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## **Statement of Business Ethics, Code of Conduct, and Corporate Social Responsibility**

Central Semiconductor Corp. is committed to ensuring the highest standards of social and environmental responsibility in every aspect of its business. Central supports and complies with the internationally recognized standards of the Electronic Industry Citizenship Coalition (EICC) Code of Conduct and the United Nations Guiding Principles on Business and Human Rights which cover areas such as labor standards, human rights, health and safety, environmental, management systems, and ethics. Additionally, every effort is made to ensure that Central's supply chain partners are in compliance with these international human rights standards as well.

For more than forty years, Central Semiconductor's Corporate Culture has centered on professionalism, integrity, and ethical conduct. Its long-standing corporate values include quality, communication, involvement, respect, and integrity; these are expectations of all employees, throughout all levels of the organization, and at all supply chain partners to whom Central's operations are outsourced. Central Semiconductor Corp. is committed to full compliance with all applicable federal, state, local, and international laws and regulations and expects this same commitment from its employees, as well as supply chain partners. Central's employees and employees of its supply chain partners are challenged and encouraged to identify and implement continuous improvement opportunities.

Central Semiconductor expects all employees, including officers, managers and supervisors, to follow organizational policies and conduct business in accordance with the letter, spirit, and intent of relevant laws and to refrain from illegal, dishonest, or unethical conduct. Similarly, Central's supply chain partners are expected to be compliant with the principles contained within the latest version of the EICC Code of Conduct. Periodic audits are performed to ensure compliance; any apparent disregard or failure to comply with Central's standards of Business Ethics or relevant laws will be investigated and, depending on the outcome, could lead to termination of employment, an end to a business relationship, and involvement of authorities, if appropriate. Central's employees and supply chain partners are encouraged to report violations, or suspected violations of the abovementioned policies without apprehension or fear of retribution.

Central Semiconductor also fully supports the efforts of international organizations such as the EICC and the Global e-Sustainability Initiative (GeSI) to eliminate the use of minerals that fund armed conflict and human rights violations in the Democratic Republic of the Congo (DRC) and adjoining countries. Accordingly, Central is fully committed to applying due diligence to the continued absence of such materials in its supply chain. Central's Statement on Conflict Minerals can be found at: <https://www.centrasemi.com/content/product/conflictMinerals/index.php>.

Further information regarding Central's Corporate Social Responsibility can be requested through the following email address: [inquiry@centrasemi.com](mailto:inquiry@centrasemi.com).

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