

Executive Summary

Integrity, transparency, and accountability are the cornerstones of Silvaco's identity. Our actions shape our reputation, relationships, and success. This Code of Conduct serves as our commitment to ethical behavior and responsible practices, providing guidance and clear expectations for all employees, partners, and stakeholders.

Principles

- Business Principles
- Bribery, Corruption & Governance
- Procurement
- Employee Rights & Conditions
- Health and Safety
- Human rights
- Sustainability & Corporate Responsibility
- Technology & Innovation

Compliance is not optional; it is fundamental for sustaining trust with our customers, partners, and each other. We expect every member of the Silvaco team as well as our suppliers and business partners to embrace and operate in compliance with the principles in this Code of Conduct.

Business Principles

Legislation

Silvaco A/S operates within the framework of National Danish and European legislation and Silvaco employees must comply with all applicable laws, rules, and regulations in force. We expect our business partners to comply with all applicable laws, rule and regulations in force in the countries/regions in which they are active. This includes adherence to anti-corruption laws, data privacy regulations, and industry-specific requirements.

Confidentiality

We recognize the importance of confidentiality, and we ensure that confidential information received from our partners is not disclosed to any unauthorized persons or companies.

Complaints

We have efficient procedures for handling complaints from customers with the aim of resolving disputes within a reasonable period of time and in a reliable manner.

Bribery, Corruption & Governance

Bribery & Corruption

Silvaco maintains a zero tolerance towards bribery, money laundering and corruption. We never, directly nor indirectly, accept bribes or other illicit financial transactions for the benefits of our business operations and/or financial gain. We do not engage in activities that harm fair competition, such as price-fixing or bid-rigging.

Business courtesies, such as gifts, entertainment, and business lunches, are allowed if they comply with applicable laws and regulations.

Governance

We comply with applicable tax laws and regulations in the countries in which we operate and act consistently with the OECD principles of Corporate Governance. contained in the OCED.

Procurement

Supplier Responsibility

We contract only with suppliers who comply with local laws and uphold the principles outlined in this Code of Conduct.

Supplier Selection

We select, audit and approve suppliers professionally, systematically, and fairly, ensuring transparent and honest negotiations.

Quality Management

Our suppliers must have a documented quality system, as minimum according to the legal requirements for the product in question.

Silvaco makes sure that our operations always contribute to food security and food safety. Our quality management system (QMS) is inspected and approved by the Danish food, feed, and drug authorities and complies with the GMP and HACCP requirements as required.

Employee Rights & Conditions

Competencies & Employee Contracts

We attract and retain talented employees, investing in their personal and professional development to support our business objectives.

All employees at Silvaco have a written understandable employment agreement in compliance with local laws. The regular working hours, conditions and wages are specified in the employment contract. We offer fair, competitive wages that comply with national laws, reflect industry benchmarks, and reward exceptional performance.

Freedom of Association

We support the freedom of association and collective bargaining. Our employees are free to join or form trade unions or worker organizations and to negotiate collectively in line with eh local laws and regulations.

Diversity & Non-Discrimination

We create a workplace that counteracts harassment, and we embrace and foster an inclusive working environment where employees are treated equally regardless of their background, gender, age, religion, or orientation.

We do not discriminate based on gender, religion, race, national or ethnic origin, cultural background, disability, sexual orientation, marital status, age, union membership or political opinion. We seek to prevent abuse of migrant workers and ensure maternity protection at work.

Neither do we perform discrimination against women. We enhance their meaningful participation in decision making, ensuring their professional development.

Disciplinary Practice

Physical abuse or discipline, the threat of physical abuse, sexual or other harassment, verbal abuse, or other forms of intimidation are strictly prohibited. No punitive fines and deductions from wages as disciplinary measures are allowed. We have a zero tolerance for bullying and harassment.

Child & Forced Labor

Child labor as defined by the International Labor Organization refers to unacceptable forms of child labor, which is work that is mentally, physically, socially, or morally dangerous and harmful to children. Neither Silvaco nor its suppliers shall under no circumstance use child labor or forced labor or contract with subcontractors using such labor. Silvaco adheres to the age limit set by the legislation in all the markets it operates.

Young workers

In the event of employment of young workers at the age between the minimum age of employment and 18 years, employment is only possible provided there are adequate precautions to protect them. The actual age of the worker is checked carefully. We take special precaution to protect the well-being, safety and development of the young workers.

Health, Safety & Human Rights

Work Environment

Silvaco provides a safe and healthy work environment, prioritizing employee well-being. This includes support for mental health, flexible work arrangements, and ergonomic workplace design. We take adequate steps to prevent any accidents or injuries by minimizing, as far as reasonably practicable, the causes of hazards inherent to our working environment and activity.

All employees are provided access to clean facilities and to portable water and, if appropriate, to sanitary facilities and safe food storage. We are committed to keeping the work environment safe, which also means ensuring a drug- and alcohol-free workplace.

We create a stimulating workplace characterized by mutual respect and trust among employees to find a balance between their private lives and work. Equipment and resources are provided for every employee to thrive professionally.

Reporting Misconduct

All our employees deserve fair and consistent treatment in accordance with applicable human rights and their rights at work. We expect all our employees to comply with this policy. Employees must report any unethical behavior, violations or concerns without fear of retaliation. Silvaco guarantees confidentiality and protection for whistleblowers acting in good faith and through investigation of all reported concerns.

Human Rights

Silvaco upholds international human rights standards, which means avoid infringing on the human rights of other and avoid causing or contributing to adverse human rights impacts and address such impacts when they occur.

Sustainability and Corporate Responsibility

We are dedicated to reducing our environmental footprint through sustainable practices, including waste reduction, energy conservation, and the promotion of renewable resources. We expect all employees and partners to adhere to sustainable practices and avoid actions that cause unnecessary harm to the environment.

Technology & Innovation

Silvaco is dedicated to ethical innovation, ensuring that new technologies and practices align with our values and ethical standards. We continuously adapt to advancements while prioritizing responsibility.

Acknowledgment and Adherence

By working with Silvaco, employees and partners affirm their commitment to this Code of Conduct. Violations may lead to corrective action, up to and including termination or legal proceedings.

Data Protection & Privacy

We are committed to protecting the personal data of our employees, clients and suppliers and abiding by the rules of the European General Data Protection Regulation (GDPR) and other applicable data privacy regulations.

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Nicolai Petersen

Managing Director

SILVACO A/S