



Mixed-Signal Excellence

A **SILVACO** Company

2025

Social

Responsibility

Report

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Letter from the Founder

We believe that 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 social injustice or climate change.

Social responsibility 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 fifth social responsibility report and through our sustainable business practices, we are continuing to give back to our environment, community, and employees.



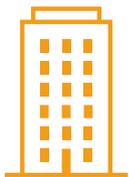
Ashraf Takla

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-PHY™, MIPI M-PHY®, MIPI C-PHY™, 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. In 2024, Mixel established a new team in Danang, Vietnam.

Mixel's global operation supports customers around the world.



Founded in 1998



129 Employees



**Offices in
San Jose, CA, Cairo, EG & Da
Nang, VT**



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.

We've partnered with **Dar Al Orman** since 2021, **City of San José Adopt-A-Park** since in 2023 and started partnering with **Da Nang University of Science and Technology (DUT)** in 2025.



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 Vietnam Team partners with **Da Nang University** to empower and inspire semiconductor talents through the *Light Your Way* Scholarship Program. You can learn more about the great work they do [here](#).



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](#).

"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**

"I would like to sincerely thank Mixel Vietnam for accompanying and supporting students who are passionate about the semiconductor and IC design field. I strongly believe that enterprises and universities share a mutually supportive relationship when a leading company partners with a reputable university, the credibility and prestige of both sides are reinforced. The scholarships awarded by Mixel Vietnam are not only of material value, but also a great source of spiritual encouragement, helping students gain confidence to pursue their dreams and affirm their capabilities in the semiconductor industry."

- **Dr. Huynh Huu Hung, Head of Student Affairs – DUT**

"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 2025 Activities

Local Park Clean-Up

Our San Jose team volunteered at one of San Jose's local parks to sanitize the playground and pick up litter.



Light Your Way Scholarship

Mixel Vietnam partnered with Da Nang University of Science and Technology (DUT) to launch the *Light Your Way* Scholarship program, to empower aspiring semiconductor talents.



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.

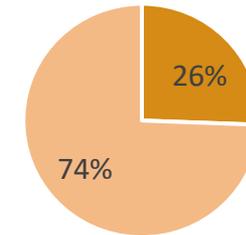
Highlights

Women in the Workforce: Mixel's team is 26% women (technical representation is 22%), the industry median is 20-29% (technical representation is 10-19%) according to [GSA's 2024 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 2025.

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



Our trade show giveaways have been curated with sustainability initiatives in mind. We also actively encourage trade show attendees to only take what they need to reduce waste as the best way to reduce waste is to reduce consumption.



These branded sticky note set is made with renewable bamboo and is a part of our vendor's "Eco Minded" product line.



Mixel also offers a reusable woven tote bag, intended as a replacement for single use bags while shopping or on the go.

CSR Review Team



Kirsten Nash
Operations Manger
San Jose, CA



Justin Endo
Director, Marketing & Sales
San Jose, CA



Nesma Gamal
Marketing Specialist
Cairo, EG