



# What is an Ethics Issue?

If you have questions about what is right or concerns about something being wrong, let us help!

*Should I accept this gift?*

*Can I change data?*



*No person will be retaliated against or penalized because they made a submission in good faith or assisted in good faith in any investigation of alleged improper, illegal, or unethical conduct.*

**ETHICS  
HELPLINE**

**AMERICAS**

Phone: 1-888-329-4566

Email: [ethicsAmericas@vishay.com](mailto:ethicsAmericas@vishay.com)

**CORPORATE ETHICS DIRECTOR**

Phone: 1-800-669-5256

Phone (Outside U.S.): +1 800-669-5256

Email: [ethicsCorporate@vishay.com](mailto:ethicsCorporate@vishay.com)



# Ethics Helpline

Vishay is committed to legally and ethically correct conduct in all aspects of our business.

## If you know or are aware of –

- questionable or illegal accounting or auditing practices;
- questionable practices or deficiencies in internal accounting controls;
- violations of the Company's Code of Business Conduct; or
- other conduct or practices involving the company that you think may be unlawful or unethical.

**You are strongly encouraged to contact the appropriate Company personnel:**

- Your Supervisor
- Your HR Manager
- Your Division Manager
- Your Regional Ethics Representative
- The Corporate Ethics Director

If you prefer, you can make an anonymous submission. All submissions will be kept confidential.

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