

**RETENTION BONUS AGREEMENT**  
**DENMARK**  
**EUR001069**

**Retention Bonus Agreement**

As an employee of Silicon Laboratories Denmark ApS (“the Company”), Saeed Ghasemi (“Employee”) may be entitled to the following retention bonus in addition to the Employee’s normal compensation, subject to and in consideration of Employee’s acceptance of the terms and conditions in this Retention Bonus Agreement (“Agreement”) including Employee’s continued employment up to and including the Retention Dates set forth below:

1. Provided Employee remains in the Company’s employment, and not subject to notice of termination of employment, through the dates set forth below (each, a “Retention Date”), Employee shall be provided with a retention bonus payment of DKK 280,000 (“Retention Bonus”), less deductions required by law, as follows:

| Retention Date | Retention Bonus Amount |
|----------------|------------------------|
| 11/15/2021     | 25% of Retention Bonus |
| 11/15/2022     | 25% of Retention Bonus |
| 11/15/2023     | 25% of Retention Bonus |
| 11/15/2024     | 25% of Retention Bonus |

2. Employee shall be entitled to a pro rata share of the Retention Bonus if

(a) Employee resigns prior to the relevant Retention Date; or

(b) Employee’s employment is terminated by or in mutual agreement with the Company or the Employee receives notice of termination for any reason prior to the relevant Retention Date.

The pro rata share is to be calculated having regard to the length of Employee’s service and the payment Employee would have received if Employee had been employed with the Company at the time when payments are made.

4. In case Employee is on a voluntary leave of absence that Employee is not entitled to by law during the period of time up to the relevant Retention Date, then the Retention Bonus shall be paid pro rata for the period of time Employee was in active employment during that period.

5. The Retention Bonus described in this Agreement is further conditioned upon Employee keeping the existence of this Agreement and the contents of this Agreement strictly confidential.

6. Nothing in this Agreement guarantees Employee the right of continued employment up to the relevant Retention Date. This Agreement shall not in any way amend the Employee’s current term of employment with the Company as stated in his/her employment contract, nor shall it alter or supersede the employee’s obligations under any offer letter, employment agreement or proprietary information and confidentiality agreement.

7. Nothing in this Agreement requires Company to implement any type of retention bonus program or similar arrangement in the future.

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8. This Agreement cannot be modified or changed in any way except upon signed agreement by both parties hereto.

9. The various provisions of this Agreement are severable. If any provision of this Agreement is deemed to be invalid or unenforceable, the remainder of the Agreement shall remain in full force and effect.

10. This Agreement shall be governed by the laws of **Denmark**. All disputes arising out of this Agreement shall be subject to the exclusive jurisdiction of the Danish courts.

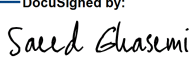
Silicon Laboratories Denmark ApS

Date: 11/4/2020

DocuSigned by:  
  
By: BE99C454E699439...  
Nestor Ho  
Director

ACCEPTED AND AGREED:

Date: 11/6/2020

DocuSigned by:  
  
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Saeed Ghasemi