



2023

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 ACTIVITIES

09. PROMOTING INCLUSION & DIVERSITY

10. SUPPLY CHAIN

11. CUSTOMERS' PERSPECTIVE

12. CSR REVIEW TEAM

Letter from the Founder & CEO

In the post-covid era, it is clear how the well-being of our communities, societies, and planet are all interconnected. We cannot stand by and be passive in the face of the world's growing problems whether it is armed conflict, social injustice, or climate change.

Corporate Social Responsibility (CSR) is important for ensuring a healthy and sustainable future for all. All Mixelers are committed to doing our part. Our goal is to leave the world better than we found it. This year marks our third CSR report and through our sustainable business practices, we are continuing to give back to our environment, community, and employees.



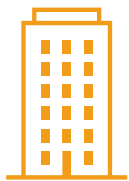
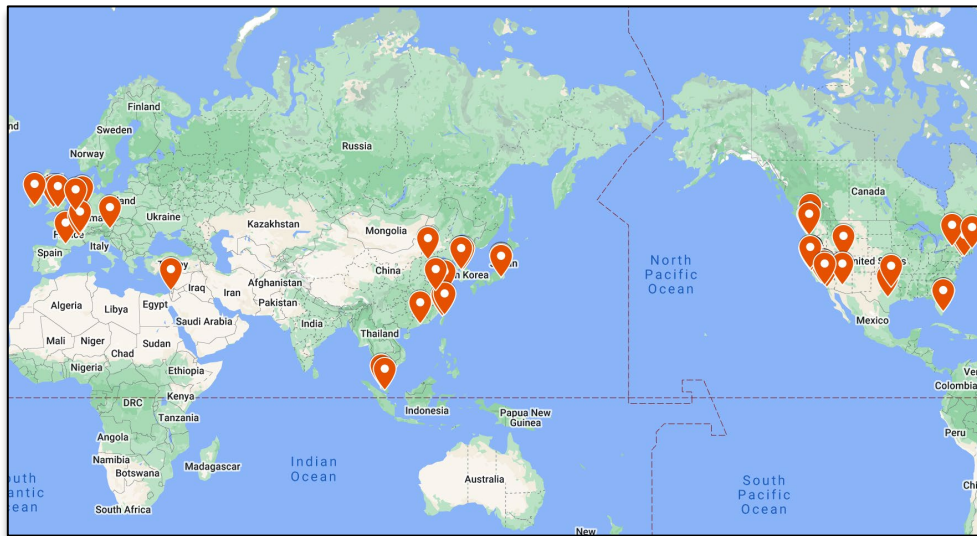
Ashraf Takla

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



104 Employees



Offices in
San Jose, CA & Cairo, EG



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.

Impacting Our Community

Mixel is committed to becoming a support system for our community, especially for those suffering in poverty.

We've partnered with **CityTeam San Jose** and **Dar Al Orman** since 2021 and began partnering with **City of San José Adopt-A-Park** in 2023.



We began partnering with **City of San José Adopt-A-Park** program in 2023 to help keep our community clean. You can learn more about the great work they do [here](#).



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

"Volunteers are essential to effecting CityTeam's mission of providing life-changing aid to those in our community struggling with poverty, addiction and homelessness. Mixel's reliable help and friendly attitude exemplifies our mission of providing our neighbors with the compassion and kindness that everyone deserves."

- **Ginou Do, Volunteer Coordinator - CityTeam**

"Thank you, Mixel-Egypt, for your support by providing Ramadan boxes to the most needy families and helping them fast the holy month."

- **Dar Al Orman**

"The City of San José's Adopt-A-Park program aims to empower our local communities to take ownership of their beloved neighborhood parks. Working together, we envision a future where all of San José's 200+ parks receive the complete and personalized care they each deserve. We are grateful for the support from local companies like Mixel who volunteer their time to help keep our parks clean and vibrant for all to enjoy."

- **City of San José Adopt-A-Park**



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](#).

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 and 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 & Mixel Egypt

FOR OFFSETTING
56
Tonnes of CO₂e

DATE
2023

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



For 2023, Mixel's US headquarters and Egypt Subsidiary offset a total of 56 metric tons of CO₂e. This is equivalent to:

- Removing 12.5 gas powered vehicles from the road for one year,
- OR the greenhouse gas emissions avoided by 19.4 tons of waste recycled instead of ending up in a landfill,
- OR to the carbon sequestered by 926 tree seedlings grown for 10 years.

Our 2023 Activities

Food Distributions

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



Park Cleanup

Our San Jose team partnered with the City of San Jose Parks and Recreations to remove trash from one of San Jose's many local parks.



Food Packing

Mixel-Egypt made a monetary donation to Dar Al Orman to help provide Ramadan boxes to those in need and helping them fast the holy month. Our Egypt team also volunteered to pack these boxes.



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.

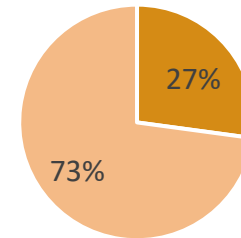
Highlights

Women in the Workforce: Mixel engineering is 27% women, which is significantly higher than the industry median of 10-15% according to GSA's 2022 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 2023.

Mixel Engineers



■ Female ■ Male



Supply Chain

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

“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.

“We are proud to consider Mixel a partner since 2010. We’ve witnessed their continuous growth as a company and focus on providing excellence. We believe their Corporate Social Responsibility initiatives are another way that Mixel displays excellence as they give back to their local community.”

Bart Stevens, Senior Director of Product Marketing, 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](#)

Mixel's Customer Perspective



“For over 10 years now, Mixel has been a trusted partner. Mixel provided us with numerous mixed-signal IPs that has been integrated into multiple generations of NXP flagship ICs, and deployed by various NXP global organizations,” said Mike Leary, Vice President of Engineering at NXP. “It has been a great collaborative effort between our two teams. Mixel consistently goes the extra mile to address our requirements and help differentiate our products. Their support through the years have been outstanding.”

Mike Leary, Vice President of Engineering at NXP / [PR Nov 2023](#)



“Over the years, we have integrated multiple Mixel MIPI IPs with various configurations. All our joint projects have been first-time silicon-success. Mixel has provided us with outstanding support, working collaboratively to address our specific needs, and has become a key contributor to our product development. We are happy to celebrate Mixel’s successes and congratulate the company on this great achievement.”

Jim Hall, Vice President of Hardware at Perceive / [PR Nov 2023](#)



京微齐力 “Mixel has been our partner for many years now, with whom we shared so many milestones including winning the Best FPGA of the Year Award at the 2020 China IC Design Achievement Award Ceremony,” said Mr. David Qi, COO at Hercules Microelectronics. “Mixel’s MIPI IP solution was essential to our product development, and we would like to extend our warmest congratulations to Mixel on their impressive 25th anniversary.”

David Qi, COO at Hercules Microelectronics / [PR Nov 2023](#)

CSR Review Team



Kirsten Nash
Business Administrator
San Jose, CA



Justin Endo
Director, Marketing & Sales
San Jose, CA



Nesma Gamal
Marketing Specialist
Cairo, EG