



2021 Corporate Social Responsibility Report

Letter from the Founder & CEO

The last couple of year have not been what any of us expected, but it has shown us how interconnected we are as a community, society, and planet. Companies large and small can no longer stand by and be passive in the face of the world’s growing problems whether it be a global pandemic, social injustice, or climate change.

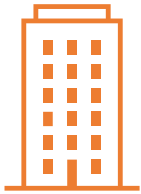
Corporate Social Responsibility (CSR) is important for ensuring a healthy and sustainable future for all. We, as Mixelers, are committed to doing our part. Our goal is to leave the world better than we found it. Through our sustainable business practices, we are giving back to our environment, community and employees.

Ashraf Takla



TABLE OF CONTENTS

About Mixel.....	3
Our Approach to CSR.....	4
Reviving & Nourishing Our Planet.....	5
Impacting Our Community.....	6
Our Impacts.....	7
Promoting Inclusion & Diversity.....	8
Supply Chain.....	9
Customer Perspective.....	10
CSR Review Team.....	11



Founded in 1998



84 Employees



**Offices in
San Jose, CA
Cairo, EG**



**Mixel's global operation supports
customers around the world**

About Mixel

Mixel is a leading provider of mixed-signal IPs and offers a wide portfolio of high-performance mixed-signal connectivity IP solutions. Mixel's mixed-signal portfolio includes PHYs and SerDes, such as MIPI® D-PHYSM, MIPI M-PHY®, MIPI C-PHYSM, LVDS, and many dual mode PHY supporting multiple standards.

Mixel was founded in 1998 and is headquartered in San Jose, California. In 2011, Mixel started a team in Cairo, Egypt to help support our worldwide customer base.

OUR VALUES

Partnership

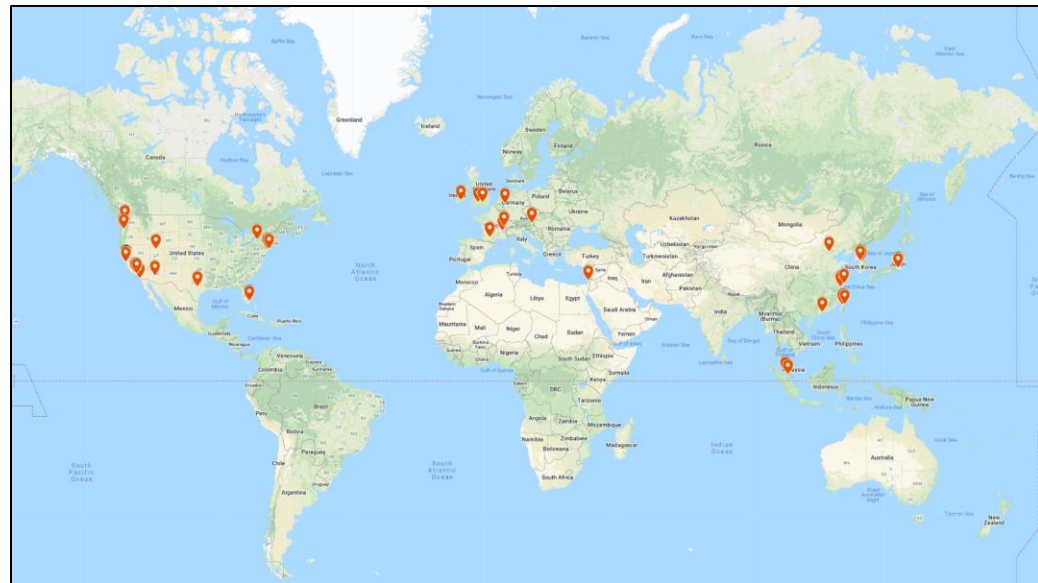
Responsibility

Integrity

Diversity

Excellence

Mixel **P-R-I-D-E**





Our Approach to CSR

Mixel, Inc. is committed to doing our part in creating a healthy and sustainable future for all. Our goal is to leave the world better than we found it. Through our corporate social responsibility initiatives, we are giving back to our environment, community, and employees.

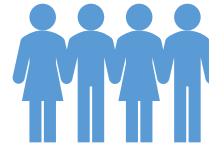
When it comes to the environment, we want to revive and nourish our planet by reducing our carbon footprint and investing in sustainability projects. For our community, we want to make sure that the work we do has a meaningful impact for the people in our community. When it comes to our employees, we take pride in making sure we solidify a culture that promotes inclusion and diversity.

Reviving & Nourishing Our Planet



Protecting our environment is essential for creating a sustainable future for all.

Impacting Our Community



We are committed to forming pathways of opportunities for the lives of those in our community.

Promoting Inclusion & Diversity



Inclusion and diversity are key to our success. We take pride in ensuring equality for all.

Reviving & Nourishing Our Planet

We, as humans, have a key responsibility in protecting our planet. One of the greatest threats to us is climate change which is why Mixel has partnered with Carbonfund.org to help combat this threat. Carbonfund's mission is to go *toward a zero-carbon world* by helping fight climate change through supporting climate-friendly projects worldwide, including renewable energy, methane destruction, energy efficiency, and forestry and water restoration.

Through this partnership, Mixel has proudly offset 100% of our carbon footprint at our US headquarters with plans to offset our global operations by 2022. This is just the beginning of the many necessary steps that must be taken to help make a real change in this world. We all must be a part of this solution.



Impacting Our Community

Mixel's CSR initiatives revolve around ways that contribute to helping those in our community and becoming part of their support system. Nearly 36% of the world's population lives in extreme poverty so we found it important to partner with organizations that we could work with to help make a direct impact on this issue within our community.

We chose to partner with CityTeam and Dar Al Orman, local non-profit organizations that focus on helping those suffering in poverty in each of our communities.

QUOTES:

" THANK YOU on behalf of the men, women, and children in need whom we serve at CityTeam. We are so grateful that your talented and spirited team chose us to partner with. We truly believe that together is better and Mixel has planted hope that we know will grow."

- Sara Juran, Development Project Manager, CityTeam

"Thank you Mixel-Egypt for your cooperation with Dar Al Orman to support families in need in Alsa, Fayoum Governorate with Ramadan Boxes. #Always_supportive #Ramadan_Boxes #Success_Partners #Dar_Alorman"

- Dal Al Orman



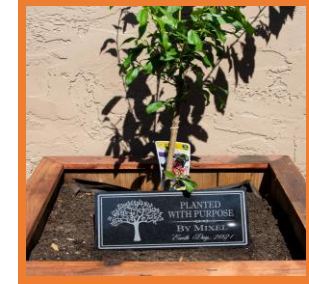
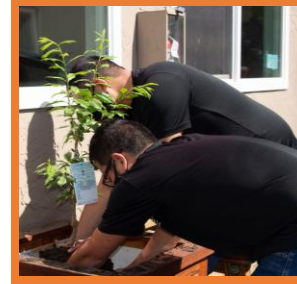
In San Jose, California, our team is partnering with [CityTeam](#), a local non-profit organization. Their vision is to restore lives and rebuild communities through innovative programs. Projects planned for 2021 include donating care packages to those recovering from homelessness, volunteering at the food pantry, and building a community garden for Earth Day



Our Egypt Team is partnering with [Dar Al Orman](#), a non-profit Egyptian association, aimed to serve families, elderly, and children in need across Egypt, without any discrimination. Projects planned for 2021 will include contributing to their social responsibility goals such as *Zero Hunger* and *Good Health & Well-being*.

Community Garden – CityTeam

Our San Jose team went to CityTeam's residential program, House of Grace, to help build a community garden. This program helps women who may be suffering from addiction, abuse, or homelessness.



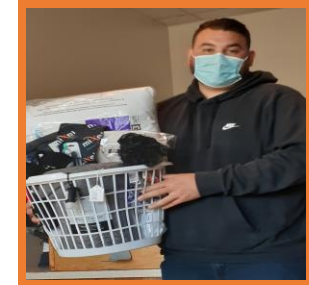
Ramadan Boxes – Dar Al-Orman

Our Egypt team worked with Dar Al-Orman to provide Ramadan boxes containing meals to support families in need at Atsa Village.



Care Packages – CityTeam

Our San Jose team made care packages for CityTeam's bridge housing program, Turning Point. This program assists people who are homeless or at risk of homelessness.



Our Impacts

Promoting Inclusion & Diversity

Mixel prides itself in being a great place to work and building an inclusive and diverse culture. We believe that a diverse team can help to foster better employee engagement and productivity. Our policies are designed to help create inclusive environment.

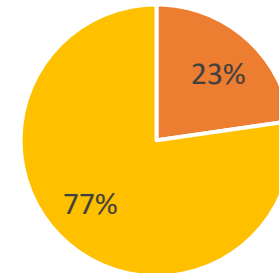
Highlights

Women in the workforce: Mixel engineering is 23% women, which is in higher range of *GSA Women in the Semiconductor Industry Report*.

Equal Employment: Our Equal Employment Opportunity Policy governs our conduct at Mixel, Inc. As stated in our employee handbook, we prohibit discrimination on the basis of race, religion, sex, gender identity, sexual orientation, ancestry, national origin, military status, disability, and age.

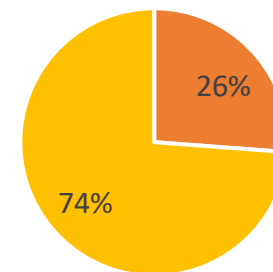
Pay Equity: We achieved pay parity for gender in 2020.

Mixel Engineers



Female Male

Total Mixel Employees



Female Male

Supply Chain

The logo for Rambus, featuring the word "Rambus" in a bold, blue, italicized sans-serif font.

Social Responsibility initiatives are a great way for Mixel to give back to the planet and make a difference in their local community. I look forward to supporting Mixel as they strive to make a positive impact in our world."

Brian Daellenbach, Senior Director, Rambus

"As a partner of Mixel's for over 12 years, it is exciting to see their continuous growth as a company. Their new Corporate

The logo for Cadence, featuring the word "cadence" in a lowercase, black, sans-serif font with a red horizontal bar above the letter 'a'.

healthy and sustainable future for all, which includes protecting the environment, positively impacting their community and promoting diversity and inclusion."

Rebecca Dobson, Corporate Vice President, Cadence

"Corporate social responsibility is extremely important to Cadence and our partners and customers. As a Mixel, Inc. partner, we support the great work Mixel is doing to create a

As a leading provider in mixed-signal mobile IPs, we value deploying high quality software and tools from suppliers that operate their business in an ethical and sustainable way.

Our Suppliers:

Rambus

[Corporate Social Responsibility](#)

Cadence Design Systems

[Corporate Social Responsibility](#)

Keysight Technologies

[Corporate Social Responsibility](#)

Siemens

[Sustainability](#)

Daisho Denshi

[Environmental Management](#)

Customers Perspective



“Analog Devices, Inc (ADI) believes in the transformative power of business, and we are deeply committed to working with our network of employees, suppliers, and customers in making a meaningful impact through our, "Engineer for Good" mindset. ADI looks forward to collaborating with Mixel as they address today's

challenges with the launch of their initiatives focusing on climate change, giving back to the community, and promoting inclusion and diversity.”

Badhri Uppiliappan, IP Leverage, CTO Office



“We needed a high quality MIPI IP that worked the first time. Mixel's differentiated

solutions, wide coverage of nodes and track record of success made our IP provider selection quite easy. Mixel's IP quality and support throughout the development phase were outstanding. We look forward to future collaboration with Mixel.”

Sheethal Nayak, Sr. Director of Engineering



“Mixel has been a trusted partner for many years and has provided us with IP for multiple generations of our flagship ICs. Achieving [ISO 26262]

certification helps to reaffirm our decision to partner with Mixel as we develop our next generation of products.”

Mike Leary, Vice President of Engineering

CSR Review Team



Erelly Gonzalez
Operations Manager
San Jose, CA



Justin Endo
Marketing & Sales Manager
San Jose, CA



Dalia Amar
HR Manager
Cairo, EG