



indie
SEMICONDUCTOR

Environmental, Social and
Corporate Governance
2023

CONTENTS

3	A MESSAGE FROM OUR CEO
4	ABOUT INDIE SEMICONDUCTOR
5	EXECUTIVE SUMMARY
6	INDIE AND THE ENVIRONMENT
6	HOW INDIE'S TECHNOLOGIES SUPPORT SUSTAINABILITY
8	HOW INDIE'S OPERATIONS SUPPORT SUSTAINABILITY
11	HOW INDIE'S PARTNERS SUPPORT SUSTAINABILITY
12	INDIE'S SOCIAL COMMITMENTS
13	WORKING AT INDIE
14	PERSONAL DEVELOPMENT, EDUCATION AND INTERNSHIP
16	INCLUSION, DIVERSITY, EQUITY
18	COMMUNITY INVOLVEMENT
20	CORPORATE GOVERNANCE AT INDIE SEMICONDUCTOR
20	OUR PHILOSOPHY
21	CODE OF ETHICS
21	HEALTH AND SAFETY
22	OUR BOARD
24	PRODUCT QUALITY, TRACEABILITY AND LONGEVITY
25	SUPPLIER SOCIAL AGREEMENT
26	RISK MANAGEMENT



A MESSAGE FROM OUR CEO

As a pure-play automotive semiconductor company, indie is at the forefront of a dynamic industry that is evolving at an unprecedented pace. Our technologies for driver automation, in-cabin experience and electrification will undeniably shape vehicle developments for years to come.

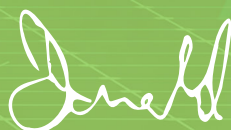
At the same time as empowering this 'autotech' revolution, we are committed to being a good corporate citizen with respect to the environment, social responsibilities and corporate governance. A commitment we deliver on through our technologies, our operations, our processes and our behaviors.

In this, our first Environmental, Social and Governance report, you will find details of many of the things that we are doing to ensure an approach to ESG that is as world class and as innovative as the advanced solutions that we develop.

The following pages include examples of how our integrated semiconductors help customers to develop more environmentally sustainable vehicles and how our fabless operations and global supply chains minimize environmental impact. You will also see how we approach our social commitments - both to our employees and the communities in which we operate - and drive and maintain strong levels of corporate governance, oversight and risk management.

Of course, we recognize that there is always more that can be done and, just as we strive to continually improve our technology platforms, we will continually update our ESG activities, policies and procedures - updates that you will be able to read about in future issues of this report.

Donald McClymont
indie's Co-founder and
Chief Executive Officer



ABOUT INDIE SEMICONDUCTOR - PIONEERING A NEW PATH IN AUTOTECH

indie is solely dedicated to developing advanced silicon-based technologies for new and emerging vehicle designs.

This ‘pure-play’ automotive semiconductor approach ensures focus and dependability for our customers and allows us to deliver the advanced solutions needed to support the growing electronic content of modern vehicles and the increasing expectations of car buyers and users.

In today’s automobiles, semiconductors perform a variety of functions across multiple electronic components and systems, including sensing, processing data, storing information and converting or controlling signals. Our innovative and highly integrated devices address three key megatrends driving the sector:

- 1 ADOPTION OF ADVANCED DRIVER ASSISTANCE SYSTEM (ADAS) AND DRIVING AUTOMATION FUNCTIONALITY TO IMPROVE ROAD SAFETY AND HIGHER LEVELS OF VEHICLE AUTOMATION.
- 2 INCREASED ELECTRIFICATION OF VEHICLE DRIVETRAINS LEADING TO THE RAPID PROLIFERATION OF ELECTRIC VEHICLES (“EVS”).
- 3 CONSUMER DEMANDS FOR AN ENGAGING, CONNECTED AND CONVENIENT IN-CABIN USER EXPERIENCE (UX).

We are pioneering a new path in autotech with our unique combination of automotive-specific technology and engineering support that focuses on these megatrends. To accelerate our growth, we have made a number of strategic acquisitions of companies that not only provide complementary technologies but that also reflect our ESG values and goals.

And by working in true partnership with our customers, we are able to create highly integrated and holistic solutions that not only offer new levels of performance and efficiency but that support environmental sustainability, comply with all relevant standards and dramatically reduce component count and cost.

INDIE SEMICONDUCTOR AT A GLANCE



EXECUTIVE SUMMARY

We are delighted to introduce our first ESG report. In this document, we share and highlight our efforts in environmental sustainability, our commitment to employees and communities, and our procedures that ensure a robust governance.

While this is our first ESG report, sustainability has long been an integral part of our business. We have always recognized the need to be a good corporate citizen as we develop advanced technologies for the automotive industry. That's why we are aligned to the United Nations Sustainable Development Goals (UN SDGs), and actively work towards advancing their objectives as we run our business, in line with sustainability practices adopted by world-class companies.

indie's contributions to sustainability derive both from the products we develop and the way in which we run our global operations.

Our innovative technologies help manufacturers build more environmentally sustainable vehicles by accelerating electrification, delivering more efficient operation and reducing size, weight and complexity. Operationally we focus on minimizing water and energy use and handling waste materials to ensure long-term sustainable consumption and production.

Our social commitments encompass over 800 employees that make up the indie family and extend into the wider communities where we are based.

As a global, equal opportunity employer we recruit and retain the highest quality talent from every conceivable background by offering attractive benefits, options for personal development and education, internships and a dynamic work environment. Outside of indie, activities such as partnerships with local universities and charitable and other local initiatives allow us to 'give back' to the communities in which we operate.

Strong corporate governance requires strong leadership and we have a highly experienced board and executive management team that know how to run

companies with the highest standards of oversight. We maintain an ethics program and a code-of-conduct and every aspect of our business is subject to internal controls and audit processes. The executive leadership team also drives a risk management program based on continual evaluation and strategies for mitigation.

Finally, we demand that suppliers and partners have the same values and the same rigorous standards as we do when it comes to ESG. We ensure this through a 'Social Responsibility Agreement' that not only covers products and services but extends to human rights, ethics and social practices.

**STRONG CORPORATE
GOVERNANCE IS CORE
TO OUR CULTURE**

INDIE AND THE ENVIRONMENT

OVERVIEW

From reducing greenhouse gas emissions and recycling waste to conserving water and making better use of raw materials, as corporate citizens we have a responsibility to do whatever we can to ensure environmental sustainability for the good of the planet and its current and future inhabitants.

At indie we take this responsibility very seriously.

That's why we are committed to the United Nations Sustainable Development Goals (UN SDGs) as they relate to industry, innovation and infrastructure (SDG 9) and climate change (SDG 13) and why we drive initiatives that support international and national agreements and legislation such as the Paris Agreement on climate change and the US Inflation Reduction Act.

This commitment not only informs the way we run our business and how we operate our end-to-end supply chain, but extends to the innovative and highly integrated semiconductor and software platforms that we develop.

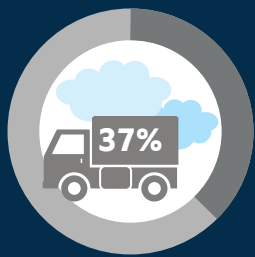
Our technologies are key enablers for improving the efficiency of a wide variety of vehicle electronics and, as a result, help vehicle manufacturers and suppliers address sustainability challenges by reducing the greenhouse gas (GHG) emissions attributed to the automotive sector.



HOW INDIE'S TECHNOLOGIES SUPPORT SUSTAINABILITY

As a pure-play autotech innovator, indie provides the industry with innovative and highly integrated semiconductors and software platforms. These platforms help manufacturers build more environmentally sustainable vehicles by accelerating vehicle electrification, delivering more efficient operation and reducing the size, weight and complexity of automotive systems.

The International Energy Agency (IEA) estimates that the transportation sector contributes around 37% of global greenhouse gas (GHG) emissions¹, of which 16% are attributable to road transport². It should be no surprise, therefore, that sustainable transport is a key focus of UN SDG 9, which covers building resilient infrastructure, promoting inclusive and sustainable industrialization and fostering innovation.



THE TRANSPORTATION SECTOR CONTRIBUTES AROUND 37% OF GLOBAL GREENHOUSE GAS (GHG) EMISSIONS

SUSTAINABLE DEVELOPMENT GOALS



The good news is that mitigation models³ suggest there are opportunities for the transportation sector to lower its share of emissions to below 10% by 2050. This makes it the segment with the greatest potential for rapid GHG reductions, with vehicle electrification alone projected to save 130 million tonnes of CO₂-equivalent carbon emissions by 2030⁴. This is the same as the emissions from driving 323 billion miles in the average gasoline-powered passenger vehicle⁵.

Our growth path anticipates that more than 10% of the analyst-projected 40 million electric vehicles (EVs) manufactured in 2030 will use indie semiconductor's products to power and control everything from EV battery monitoring and management and advanced driver assistance systems (ADAS) to internal and external lighting, as well as other applications that improve user experience.

Our ICs could contribute to an annual global reduction of CO₂-equivalent emissions from passenger vehicles of 13 million tonnes per year.

To put that in perspective, that's the annual equivalent of the emissions resulting from 13 million round-trip transatlantic flights⁶.

Finally, because our system-on-chip (SoC) solutions combine, in a single IC, functions that would previously have required a number of external circuits, these devices can dramatically reduce the number of discrete components needed in a given application.

As well as supporting reductions in power requirements and weight that can, for example, help to extend the range of EVs, this also means that indie's contribution to automotive sustainability extends to minimizing the use of raw materials and the emissions associated with component manufacture and transportation.



OUR ICs COULD CONTRIBUTE TO A GLOBAL REDUCTION OF CO₂ THE ANNUAL EQUIVALENT OF EMISSIONS FROM 13 MILLION ROUND-TRIP TRANSATLANTIC FLIGHTS

VEHICLE ELECTRIFICATION ALONE PROJECTED TO SAVE 130 MILLION TONNES OF CO₂ BY 2030



OPPORTUNITIES FOR THE TRANSPORTATION SECTOR TO LOWER ITS SHARE OF EMISSIONS TO BELOW 10% BY 2050



HOW INDIE'S OPERATIONS SUPPORT SUSTAINABILITY



indie runs its business in accordance with the provisions of UN SDG 6 (Clean Water and Sanitation), SDG 7 (Affordable and Clean Energy) and SDG 12 (Responsible Consumption and Production).

WATER AND ENERGY

From its inception, indie's business has been built around a fabless semiconductor model. This means that, rather than manufacturing the semiconductors that we design, we outsource production to specialist fabrication facilities. As a result, our direct operations require no significant water volumes or energy consumption.

Notwithstanding this, we strive to minimize use of both water and energy at our headquarters in Aliso Viejo, California and our design centers and regional support offices all over the world.

Our modest water consumption derives from a combination of what we use for cooling in our engineering laboratories, drinking water, water for bathroom facilities and the water needed to preserve the green spaces at our offices. In the majority of our facilities we have water-saving toilets and, wherever possible and appropriate, we collect and use rainwater or recycle grey water.

The energy we use is largely that required for lighting, heating and cooling our offices. Initiatives to keep this to a minimum include smart HVAC and building controls, use of energy-efficient LED lighting, occupancy-sensing and daylight-sensing lighting control, purchase of the most energy-

efficient appliances, and turning off computers and other AC-powered equipment when not in use.

As all of our facilities are on medium- and long-term leases we are continually working with our building providers to identify ways in which we can further reduce water consumption and achieve ever-more efficient energy use.

A growing number of our sites, such as those in Germany, are increasingly powered from renewable energy sources, while initiatives such as installing EV chargers, organized car sharing, employee bike leasing schemes and financial support for use of public transport all encourage employees to choose more environmentally sustainable methods of transport.

Being fabless means that our CO₂-equivalent emissions are minimal but we recognize we have an obligation to do whatever we can to keep our

contribution to global GHGs as low as possible. That's why we aim to be aligned with the best-in-class companies in our industry for reducing emissions and achieving carbon neutrality.



WE STRIVE TO MINIMIZE USE OF BOTH WATER AND ENERGY AT OUR HEADQUARTERS, DESIGN CENTERS AND REGIONAL SUPPORT OFFICES GLOBALLY



WE ENCOURAGE OUR EMPLOYEES TO CHOOSE MORE ENVIRONMENTALLY SUSTAINABLE METHODS OF TRANSPORT



WASTE, MINERALS AND SUBSTANCES

indie's approach to waste and the use of minerals and other substances is informed by the UN SDG 12 goal to ensure sustainable consumption and production patterns. To this end, all of our products comply with - and in many cases exceed - the requirements of relevant international and national guidelines and regulations including the need to be [RoHS-compliant](#) and [free of halogens](#). We also proactively undertake due diligence and continuous monitoring of our supply chain to avoid direct or indirect procurement of [Conflict Minerals](#).

Our increasingly robust approach to the issue of waste management encompasses procedures such as the collection and separation of E-waste, batteries, plastics and packaging for appropriate recycling and the

specification of recycled paper for printers, paper towels and tissues.

We also encourage our offices around the world to develop their own waste management initiatives in line with locally available resources. Our Center of Excellence in Dresden, Germany, for example, works with CaritasBox, a charity that collects and refills printer cartridges for re-deployment in local social projects.

At our Edinburgh Design Center we have signed an agreement with waste management specialist, Stericycle, a company that delivers essential sustainability services that protect the public from harmful wastes, promote recycling and alternative use opportunities, and lead to greater well-being.



WE ENCOURAGE OUR OFFICES GLOBALLY TO DEVELOP THEIR OWN WASTE MANAGEMENT INITIATIVES IN LINE WITH LOCALLY AVAILABLE RESOURCES

WE HAVE A ROBUST APPROACH TO WASTE MANAGEMENT ENCOMPASSING PROCEDURES SUCH AS THE COLLECTION AND SEPARATION OF E-WASTE, BATTERIES, PLASTICS AND PACKAGING, RECYCLED PAPER FOR PRINTERS, PAPER TOWELS AND TISSUES.



HOW INDIE'S PARTNERS SUPPORT SUSTAINABILITY

As a fabless company, indie relies on a variety of established and proven manufacturing and supply chain partners to produce, test and ship its leading-edge semiconductors to automotive companies all over the world. These include industry-leading foundries such as Global Foundry, X-Fab and TSMC and packaging specialists such as ASE Technology (ASEH).

In the same way that we commit to operate in an environmentally responsible manner, we expect no less from our suppliers - something that we explicitly state in our Supplier Social Agreement (see "Supplier Social Agreement" on page 25).

Which means that, in addition to demanding our partners comply with the most rigorous quality standards, we conduct our own audits and qualifications on their sustainability processes.

This audit and qualification include checks that the supplier has a documented and transparent process for handling and disposing of waste (including photomasks and wafers) as well as an ISO-14001 confirmed environmental management system and detailed disclosures for restricted substances and conflict minerals.



1. <https://www.iea.org/topics/transport>
2. <https://www.iea.org/reports/electric-vehicles>
3. https://greet.es.anl.gov/tool_decarb
4. <https://www.iea.org/data-and-statistics/charts/net-and-avoided-well-to-wheel-ghg-emissions-from-the-global-electric-vehicle-fleet-in-the-stated-policies-scenario-2020-2030>
5. EPA Greenhouse Gas Equivalencies Calculator
6. ICAO Carbon Emissions Calculator - a transatlantic round-trip flight is calculated to generate more than one tonne of CO₂ emissions per person, per flight.



INDIE'S SOCIAL COMMITMENTS

OVERVIEW

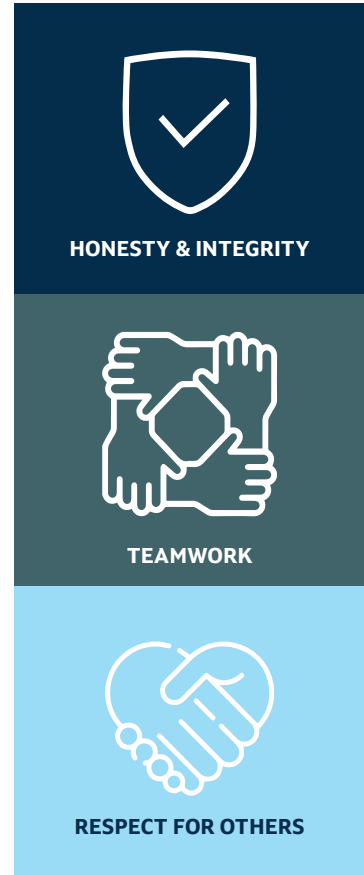
We recognize that the exceptional skills, diverse backgrounds, and broad range of experiences of our 800+ global employees are essential to our success as a leading innovator of semiconductor and software solutions for the automotive sector.

Our culture, built on core values of honesty, respect for others, teamwork and integrity, is deeply rooted in developing not just a working relationship with our employees but a familial one. We believe that together we all rise and that nobody should walk alone. That means we address challenges together, we inspire and support each other, and we celebrate our successes as one.

As an equal opportunity employer, we are committed to inclusion, diversity and equity in all aspects of our global operations. To attract the highest caliber employees, we offer a range of attractive benefits, options for personal development and education and a creative, supportive and dynamic environment that lets every single person reach their true potential.

We also recognize that social responsibilities go beyond our own workforce and that we have an obligation to make a positive contribution to the communities in which we operate. That's why we actively encourage our teams all over the world to get involved with local initiatives that support these communities.

OUR CORE VALUES



HONESTY & INTEGRITY

TEAMWORK

RESPECT FOR OTHERS

OUR 800+ GLOBAL EMPLOYEES ARE ESSENTIAL TO OUR SUCCESS





WORKING AT INDIE

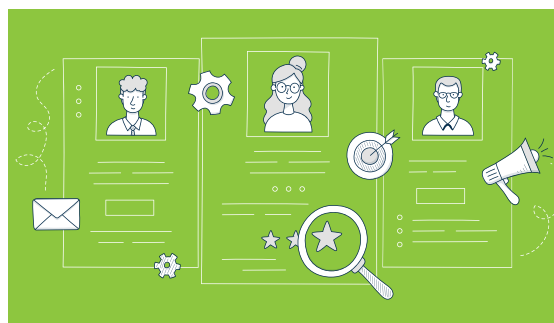
Our people are crucial to indie's leadership as a supplier of advanced semiconductors to the automotive sector, which is why we look to attract the highest quality talent, recruiting and retaining the best people from every conceivable background and from all over the world.

We aim to be the employer of choice in our sector and, in pursuit of that goal, provide a wide range of attractive, location-specific benefits and rewards packages that may include competitive pay and bonuses, medical cover, life insurance and generous pension contributions. We also operate an Employee Assistance Program (EAP) for staff and their families that offers access to support groups, counsellors and community resources as well as financial and legal advice.

Annual employee reviews are designed to align employee performance with indie's business goals and provide the feedback and coaching that is essential to getting the most from each and every member of staff. These are supplemented by regular employee engagement and satisfaction surveys that are used to identify areas for improvement and drive new initiatives that benefit the people at the heart of indie's business.

Furthermore, as a people-driven company, we understand the importance of ensuring our teams achieve the optimum work-life balance, which is why we offer a variety of benefits across our global organization. Examples include fair leave policies, paid days off for volunteer work, wellness campaigns to support employee well-being and, at a growing number of our locations, meals and transport.

indie has actively embraced flexible and hybrid working options, which we support by providing tools that simplify the engagement and interaction with colleagues that has always been so important to the 'indie family'. These tools include an online employee engagement co-working space that not only gives global teams access to key company information and resources but also encourages collaboration and sharing of everything from project updates to photos.



WE LOOK TO ATTRACT THE BEST POSSIBLE TALENT FROM ALL OVER THE WORLD



PERSONAL DEVELOPMENT, EDUCATION AND INTERNSHIP

indie's leadership team believes that ongoing professional and personal development is fundamental to ensuring that employees at every level remain happy and motivated and are equipped with all the tools they need to excel in their individual disciplines.

Our commitment to investing in the growth of our team members encompasses a variety of educational programs, company training and personal coaching sessions. We also have a significant budget for training and coaching employees at world-renowned institutions including the Harvard Business School and the NeuroLeadership Institute,

an organization that uses neuroscience to coach high-performance business professionals.

In addition, we believe we have a responsibility to provide the best possible start to newcomers who are just beginning their careers. One way that we address this responsibility is through an active and growing internship program that provides real-world experience in one of the fastest moving and most dynamic industries in the world. This program covers various areas of our business and expands the skill-set of talented individuals by having them engage with live projects.



AN INTERN'S STORY: LAURENZ METTENDORFF

I'm from Frankfurt, Germany, where I graduated with a B.Sc. in Economic Sciences in 2022. After three years at university, two of which spent at home due to the pandemic, I didn't want to start my master's degree straight away so I applied for an internship at indie. indie offers internships in different countries and departments and in September they flew me to the headquarters in Aliso Viejo, California, where I was warmly welcomed and assigned my first task.

My internship was originally meant to last four months but, given the valuable experience and the opportunity to continue working with the great and highly supportive team at indie, I didn't hesitate when I had the opportunity to extend it! It has been a joy learning from my colleagues and rewarding to know that I have made positive contributions to the pioneering work that the company is doing in the automotive industry.

Later this year I'll start my master's degree in management but, until then, I'm excited to see what's in store for me at indie.

To learn more about our internship programs and to view current internship postings, [visit https://www.indiesemi.com/interns](https://www.indiesemi.com/interns)



SUPPORTING AMBITIOUS STUDENTS WORLDWIDE - EDINBURGH UNIVERSITY FORMULA STUDENT

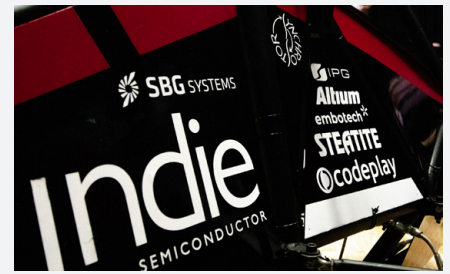
indie firmly believes that close cooperation with universities is important for developing the next generation of autotech engineers. This is illustrated by our sponsorship of engineering students from Edinburgh University, Scotland where, as a platinum sponsor of the pioneering EUFS (Edinburgh University Formula Student) project, we currently provide financial support and in the future will help with product and technical assistance.

The EUFS team has a remarkable track record, winning the Formula Student Artificial Intelligence (FS-AI) classification every year since the competition's inception in 2018. The 120-strong Edinburgh team is now developing an EV Class-1 vehicle and working on the submission of the first-ever ADS (Autonomous Driving System) to FSUK (Formula Student United Kingdom).

With our support, these aspiring engineers have the opportunity to gain invaluable experience in the development of sustainable vehicle powertrains. We are proud to engage with exceptional students who are at the forefront of technological innovation and excited to witness their continued success.

Our involvement with Edinburgh also helps to create business and career opportunities. Through the partnership we actively promote opportunities at indie within the university, as well as taking part in public events and presentation sessions where we discuss our operations, share insights into our innovative work and foster knowledge exchange among the students.

Learn more: <https://www.eufs.co/>



About FS-AI:

FS-AI is a competition challenging university teams to develop driving systems for fully autonomous vehicles. The competition includes events ranging from presentations of designs and business plans to an event where teams showcase their understanding and practical solutions for integrating autonomous vehicles into future transport systems.

Teams also participate in autonomous 'missions' such as acceleration, skid pan, and sprint track drive events, which demonstrate their technical knowledge and the effectiveness of their autonomous systems.

The FS-AI competition aligns with the educational objectives of Formula Student, providing valuable skills and experience to the next generation of autonomous systems engineers.



indie's Current University Engagements



Germany
Erlangen University,
TU (Technical
University) Dresden



United Kingdom
Edinburgh,
Hyperloop project
and Formula
Student



USA
CalTech and
University
of Michigan



Argentina
University of
Cordoba (radar and
self-driving cars)

INCLUSION, DIVERSITY, EQUITY

Since indie's inception, the ethos has been to create an atmosphere where it is fun to come to work, creativity can flourish, and employees of diverse cultures and backgrounds are mutually respected and appreciated.

Our approach to inclusion, diversity and equity - informed by the UN SDG goals for gender equality (goal 5) and reduced inequalities (goal 10) - is based on not only embracing diversity and inclusion across our worldwide facilities but counting on it to ensure we retain our industry leadership.

As an equal opportunity employer, we prize the diversity within our team and greatly value the benefits to our business that result from dimensions of gender, race, ethnicity, sexual orientation, culture, national origin, skills, age, education and general life experiences.

From indie's board of directors - of which one third are women - and the executive management team to our design and application engineers, salespeople, marketing specialists and

staff in various support functions the 'indie family' represents more than 40 nationalities and comprises over 15% women.

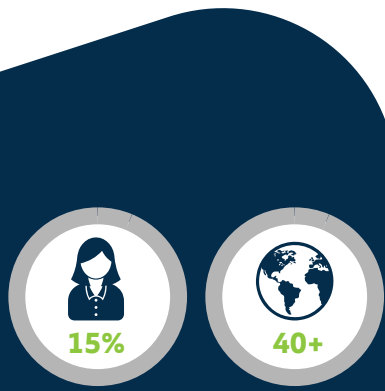
The important role that diversity plays is acknowledged through the work of our Global Inclusion Diversity and Equality (GIDE) Council and the Global League of Opportunities for Women (GLOW).

Made up of employees from different backgrounds and locations and supported by indie's executive management team, the GIDE council is the 'voice of diversity' at indie and, as such, is responsible for deciding and driving the company's diversity and inclusion efforts.

GLOW is run by and for our incredibly talented female employees, operates with the aim of supporting personal and professional progression and hosts a number of women-focused events that promote the opportunities that indie's inclusive work environment can offer.

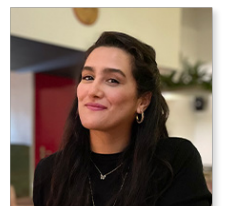
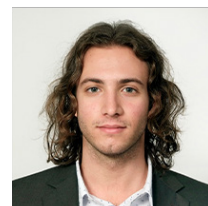


GLOW



THE 'INDIE FAMILY' REPRESENTS MORE THAN 40 NATIONALITIES AND COMPRISES OVER 15% WOMEN

As of November 2022



GIDE TEAM

INTERNATIONAL WOMEN'S DAY: #EMBRACEEQUITY

The indie GLOW council proudly sponsored this year's International Women's Day, and our teams around the world came together to celebrate the incredible women at indie and to show their support for the **#EmbraceEquity** theme. This powerful theme encouraged us all to embrace equity in the workplace and create a diverse and inclusive environment where everyone feels valued and respected.



March 8th marks International Women's Day, a day dedicated to celebrating the social, economic, cultural, and political achievements of women worldwide. This year's theme, **#EmbraceEquity**, encourages everyone to create a diverse and inclusive environment where everyone feels valued and respected. At indie, we're proud to have celebrated International Women's Day with the support of the indie GLOW council, our Employee Resource Group dedicated to promoting empowering women in the workplace.

Our teams around the world came together to celebrate the incredible women at indie and show their support for **#EmbraceEquity**. We recognized the importance of creating a

workplace where everyone feels valued and respected. This powerful theme encouraged us all to embrace equity in the workplace where everyone can thrive.

Our commitment to gender equity and inclusion doesn't end with International Women's Day. At indie, we continue to support and empower women through various initiatives, including mentorship programs, paid maternity leave, and professional growth opportunities. We believe that when everyone has equal opportunities to succeed, we all benefit.

We remain committed to the well-being of our employees. Together, we aim to create a better future for all **#AtindieYouNeverWalkAlone**.

WHEN EVERYONE HAS EQUAL OPPORTUNITIES TO SUCCEED, WE ALL BENEFIT

COMMUNITY INVOLVEMENT

We believe in taking an active role in the local communities where we conduct business and actively encourage and support our teams' efforts to 'give back' to those communities by making a positive contribution - no matter how large or small - in any given situation or circumstance.

Our community programs allow employees across our sites to organize events based on cultural and community needs and in 2022 we were involved in many different projects, initiatives and charitable works.

This involvement will only increase as the business grows and we continue to open new facilities all over the world.

Some of the activities we have taken part in:

- Thanksgiving food collections at our Aliso Viejo headquarters as part of the South County Outreach 'Feed our Community' project.
- The 'Spark of Love Toy Drive' in which staff donated toys to give to local children at Christmas.
- Support for the 'Christmas in a Box' initiative at our Center of Excellence in Dresden in which employees filled decorated boxes with different toys, school supplies and clothes for distribution to local children via local charity, Samaritan's Purse.
- Staff at indie's design facility in Edinburgh, UK, worked together with the Edinburgh Children's Hospital Charity to collect and buy Christmas gifts for sick and underprivileged children.



south county
outreach



abc7 SPARK OF LOVE
TOY DRIVE



Christmas in a Box



Edinburgh Children's Hospital Charity

17 PARTNERSHIPS FOR THE GOALS

OUR COMMUNITY PROGRAMS ALLOW EMPLOYEES ACROSS OUR SITES TO ORGANIZE EVENTS BASED ON CULTURAL AND COMMUNITY NEEDS

EARTH DAY : #INVESTINOURPLANET

We recognize that individual small efforts can add up to a significant positive environmental impact when we contribute together. Our company-wide Earth Day Invest in our Planet campaign provided valuable tips for simple energy-saving measures, and greener workspaces.

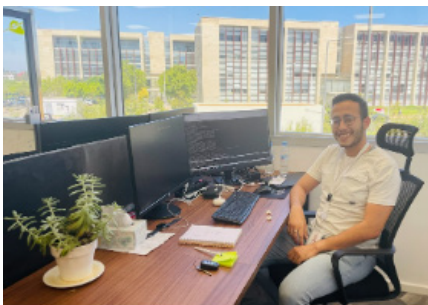


Earth Day Beach Cleanup
Stand-Up To Trash & Invest in Our Planet

At our Aliso Viejo headquarters, we take pride in promoting environmentally friendly initiatives.

Our U.S. team and their family members dedicated a day to join the “Let’s Stand-Up to Trash” environmental action day to celebrate Earth Day. Together, they helped collect waste and clean California Dana Beach.

This event was a great opportunity for our team members to give back to the community and make a positive impact on the environment. Not only did they contribute to keeping the beach clean, but they also gained a greater appreciation for the importance of sustainable practices in our daily lives. We’re proud of our team members for taking the initiative to participate in this event, and we look forward to continuing to support similar initiatives in the future.



In our global centers, our teams installed lighting timers, occupancy sensors and programmable thermostats. As individuals, employees were encouraged to run monitors on low power, go paperless and turn off lights and equipment when not in use.

CORPORATE GOVERNANCE AT INDIE SEMICONDUCTOR

OVERVIEW

Good corporate governance starts with strong leadership and at indie we believe we have some of the best leaders in the business. Our board and executive management teams comprise experienced individuals who know how to build and run companies that operate to the highest possible standards of governance and oversight.

We demand strong governance across all aspects of our business including our internal controls and audit processes, and a robust approach to risk management. We strive to ensure full compliance with local, regional and national requirements in all of the territories in which we operate.

And our commitment to governance doesn't stop at indie but extends to our supply chain, with ongoing assessment and monitoring of suppliers and partners around the world.

GOOD CORPORATE GOVERNANCE STARTS WITH STRONG LEADERSHIP AND AT INDIE WE BELIEVE WE HAVE SOME OF THE BEST LEADERS IN THE BUSINESS



OUR PHILOSOPHY

indie Semiconductor's approach to governance is in line with our commitment to being a good corporate citizen in every aspect of our business operations including our dealings with internal and external stakeholders. This includes best-practice decision-making, complying

with all relevant international, national and local legislation and maintaining strong policies in areas such as anti-retaliation and conflicts of interest, privacy and confidentiality, anti-bribery, money laundering and modern slavery.

WE MAINTAIN STRONG POLICIES IN AREAS SUCH AS ANTI-RETALIATION AND CONFLICTS OF INTEREST, PRIVACY AND CONFIDENTIALITY, ANTI-BRIBERY, MONEY LAUNDERING AND MODERN SLAVERY.



CODE OF ETHICS

indie creates and fosters a highly tolerant work environment, advocates human rights and fair labor ethics throughout its business and upholds the highest ethical standards that comply with and go beyond the requirements of local, national and international laws.

We support the United Nations Universal Declaration of Human Rights, including the right to:



The Compliance Department oversees our Ethics Program, which is built around a Code of Conduct and compliance policies that describe processes in detail. Our employees are introduced to the program during a thorough onboarding process, while ongoing training campaigns educate employees on key compliance issues and risk areas.

If employees do need to raise any concerns about behaviors that breach our Code of Ethics they can report these anonymously via an online portal, by e-mail or via a phone hotline. The latter is run by an experienced

third-party provider with operators trained to handle sensitive matters in a professional and impartial manner. Any subsequent investigations and recommendations would be discussed with the human resources, internal audit committee, and legal departments to not only resolve issues but also provide opportunities for ongoing improvement to ensure that every indie employee upholds our core values.

Our Code of Conduct is publicly available under <https://investors.indiesemi.com/governance/governance-documents/default.aspx>

HEALTH AND SAFETY

Naturally we attach great importance to the health and safety of our employees. In order to ensure safety and physical integrity in all company processes, staff must familiarize themselves with detailed and regularly updated corporate guidelines that cover our laboratories and offices in addition to providing instructions for safe travel.

These guidelines demand that injuries, accidents and unsafe conditions be reported immediately to the appropriate manager, while regular briefings ensure safety remains at the top-of-mind for all employees.

For 15 years and counting, indie has been proud to have no work-related injuries or accidents since its foundation in 2007. This is a testament to the safe work environment that the company has been able to create and maintain over the years.

indie's commitment to safety is evident in our policies and procedures, which are regularly reviewed and updated as needed. These policies provide comprehensive training for all employees on how to identify potential hazards, how to use equipment safely, and how to respond in an emergency situation. These efforts have enabled indie to maintain an excellent safety record and keep its staff safe from potential hazards while they carry out their duties.



OUR BOARD

indie’s strong focus on governance derives, in part, from a highly experienced team of professionals with many years of experience in successfully managing fast-growing and large international companies.

This is exemplified by the members of indie’s nine-strong board, a third of whom are women and seven of whom are independent.

OF INDIE’S NINE BOARD MEMBERS, A THIRD ARE WOMEN AND SEVEN ARE INDEPENDENT



Retired Chairman of the Board of Skyworks Solutions, a leading supplier of high-performance mobile communications solutions, a position he held since 2018. He served as Skyworks’ Executive Chairman from 2016 to 2018 and became Chief Executive Officer in 2002.



One of our Co-founders and serves as indie’s Chief Executive Officer. He is responsible for formulating our strategic vision, ensuring execution to our business plans and creating shareholder value.



One of our Co-founders and serves as indie’s President. He works closely with our executive team and the Board of Directors to create, update and manage execution of the company’s strategies and technical roadmaps.



**DIANE
BIAGIANTI**

Currently serving as senior vice president and general counsel for Glaukos Corporation. Ms. Biagiante was Chief Responsibility Officer for nine years at Edwards Lifesciences, a global leader in patient-focused medical innovations for structural heart disease and critical care and surgical monitoring. She serves at Committees for Human Options, an NPO supporting lives free from fear and violence, recipient of PwC award for Leadership in the Advancement of Ethics in the medical device industry.



**DIANE
BRINK**

Currently an Independent Director for Belden, where she is chair of the Nominating and Corporate Governance Committee and the Cybersecurity Committee. Diane is also a Senior Fellow and Adjunct Professor of Marketing at the Kellogg School of Management, Northwestern University. She spent 35 years with IBM, including time as CMO for Global technology Services, and has board experience in non-profit institutions.



**PETER
KIGHT**

A Senior Specialist Advisor to Thunder Bridge Acquisition II and Chairman of the Board of Repay, an omnichannel payments technology provider. Previously, he was the Founder, Chairman and Chief Executive Officer of CheckFree.



**DR. KARL-THOMAS
NEUMANN**

Chief Executive Officer and Founder of KTN Investment and Consulting, a position he has held since 2018. Prior to this, he held a management position at Canoo Inc., an electric vehicles company, where his responsibilities included technology and marketing. He was Chairman of Board and President at Opel, served as Executive Vice President and President of Europe for General Motors, has been CEO and Vice President of Volkswagen Group China and has been on the board at Continental AG.



**JEFFREY
OWENS**

Retired automotive executive. He spent over 40 years at Delphi in a variety of technology, engineering and operating leadership roles, most recently serving as Executive Vice President and Chief Technology Officer of Delphi Automotive PLC until his retirement in 2017. He previously served on the Board of Cypress Semiconductor.



**SONALEE
PAREKH**

Chief Financial Officer for RingCentral responsible for all the company's financial functions including financial planning, controllership, tax, treasury, and investor relations. She was CFO of Hewlett Packard Enterprise's (HPE) Communication Technology Group and is a fierce diversity, equity and inclusion champion and frequent speaker at Women in Technology events.

PRODUCT QUALITY, TRACEABILITY AND LONGEVITY

At indie we strive to identify our customer’s current and future needs, meet stringent requirements for automotive quality and functional safety, and focus on continuous improvements that achieve zero defects in our solutions.

To that end, we have developed a robust quality management system and adhere to high-quality standards in every facet of our product development cycle. We make sure that each and every employee is fully aware of quality policies and procedures and we instill into our staff that quality is not only the responsibility of everyone in the organization but the very foundation on which the relationships with our suppliers and partners are built.

Through our commitment to quality and due diligence, we have maintained [ISO 9001: 2015](#) certification since 2019 and achieved [ISO 26262: 2018 Functional Safety](#) certification for key elements of our business. Further, we are committed to delivering world class products that adhere to internationally recognized functional safety standards. Our processes are in accordance with the IATF 16949: 2016 requirements.

For automotive customers reliability is a primary consideration and something we ensure through an integrated and detailed Quality Management System and the use of AEC-Q100, JEDEC, and other international test standards for device, wafer technology and package technology qualifications.

Periodic QMS training takes place at all of indie’s global facilities and our senior management monitor QMS reports on a daily basis.

Of course, maintaining high quality standards requires that our suppliers make the same quality commitments that we make to our customers. To ensure this we have detailed procedures for supplier quality monitoring and expect our partners to be certified in accordance with:

- ✓ ISO 9001 QMS requirements
- ✓ IATF 16949 ongoing quality improvement
- ✓ ISO 14001 environmental management
- ✓ ISO 17025 test and calibration competence
- ✓ ISO 45001 health and safety at work
- ✓ ANSI/ESD S20.20 ESD control programs
- ✓ IEC 61340-5-1 ESD protection
- ✓ CMRT conflict minerals reporting template

Built into every supplier contract is a requirement to support audits by indie and to maintain traceability records for at least fifteen years.



SUPPLIER SOCIAL AGREEMENT

As a fabless semiconductor company, indie is reliant on a number of suppliers in the development, testing and manufacture of our industry-leading products. As a result, we expect our suppliers to meet the same stringent and rigorous standards that we set for ourselves.

That's why we have a written Supplier Social Responsibility Agreement with all suppliers that encompasses not only the products and services supplied but also the human rights, ethics, and social practices of our suppliers.

Among the areas covered by this agreement are:



FORCED LABOR:

The supplier shall employ all employees under their own free will with no one being subjected to bonded or forced labor. This policy applies not only to the supplier's business operations, but also to those of their supplier network with which the company conducts its business.



CHILD LABOR:

The supplier shall not employ any person under the minimum legal working age of the country in which they work.



RESPONSIBLE ENVIRONMENTAL IMPACT:

The supplier shall conduct ongoing efforts to reduce environmental pollution, while increasing sustainability.



LAWS AND REGULATIONS:

Suppliers shall respect applicable laws and regulations to antitrust, conflict of interest, export control, protection of intellectual property and respect for company and personal data.



BRIBERY AND CORRUPTION:

Suppliers must ensure the prohibition of any form of bribery, corruption, money laundering.

WE EXPECT OUR SUPPLIERS TO MEET THE SAME STRINGENT AND RIGOROUS STANDARDS THAT WE SET FOR OURSELVES

RISK MANAGEMENT

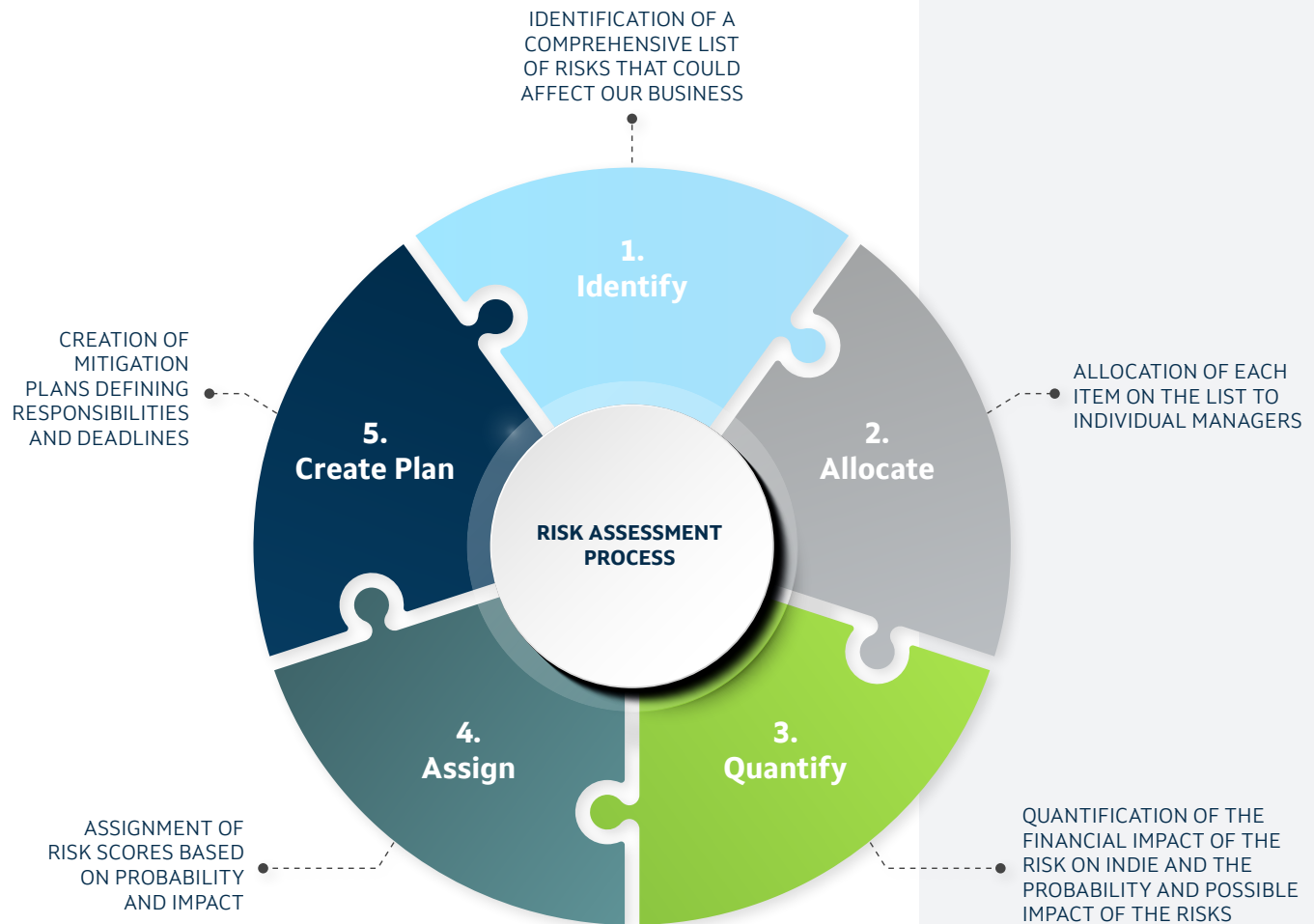
Risk management is fundamental to best practice corporate governance and we continually evaluate all potential current and future risks that may be relevant to a semiconductor supplier operating in the automotive sector.

This ongoing evaluation ensures that we are well-placed to identify and address any financial, legal, strategic, security and industry-specific risks before they have time to impact our company or our customers.

Environmental risks and associated topics also form part of the ongoing assessment.

Driven by our executive leadership team, each department within the organization is tasked with developing its own mitigation plans based on the likelihood of specific risks.

The risk assessment process encompasses the following activities:



The outcome is a 'live' 'risk register' that is regularly reviewed to ensure it meets the continually evolving needs of the business, allows us to monitor the development of risk assessments over time and to observe and draw conclusions from any trends.



RISK MANAGEMENT IS FUNDAMENTAL TO BEST PRACTICE CORPORATE GOVERNANCE AND WE CONTINUALLY EVALUATE ALL POTENTIAL CURRENT AND FUTURE RISKS



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Disclaimer: All statements other than statements of historical facts included in this report that address activities, events, or developments that we expect, believe, or anticipate will or may occur in the future are forward-looking statements. Although we believe that we have a reasonable basis for forward-looking statements contained herein, we caution you that they are based on current business aspirations and expectations about future events affecting us and are subject to risks, certainties and factors relating to our operations and business environment, all of which are difficult to predict and many of which are beyond our control, that may cause our actual results to differ materially from those expressed or implied by forward-looking statements in this report.

These risks, uncertainties, and factors related to indie Semiconductor, and our business are described in detail under the caption "Risk Factors" and elsewhere in our Annual Report on Form 10-K for the year ended December 31, 2022, which was filed with the Securities and Exchange Commission on March 28, 2023. Our filings with the Securities and Exchange Commission are available in the Investor Section of our website at www.indiesemi.com or at www.sec.gov. In addition, information about the risks and benefits of our products is available on our website at www.indiesemi.com. Readers are cautioned not to place undue reliance on any estimate, aspirational targets or forward-looking statement contained herein, which speak only as of the date made.

We do not undertake any obligation to update, amend or clarify the statements set forth herein, whether as a result of new information, future events or otherwise, except as may be required under applicable securities law. In addition, historical, current and forward-looking sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. The information included in, and any issues identified as material for purposes of, this document may not be considered material for SEC reporting purposes. In the context of this disclosure, the term "material" is distinct from, and should not be confused with, such term as defined for SEC reporting purposes.