



## Responsible Minerals Sourcing Policy

Vishay Intertechnology is working towards the responsible sourcing of 3TG (Tantalum, Tin, Tungsten and gold) and their supplements that do not directly or indirectly contribute to armed conflict or human rights abuses in the Conflict Affected and High-Risk Areas (CAHRA), including the Democratic Republic of Congo (DRC) or adjoining countries. Vishay's ultimate goal is to have a supply chain that consists of material that is DRC Conflict Free and safeguards human rights.

As part of this policy, Vishay will:

1. Exercise due diligence as specified in the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas (OECD Framework) and related 3T and gold supplements as well as other minerals identified by Responsible Minerals Initiative (RMI) from time to time
2. Source only from independently validated smelters.
3. Support and participate in industry groups such as the RMI in order to promote industry-wide solutions.
4. Commit to transparency by providing necessary reports and information to the SEC and Customers.

Vishay expects its first tier "In-scope" suppliers of 3TG identified by RMI to:

1. Have responsible mineral sourcing policy in place, exercise due diligence, and obtain CMRTs and other RMI recognized declarations (IPC-1755) from their suppliers.
2. Have a supply chain of only independently validated smelters that are certified as Conflict Free.
3. Provide the necessary and most up to date industry standard declarations upon request.

Vishay is also working with its Supply Chain to further expand the due diligence process to include other minerals such as Cobalt, to address any potential adverse impacts, including armed violence and the exploitation of human rights associated with the mining/refining processes.

In-scope Suppliers who are not in compliance with these requirements will be reviewed to determine the extent to which Vishay will continue to do business with those Suppliers.

Vishay Intertechnology will terminate business with any In-scope Supplier if we determine that the Supplier's sourcing of 3TG is directly or indirectly financing armed groups that are perpetrators of serious human right abuses

Vishay Intertechnology, Inc

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