



Commitment Letter
January 31, 2025

Bourns supports the overall mission and vision of the Responsible Business Alliance.

We are committed to incorporating the RBA expectations, standards, and continuous improvement initiatives in Bourns' culture of uncompromising integrity and professionalism.

Wherever possible, Bourns will seek to adopt the RBA approach and tools in practical ways in the spirit of the industry's common goals.

Sincerely,

A handwritten signature in blue ink that reads "Al Yost".

Al Yost
President

A handwritten signature in black ink that reads "Yuliya Lyubovnaya".

Yuliya Lyubovnaya
VP, General Counsel and Secretary