



2024

**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 fourth CSR report and through our sustainable business practices, we are continuing to give back to our environment, community, and employees.



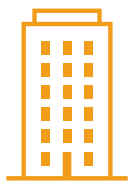
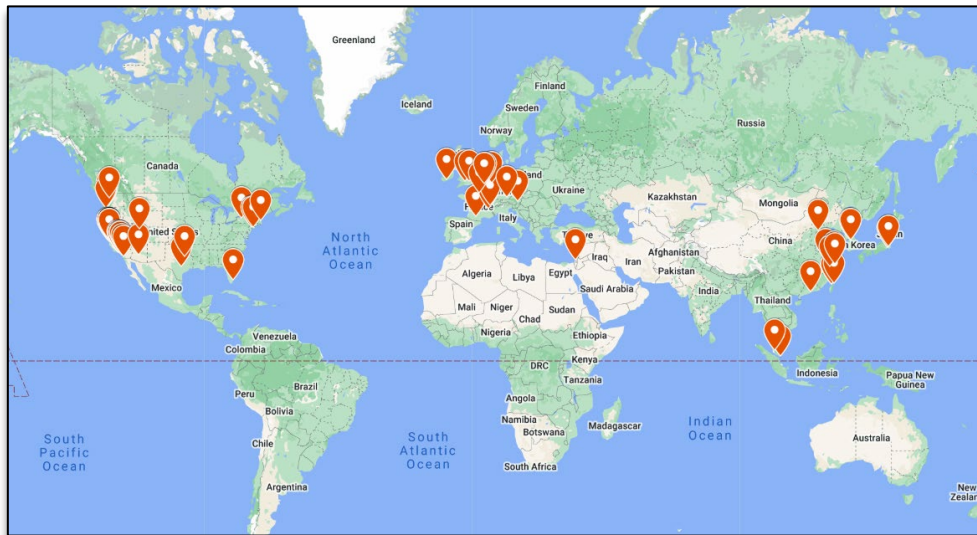
Ashraf Takla

About Mixel

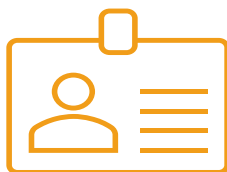
Mixel is a leading provider of mixed-signal IPs and offers a wide portfolio of high-performance mixed-signal connectivity IP solutions. Mixel's mixed-signal portfolio includes PHYs and SerDes, such as MIPI® D-PHYSM, MIPI M-PHY®, MIPI C-PHYSM, LVDS, and many dual mode PHY supporting multiple standards.

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



96 Employees



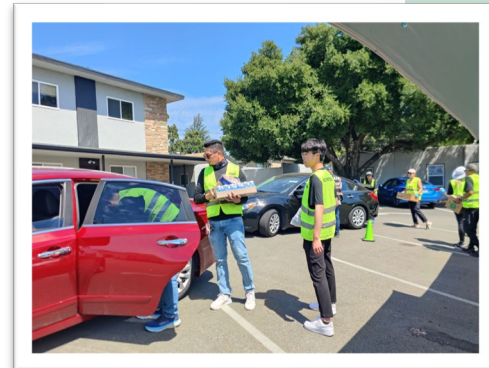
**Offices in
San Jose, CA & Cairo, EG**



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.

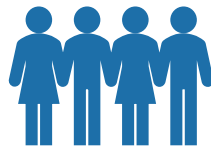


Reviving & Nourishing Our Planet



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.



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](#).



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](#).

"Mixel has collaborated with CityTeam since 2021 to provide life-changing aid to those in our community struggling with poverty, addiction, and homelessness. It is a pleasure to work with Mixel's dependable team. They've consistently volunteered at our food distribution centers to ensure San Jose families receive food. Their Thanksgiving canned food drive helped ensure several families did not go hungry over the holiday. We look forward to Mixel's contributions to San Jose."

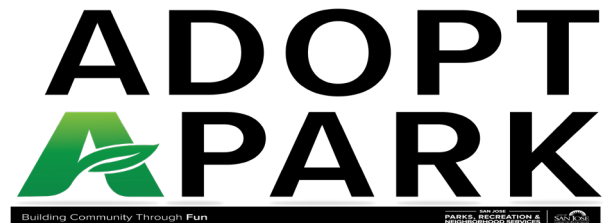
- **Ginou Do, Volunteer Coordinator - CityTeam**

"Thank you, Mixel-Egypt, for your support by providing Ramadan boxes to the neediest 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**



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](#).

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 Climeco to help combat this threat.

Climeco's mission is to advance the low-carbon future with market-based solutions. They pioneer the development of U.S. emission-reduction projects at bio-digester and nitric acid plants.

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.

For 2024, Mixel's US headquarters and Egypt Subsidiary offset a total of 54 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.

CARBON OFFSET CERTIFICATE



PROUDLY PRESENTED TO
Mixel & Mixel Egypt
FOR OFFSETTING
54 Tonnes of CO₂e

DATE
2024

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



**EcoCommitted
Partner
2024**

**Small
Business**

TM

Our 2024 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.



Canned Food Drive

Our San Jose team partnered with CityTeam and our local community to collect non-perishable food to donate to families in need for Thanksgiving.



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.

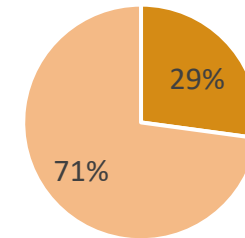
Highlights

Women in the Workforce: Mixel's team is 29% women (technical representation is 25%), the industry median is 20-29% (technical representation is 10-19%) according to [GSA's 2023 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 2024.

Mixel Team



■ Female ■ Male



Supply Chain

As a leading provider in mixed-signal interface IP, we have a responsibility to our customers, our community, and ourselves to source high quality software, hardware, and tools from suppliers that operate their business in an ethical and sustainable way.

Our Suppliers

- [Cadence Design Systems](#)
- [Daisho Denshi](#)
- [Integrated Service Technology](#)
- [Keysight Technologies](#)
- [Rambus](#)
- [Siemens](#)

Our Customers



“We worked very closely with the Mixel Engineering teams from pre-sales through silicon validation. We are impressed by the breadth of their knowledge and outstanding level of support and have enjoyed their constructive and responsive attitude. Achieving first-time silicon-success... is testament to Mixel’s engineering excellence and their long-proven methodology. We are looking forward to future collaborations with Mixel.”

Pascal Mellot, Imaging System & Silicon Products Director, STMicroelectronics



“Rambus is a proud partner of Mixel for many years, and we see their drive towards excellence. We applaud their ongoing commitment to our local and global community.”

Gijs Willemsse, VP Product Management, Silicon IP, Rambus



“Siemens enriches the communities where we do business by fostering sustainability, improving access to education, training, and technology, and providing equitable opportunities that create real and lasting change. We are proud to work with partners, like Mixel, that are committed to aiding their communities and the environment.”

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

CSR Review Team



Kirsten Nash
Operations Manger
San Jose, CA



Justin Endo
Director, Marketing & Sales
San Jose, CA



Nesma Gamal
Marketing Specialist
Cairo, EG