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These last few years have shown us how interconnected we are as a community, society, and planet. We cannot 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. This year marks our second CSR report and through our sustainable business practices, we are continuing to give back to our environment, community and employees.

Ashraf Takla
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.

**About Mixel**

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

<table>
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<th>Reviving &amp; Nourishing Our Planet</th>
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<tr>
<td>Protecting our environment is essential for creating a sustainable future for all.</td>
<td>We are committed to forming pathways of opportunities for the lives of those in our community.</td>
<td>Inclusion and diversity are key to our success. We take pride in ensuring equality for all.</td>
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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 continues to partner 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 as well as our Egypt Subsidiary. 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 is committed to helping form pathways of opportunities for the lives of those in our local communities, which is why **Impacting Our Community** is one of our main CSR initiatives. Becoming a support system for our community is important to us, especially for those suffering in poverty. Poverty is a global crisis, so we have continued to partner with organizations that focus largely on this issue.

Since partnering with CityTeam and Dar Al Orman in 2021, we have been able to be a part of amazing projects, and we are proud to continue our partnership with them in 2022.

**QUOTES:**

“Volunteers make it possible for CityTeam to provide life-changing help to those in our community who are struggling with poverty and hunger. With help from companies like Mixel, our neighbors experience the compassion and kindness that everyone deserves. Thank you Mixel!”

- Ginou Do, Volunteer Coordinator - CityTeam

"Thank you, Mixel-Egypt, for partnering with the Orman Association to provide Ramadan boxes to the beneficiaries and families in the villages most in need.”

- Dar Al Orman

In San Jose, California, we partner with CityTeam San Jose, a local non-profit organization. Their vision is to restore lives and rebuild communities through innovative programs. You can learn more about the great work they do [here](#).

Our Egypt Team partners with Dar Al-Orman, a non-profit Egyptian association, aimed to serve families, elderly, and children in need across Egypt. You can learn more about the great work they do [here](#).
Our 2022 Impacts

Food Distributions

Our San Jose team volunteering at one of CityTeam’s many local food distributions to help provide food to families living in low-income neighborhoods.

Ramadan Boxes

Our Egypt team helping provide Ramadan boxes containing meals to support families in underprivileged communities.

Shefa Al-Orman Hospital

Our Egypt team made a monetary donation, which will go towards helping to build the largest non-for-profit cancer treatment center in Upper Egypt.
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 an inclusive environment.

**Highlights**

*Women in the Workforce:* Mixel engineering is 27% women, which is in higher range of *GSA Women in the Semiconductor Industry Report*. This is also a 17% increase from 2021.

*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 2022.
"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 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

"As a partner of Mixel’s for over 13 years, it is exciting to see their continuous growth as a company. Their Corporate 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

"At Siemens, we are driven by the aspirations to make the world a more livable, sustainable, and inclusive place. We are pleased that Mixel’s Corporate Sustainability initiative reflects many of these same values. Together with partners like Mixel, Siemens is transforming every day, to create a better tomorrow."

Sathishkumar Balasubramanian, Head of Product Management, AMS BU, Siemens EDA

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
Cadence Design Systems
Corporate Social Responsibility

Daisho Denshi
Environmental Management

Integrated Service Technology
Corporate Social Responsibility

Keysight Technologies
Corporate Social Responsibility

Rambus
Corporate Social Responsibility

Siemens
Sustainability
“With the stringent safety requirements that come with designing automotive MCUs, we placed highest priority on the reliability and testability of the IP. Given Mixel’s reputation of delivering first silicon success, their extensive automotive functional safety experience, and their unique MIPI solution supporting in-system loopback testability, it was an easy decision to partner with Mixel. We are looking forward to growing our partnership with Mixel.”

Nadav Katsir, General Manager / PR Dec 2022

“We chose Mixel because of its track record of supporting right-first-time silicon success. The low power and small footprint of its MIPI IP are also attractive. Utilizing the Mixel MIPI IP allowed us to optimize our sensor product’s power consumption and size. We are looking forward to continued collaboration with Mixel”

Peter Vandersteegen, Marketing Manager for CMOS Image Sensors / PR Apr 2022

“We have known about Mixel and their MIPI expertise for many years so when we needed an out-of-the-box solution for our latest MIPI product, we approached them for help. We worked closely with Mixel’s team to develop a robust solution using the Mixel IC for our customers that would have otherwise not been possible.”

Hyungyu Lee, Head of R&D / PR Feb 2022
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