



## **Supply Chain Complaints Procedure, where applicable also concerning complaints based on the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG):**

Reports of concern regarding human rights or the environment at Vishay Intertechnology, Inc., Vishay Europe GmbH as well as any subsidiary and our direct or indirect suppliers (risks and/or obligations) can be submitted through the following channel(s):

[compliance@vishay.com](mailto:compliance@vishay.com)

Procedure of the complaint process:

1. Raising of the complaint by the reporter;
2. Sending an acknowledgement of receipt to the reporter with information on the next steps and timeline;
3. Evaluation whether or not the complaint falls within the scope of the LkSG or any other applicable act or regulation;
4. Where contact details have been provided, clarification of the facts, jointly by the complaints officer and the reporter;
5. Where applicable, finding a solution, considering the ideas of the reporter;
6. Where applicable, implementation of the remedial measures developed;
7. Where contact details have been provided, review and evaluation of the result together with the reporter.

The following minimum information should be included in order to provide appropriate follow-up:

- Where did the issue occur?
- When did the issue occur?
- Who is the involved supplier?
- Description of potential concerns
- Contact information for direct follow up if desired
- If you are reporting a concern, you may choose to remain anonymous.

Vishay will evaluate each report and determine if the concern falls within the material scope of the LkSG or any other applicable act or regulation. When doing so, Vishay will comply with all applicable data protection laws.

Vishay will maintain confidentiality of identity of the reporter and will, to the extent possible, also keep the corresponding procedure itself confidential and reports will only be forwarded to individuals who have a need to see the report in order to address the concerns raised. In rare circumstances, Vishay Intertechnology, Inc. may be required to disclose the identity of the reporter outside of the individuals dealing with the report, including to third parties (regulatory, governmental, law enforcement or self-regulatory agencies).

The aim of the investigation is to review the reported facts in a neutral, competent, and objective manner. The investigation of the facts is carried out by suitable persons, who are required to act neutrally and independently and who are bound by appropriate confidentiality obligations. Where contact details have been provided, they may contact the reporter inter alia to check the validity of the report that has been received, and, if necessary, request the reporter to provide more information.

Reports of concerns at a direct or indirect supplier may be investigated jointly with the corresponding supplier. The investigation may be conducted on the basis of documents, interviews and/or audits and is recorded comprehensibly in a case file. If contact details have been provided, the reporter receives feedback on the progress of the procedure within three months. If the investigation takes longer, Vishay aims to provide a quarterly status update. Feedback is provided only insofar as this does not affect any internal investigations and the rights of the persons who are the subject of a report or who are named in the report are not adversely affected.

Each case concludes with a written final report. The list of people to whom the report is distributed depends on the nature and severity of the concerns that are identified and is determined on a case-by-case basis. Information is disclosed only to the extent this is necessary and permitted under applicable data protection law.

**Protection against retaliation:**

Vishay prohibits retaliation against any individual or organization raising a concern under the LkSG or any other applicable act or regulation or otherwise assisting with the review and resolution of such a concern.

Through this process, that reporters who have sufficient reason to believe that their information is true are not obstructed, restricted, or influenced when they submit the information.

Reporters who have been identified by name need not fear any reprisals, such as suspension, termination, relocation to other duties, disciplinary measures, discrimination, bullying or similar retaliation after they have submitted a report.

If you have any concerns regarding retaliation, or you think you might have experienced retaliation for raising a concern, please also reach out via the abovementioned channel(s).