to conduct its worldwide operations in a socially and environmentally responsible manner. We are committed to upholding human rights and believe that everyone should be treated with dignity, fairness, and respect. Lattice will only engage suppliers and contractors who demonstrate a serious commitment to the health and safety of their workers, and who operate in compliance with human rights laws. The Company denounces any degrading treatment of individuals or unsafe working conditions, and supports our products being free of conflict minerals. The Company aims to minimize the environmental impact of our business operations worldwide.

#### *Relevant Policies:*

Lattice Conflict Minerals Sourcing Policy  
Lattice Corporate Stewardship Report

### Privacy

The Company takes seriously its obligation to preserve the privacy of both customer, vendor, and employee information. You are required to follow applicable local laws and to protect the personal data of customers, vendors, and employees as required by applicable law and in accordance with our published Privacy Policy. You may only use personal information for the purposes disclosed in our policy. Any breaches of the Privacy Policy may be reported to a local data protection authority or the General Counsel.

#### *Relevant Policies:*

Lattice Privacy Policy

### Contracts with Vendors and Suppliers

The Company takes its contractual relationships seriously. All contracts must be in compliance with applicable laws, including those pertaining to contracting with governments or government agencies. Any purchases or other expenditure of Company funds will be made from qualified vendors, manufacturers, suppliers, and/or distributors whose reputation, financial position, and price structure are adequate for considerations as a logical source of supply. Appropriate consideration will be given to small businesses and minority-owned businesses in the selection process. All contracts and negotiations with vendors, suppliers, and other third parties regarding quantity, price, delivery, etc. will be handled by designated employees (usually budget managers, Directors, Vice Presidents, or employees specifically responsible for such purchases), and such designated employees may commit the Company for the expenditure of funds only with proper management approval on a company "Purchase Order" form. Except as provided in the Company's Contracts with Vendors and Supplier's Policy, all contracts for services, suppliers, parts, products, or other agreements that are made on behalf of the Company and require a Company signature must be reviewed by the Legal Department, approved by one level of management, and signed by a Company Vice President or a person designated by the President and/or CEO. Management has the responsibility and authority to question quantities, prices, sources, and any other terms associated with any proposed sale or expenditure.

## **Use and Care of Company Assets**

You may be entrusted with valuable Company assets, such as equipment, network resources, inventory, supplies, cash, and confidential information. You must ensure that our assets are not misappropriated, loaned to others, transferred, sold, or donated without authorization. You are responsible for the proper use of Company assets and must safeguard them against loss, damage, misuse, or theft. Company assets are to be primarily used for Company business purposes. You may not use Company assets for personal gain. You should also use good judgment in using Company assets for personal matters. The Company permits reasonable personal use of Company owned equipment, but you should be aware that all electronic information and equipment remain the sole property of the Company.

### *Physical and Network Access Control*

Access to Company equipment, facilities, and networks is governed by relevant policies and procedures. You are responsible for complying with these policies and ensuring that others, including contractors and agents, comply with these policies. You must not gain permanent or temporary access to physical or network locations for which you are not approved.

#### *Relevant Policies:*

- Access Control
- VPN Policy
- Acceptable Use Policy

### *Physical Assets*

The Company strives to furnish you with Company equipment and other physical assets necessary to perform your job efficiently and effectively. You must care for Company equipment under your control and use it in a legal, responsible, and compliant manner. Company equipment must be used primarily for business purposes, provided that occasional and reasonable personal use of Company equipment is permitted so long as such use does not interfere with your work responsibilities. Additionally, you must exercise reasonable care, and follow any applicable security or use policies, to protect Company equipment from theft, loss, damages, and misuse (including unauthorized access), and must promptly report any theft, loss, damage, or misuse (including unauthorized access) to your supervisor. While Lattice generally respects your privacy, you should not assume that your workspace, cubicle, or use of Company equipment, compute, or communications devices is private or confidential. Subject to applicable law, Lattice may monitor, search, and/or review any data, content, or communications made on Company equipment. Upon termination of employment, all Company-owned equipment must be promptly returned.

### *Company Funds and Payment Practices*

You are personally responsible for all Company funds in your control. You must ensure the Company receives value for any funds spent and that the Company is billed appropriately. Company funds must only be used for business purposes. Contractors or agents must not be

allowed to exercise control over Company funds. All expense reports must be accurate and submitted in a timely manner.

### Records Management

The Company has policies and procedures covering the management of Company records. You are responsible for complying with the relevant policies. At times, specific Company records may be placed on a legal hold by the Legal Department in order to preserve appropriate records to support special circumstances, such as litigation or governmental investigations. You must not alter or destroy Company records that have been placed on a legal hold. Those who violate this policy will be subject to disciplinary action that may include termination of employment.

### Confidential Information

In carrying out Company business, you often learn confidential and/or proprietary information about Lattice, its customers, prospective customers, or other third parties. Protecting confidential information is critical to the Company's success, and the Company has policies and procedures covering the management of confidential material. As a condition of your ongoing engagement by Lattice, you are required to protect Company confidential and proprietary information. You are also responsible for complying with any confidentiality obligations entered into by you with the Company, or by the Company with third parties, as well as ensuring that others, including contractors, suppliers, and agents comply with applicable confidentiality restrictions. You must handle confidential information, both of the Company, and of its customers and other parties, responsibly and in accordance with any agreements signed with the third party.

You should not accept information offered by a third party that is represented as confidential, or which appears from the context and circumstances to be confidential, unless an appropriate nondisclosure agreement has been signed with the party offering the information. You should consult with the Legal Department before accepting information of this type from a third party, or before disclosing any Company confidential information to any third party.

If you are contacted by a member of the financial community, the press, or any other outside organization or individual, you should refer them to the Director of Corporate Communications. Any questions on overall business trends, business in different geographies, pricing, suppliers, new products or technologies, lawsuits or disputes or any other aspects of Lattice's business should also be referred to the Director of Corporate Communications.

Your obligation to protect confidential information does not end upon the termination of employment with Lattice. You must not disclose confidential information received during the course of employment at Lattice to a new employer or to others after terminating employment with Lattice. Additionally, you must not disclose to Lattice, nor should Lattice employees solicit the disclosure of, any confidential information obtained from a former employer.

### *Relevant Policies:*

Use of Personal Information and Notice of Practices

## **Ethical Conduct**

Beyond the clear cases of conflicts of interest or misuse of Company assets described in this Code, there are many situations that are inconsistent with acceptable business ethics. We do not seek competitive advantages through illegal or unethical business practices. You should endeavor to deal fairly with Lattice's customers, service providers, suppliers, competitors, business partners, and employees. You should not take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any unfair dealing practice. It is not feasible to describe every situation, or to prepare a detailed list of potential violations. Nevertheless, it is helpful to provide examples of situations that clearly represent unacceptable conduct:

- the unauthorized disclosure of any confidential information to any person, or the release of any such information in advance of its authorized release date;
- the use of Company position for personal gain;
- the falsification of records or accounting entries;
- the use of a payment to secure an improper advantage from a customer, government body, or regulatory agency;
- the unauthorized copying or distribution of Company confidential or proprietary material.

## **Artificial Intelligence**

The Company is committed to the ethical and responsible use of artificial intelligence (AI) both in the development of hardware and software that can be used in AI applications as well as in the use of AI tools by employees to fulfill their responsibilities more effectively. When using AI tools, you must protect Company confidential and proprietary information and mitigate intellectual property risks in accordance with the Generative AI Tools Usage Policy.

### *Relevant Policies:*

Generative AI Tools Usage Policy

## **Workplace Environment**

The Company is committed to providing a safe workplace free of harassment. The Company complies with all safety laws, standards, and guidelines that apply to our business. We encourage you to raise workplace concerns through our established processes as soon as issues or concerns arise.

### *Discrimination*

The Company is committed to treating all employees fairly and with respect. We recognize that diverse employees are essential to our success and should be given opportunities to succeed in a

non-discriminatory environment. The Company is dedicated to providing equal employment opportunities to all employees and applicants in all phases of employment. We conduct business without regard to, and do not discriminate because of race, color, religion or creed, national origin, gender, age, marital status, sexual orientation, gender identity, disability, veteran's status, or any other status protected by law. The Company will not tolerate discrimination of any kind.

#### *Relevant Policies*

##### Standards of Conduct

#### Harassment

You have a right to a work environment free from harassment and violence, regardless of whether the harasser is a co-worker, supervisor, manager, customer, vendor, or visitor. Harassment can include any behavior (verbal, visual, or physical) that creates an intimidating, offensive, abusive, or hostile work environment. Harassment is prohibited even if not unlawful.

The Company does not tolerate behavior that is intimidating, hostile, threatening, violent, or abusive. Such behavior can include conduct, oral or written statements, or gestures, that communicate a direct or indirect threat of physical or psychological harm to people or property. Employees who commit such acts may be removed from the premises and may be subject to disciplinary action (up to and including termination), criminal prosecution, or both.

Any potentially dangerous situations must be reported immediately to a security guard and to the Human Resources Department. Reports may be made anonymously through any reasonable method. In response to every report, the Company will take prompt investigative actions and corrective and preventive actions where appropriate. The Company prohibits retaliation against employees who report or experience workplace violence. Any employee found to have engaged in retaliatory behavior will be subject to discipline, including dismissal.

#### *Relevant Policies:*

##### Standards of Conduct

#### **Public Disclosure**

As a public company, it is of critical importance that our filings and submissions with the Securities and Exchange Commission (the "Commission") be accurate and timely. Depending on your position with the Company, you may be called upon to provide necessary information to assure that the Company's public reports and documents filed with the Commission and in other public communications by the Company are full, fair, accurate, and understandable. You are required to provide prompt, accurate answers to inquiries related to the Company's public disclosure requirements.

If you are involved in the preparation of financial reports or documents, you must familiarize yourself with the disclosure requirements applicable to the Company and the business and financial operations of the Company. You must endeavor, at all times, to ensure that full, accurate, timely, and understandable disclosures are made in the documents that the Company

makes publicly available, files, or submits to the Commission or other governmental regulators or self-regulatory organizations. You must not knowingly misrepresent, or cause others to misrepresent, facts about the Company to others, whether within or outside the Company, including to the Company's independent auditors, governmental regulators, and self-regulatory organizations.

You must maintain all of the Company's books, records, accounts and financial statements in reasonable detail, and reflect the matters to which they relate accurately, fairly and completely. Furthermore, you must ensure that all books, records, accounts, and financial statements conform both to applicable legal requirements and to the Company's system of internal controls. You must carefully and properly account for all assets of the Company. You may not establish any undisclosed or unrecorded account or fund for any purpose. You shall not make any false or misleading entries in the Company's books or records for any reason, or disburse any Company funds or other Company property without adequate supporting documentation and authorization. You shall not misclassify transactions related to accounts, business units, or accounting periods. You bear responsibility for ensuring that you are not party to a false or misleading accounting entry.

#### Independent Accountants

You are expected to support the work of our independent accountants and ensure that they can independently and reliably complete their duties. It is illegal for you to attempt to improperly influence our independent accountants. Some examples of improper influence include providing information that is deliberately misleading or inaccurate, offering incentives, or making threats.

#### Keeping the Audit Committee Informed

The Audit Committee plays an important role in ensuring the integrity of the Company's public reports. If you believe that questionable accounting or auditing conduct or practices have occurred or are occurring, you should notify the Legal Department, and/or the Chief Financial Officer immediately. If you do not believe your concerns are being adequately addressed, you should notify the Audit Committee. In particular, you should promptly bring to the attention of the Audit Committee any information of which you may become aware concerning:

- the accuracy of material disclosures made by the Company in its public filings;
- material weaknesses or significant deficiencies in internal control over financial reporting;
- any evidence of fraud that involves an employee who has a significant role in the Company's financial reporting, disclosures or internal controls or procedures; or
- any evidence of a material violation of the policies in this Code regarding financial reporting.

## INFRACTIONS

This Code is of great importance and is essential to the Company's ability to operate consistent with the law and desired business and ethical standards. The Company expects you to adhere to this Code when conducting business on behalf of the Company.

The Company will take appropriate action against those whose actions are found to violate this Code. Disciplinary actions may include immediate termination of employment. The Company may also pursue appropriate remedies against the individual or entities responsible. In the event laws are violated, the Company will cooperate fully with the appropriate authorities.

## WHERE TO SEEK HELP AND REPORT CONCERNS

If you have questions, or aren't sure about the right course of action, you should raise issues and concerns with your immediate supervisor, the Human Resources Department, and/or the Legal Department. Any unresolved questions should be referred to higher levels of management and the Legal Department.

We expect you to speak up to ensure that Lattice's standards are followed by co-workers and business partners. The ethical standards we wish to uphold do not permit ignoring potential problems. It is your duty to report any potential concerns or violations of this Code, the law, or a Company policy to your supervisor (or a more senior member of your management chain), the Legal Department and/or the Chief Financial Officer immediately. Reports can also be made using our hotline: either via the web at <https://www.openboard.info/lsc/index.cfm> or by calling toll free in the United States at 1-866-515-9527. The hotline allows anonymous reporting as permitted by law.

As stated before, the Company prohibits reprisal, threats, retribution, or retaliation against any person who has in good faith reported a suspected violation of this Code or who is assisting in any investigation related to such a violation.

## WAIVERS

Any amendment or waiver of any provision of this Code for any employee must be approved in writing by the Board or, if appropriate, its delegates. Notwithstanding the foregoing, any waiver of any provision of this Code for an executive officer or director must be promptly disclosed and approved in writing by the Audit Committee for any matter related to conflicts of interest or related party transactions and the Nominating and Governance Committee of the Company's Board of Directors for all other matters.

## AMENDMENT

The Company reserves the right to amend this Code at any time, for any reason, subject to applicable laws, rules, and regulations.

## ACKNOWLEDGMENT

All new employees must sign an acknowledgment form confirming that they have read this Code and that they understand and agree to comply with its provisions. Signed acknowledgment forms will be kept in employee personnel files. Failure to read this Code or to sign an acknowledgment form does not excuse any person from compliance with the terms of this Code.