



Re: California Transparency in Supply Chains Act of 2010 (SB 657)

On January 1, 2012, the California Transparency in Supply Chains Act of 2010 (SB 657) (“Act”) went into effect in the State of California. The Act was designed to increase the information made available by large manufacturers and retail sellers doing business in the State of California regarding their efforts (if any) to eradicate slavery and human trafficking from their supply chains thereby allowing consumers to make more informed choices regarding the products they buy and as a result improving the lives of potential victims or victims of such crimes.

Vishay Intertechnology, Inc. and its worldwide subsidiaries (“Vishay”) are committed to ensuring that quality and safety standards are maintained throughout our supply chain by well treated and fairly compensated work force in accordance with applicable laws. We believe that workers at supplier facilities have the right to freely choose employment and a workplace free of harassment and unlawful discrimination.

To this end, Vishay has established supply chain standards that meet or exceed industry standards. Among other things, we have obtained ISO 9001 certification for the majority of our manufacturing operations and are pursuing such approval for other facilities. Vishay actively supports the Electronic Industry Citizenship Coalition (“EICC”) which established standards to ensure implementation of human rights, ethical labor practices and environmental protection standards in the electronics industry supply chain (available at www.eicc.info). We strive to integrate these standards and commitments in every aspect of our activities including our supply chain. To ensure objective measuring of compliance with EICC standards, Vishay has entered into an agreement with EICC under which EICC will perform comprehensive on-site audits of specific facilities.

Vishay has undertaken the following efforts to ensure absence of slavery and human trafficking in the supply chain:

- **Risk-Based Supplier Assessments:** Vishay currently evaluates potential suppliers according to risk-based approach. These risk criteria include a preliminary risk assessment related to, among other things, geographic locations, information about the suppliers and relevant procurement categories.
- **Supplier Audits:** While we believe that high-risk suppliers make up a low percentage of our supplier base, it is these suppliers that we intend to focus on in order to ensure compliance with our standards. Vishay will conduct, either by itself or through third party providers, on-site audits to ensure compliance with EICC

Vishay Intertechnology, Inc.

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standards which, among other things, prohibit forced labor and child labor. A finding of a non-conforming supplier will result in implementation of a corrective action plan. In the event the supplier continues to fail to meet Vishay's standards, Vishay will seek to eliminate this supplier from the supply chain.

- **Supply Chain Certification:** High-risk suppliers will be required to certify that materials procured by Vishay comply with local laws on slavery and human trafficking.
- **Professionals Training and Compliance:** Vishay trains employees responsible for supply chain and quality assurance on how to identify and respond to supply chain issues such as forced labor or child labor and human trafficking. Vishay intends to expand these programs beginning in 2012 and increase attention on human trafficking and forced labor issues. Additionally, all employees are required to acknowledge in writing and adhere to our worldwide Code of Business Conduct and Ethics. This Code requires compliance with all laws in all places where Vishay does business and a violation of this Code is thoroughly investigated and acted upon.

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