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

Central Semiconductor, LLC 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 Responsible Business Alliance (RBA) Code of Conduct, formerly known as the Electronic Industry Citizenship Coalition (EICC), and the United Nations Guiding Principles on Business and Human Rights which cover areas such as labor standards, human rights, health and safety, environmental, ethics and management systems. Additionally, every effort is made to ensure that Central's global supply chain partners (SCPs) comply with these international standards as well.

For nearly fifty years, Central Semiconductor's corporate culture has centered on professionalism, fairness, integrity, and ethical conduct. Its **core values** further illustrate what drives the Central team:

Purpose: Customer satisfaction is our passion

Innovation: Overcome challenges through creative solutions

Enthusiasm: The resolve and urgency to achieve excellence

Trust: Empower to succeed

Teamwork: Results through dynamic collaboration

Heritage: Exceptional past, exciting future

Central's **core values** are expectations of all employees, throughout all levels of the organization, and are also shared with the SCPs to whom Central outsources its operations. Central Semiconductor is committed to full compliance with all applicable federal, state, local, and international laws and regulations and expects this same commitment from its employees and SCPs. Central's employees and employees of its SCPs are encouraged and challenged 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 SCPs are expected to comply with the principles contained within the latest version of the RBA Code of Conduct. Periodic assessments 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 SCPs 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 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/conflict-minerals>.

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

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