



2022

Corporate Social

Responsibility

Report

TABLE OF CONTENTS

03. LETTER FROM FOUNDER & CEO

04. ABOUT MIXEL

05. OUR APPROACH TO CSR

06. REVIVING & NOURISHING OUR PLANET

07. IMPACTING OUR COMMUNITY

08. OUR IMPACTS

09. PROMOTING INCLUSION & DIVERSITY

10. SUPPLY CHAIN

11. CUSTOMERS' PERSPECTIVE

12. CSR REVIEW TEAM

Letter from the Founder & CEO

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.



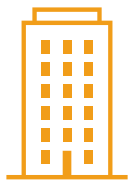
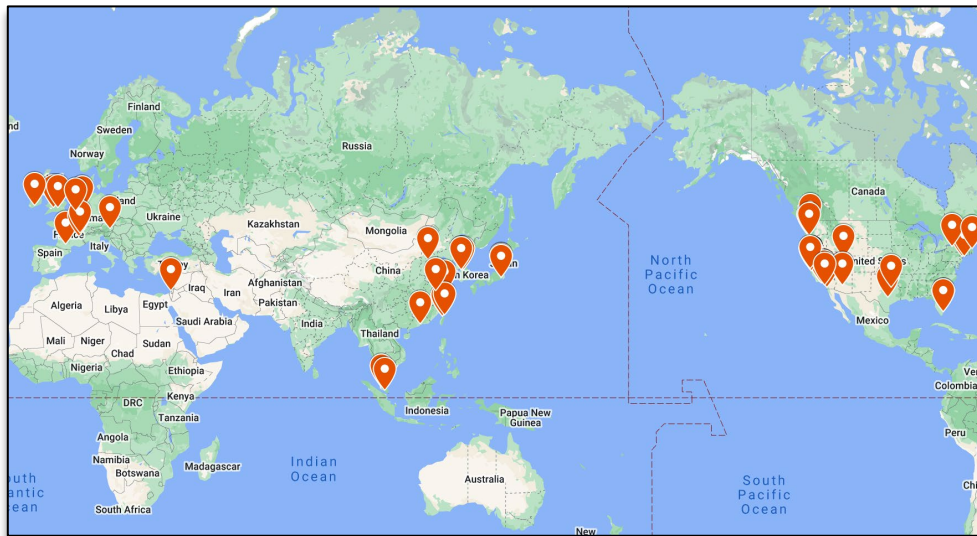
Ashraf Takla

About Mixel

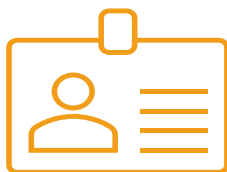
Mixel is a leading provider of mixed-signal IPs and offers a wide portfolio of high-performance mixed-signal connectivity IP solutions. Mixel's mixed-signal portfolio includes PHYs and SerDes, such as MIPI® D-PHYSM, MIPI M-PHY®, MIPI C-PHYSM, LVDS, and many dual mode PHY supporting multiple standards.

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.

Mixel's global operation supports customers around the world.



Founded in 1998



93 Employees



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

Copyright ©2023 All rights reserved



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.

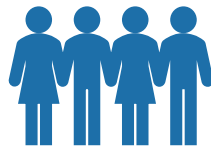


Reviving & Nourishing Our Planet



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 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 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.



Carbon Offset Certificate

PROUDLY PRESENTED TO

Mixel

FOR OFFSETTING

57.6 Tonnes of CO₂e

DATE

December 12, 2022

Your carbon offset purchase supports third-party verified greenhouse gas emission reduction projects around the world.



Carbon Offset Certificate

PROUDLY PRESENTED TO

Mixel Egypt

FOR OFFSETTING

24 Tonnes of CO₂e

DATE

December 12, 2022

Your carbon offset purchase supports third-party verified greenhouse gas emission reduction projects around the world.



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.



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 an inclusive environment.

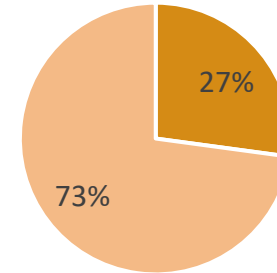
Highlights

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.

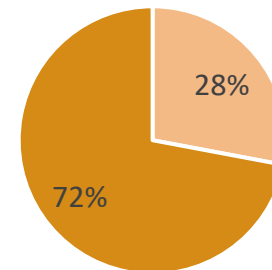
Pay Equity: We achieved pay parity for gender in 2022.

Mixel Engineers



■ Female ■ Male

Total Mixel Employees



■ Female ■ Male

Supply Chain

The logo for Cadence, featuring the word "cadence" in a lowercase, sans-serif font. The letter "a" is red, and the letter "c" is black.

“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

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

“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

The logo for Siemens, featuring the word "SIEMENS" in a bold, teal, uppercase sans-serif font.

“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](#)

2022 Customers' Perspective



“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](#)

CSR Review Team



Erelly Gonzalez
Operations Manager
San Jose, CA



Justin Endo
Sr. Marketing & Sales Manager
San Jose, CA



Dalia Amar
HR Manager
Cairo, EG