



VISHAY INTERTECHNOLOGY, INC. ENVIRONMENTAL HEALTH AND SAFETY POLICY

January 2023

VISHAY INTERTECHNOLOGY, INC. is committed to conducting its worldwide operations in a socially responsible, ethical and sustainable manner to protect the environment, and ensure the safety and health of our employees, customers, visitors and surrounding communities. To accomplish this policy, Vishay hereby establishes the following objectives to be adopted as standard policies by all our worldwide operations.

Safety and Health of our Employees: Provide a safe and healthy working environment for our employees and contractors working at our sites. Integrate safety, health, and environmental protection into our business activities. Reduce risk in workplace to a level defined as acceptable, considering the legal requirements and Vishay policy. Plan, implement and control effectively the processes necessary to meet the health and safety requirements and eliminate health hazards by using acceptable hierarchy of risk controls. Educate and train employees and contractors to conduct their daily activities in an environmentally responsible and safe manner. Vishay is committed to the prevention of injury and ill health and continual improvement in safety and health management performance. Fix and achieve targets regularly by implementing programs to improve health and safety of the employees and optimize the environmental performance.

Protection of the Environment: Conduct our business operations in a manner that protects the environmental quality of the communities in which our facilities are located. Reduce risks involved with storage and use of hazardous materials. Vishay establishes and maintains management systems by a systematic verification process to ensure continuous improvement of the environmental performance. Identify and mitigate all risks to environment, people and property. Maintain emergency preparedness plans at all manufacturing facilities.

Compliance with Environmental Health and Safety (EHS) Laws and Regulations: Meet or exceed the requirements of all relevant environmental, health and safety laws and regulations in every location. Maintain a system that provides timely updates of regulatory change. Develop a product stewardship program that ensures that changes in EHS requirements are reflected in our products and processes. Cooperate fully with government agencies in meeting applicable requirements. Facilities are also required to comply with other binding EHS requirements including the RBA Code of Conduct adopted by Vishay.

Energy, Resource Conservation and Pollution Control: Strive to minimize consumption of energy and materials, and the emissions of greenhouse gases and carbon for sustainable use in the design of products and processes. Promote the recycling of materials, including hazardous wastes, whenever possible. Minimize the generation of hazardous and non-hazardous wastes at our facilities to prevent or eliminate pollution. Manage and dispose of waste safely and responsibly.

Communications: Promote sound environmental, health and safety principles and practices by encouraging open communication with employees, governmental agencies, suppliers, contractors, customers and industry groups. Obligate to involve and consult employees or their representatives in decision making within the scope of management systems, in the evaluation of health and safety risks and determination of protective actions by regularly consultations.

Audits: Conduct periodic audits to ensure Vishay's compliance with laws, regulations, other requirements, and this policy and all other Vishay EHS policies. Promptly implement plans for any required corrective and preventative actions. Provide overall assessment of our EHS management systems.

To ensure that this policy is continuously implemented by our worldwide operations, the Vice President of EHS will provide regular reports to senior management on the EHS status of each location. The Vice President of EHS reports to the Environmental Committee appointed by Vishay's Board of Directors.

A handwritten signature in black ink, appearing to read "Joel Smejkal".

Joel Smejkal
President and Chief Executive Officer