

Corporate Social & Environmental Responsibility Supplier Code of Conduct (Code of Supplier Conduct)

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Adopted: March 6, 2019

Updated: June 3, 2024

Diodes Incorporated and its worldwide subsidiaries (collectively, "We" or "**Company**") has based its Corporate Social & Environmental Responsibility ("**CSER**") Supplier Code of Conduct, also referred to as Code of Supplier Conduct ("**Code**") on the Responsible Business Alliance ("**RBA**"), formerly the Electronic Industry Citizenship Coalition ("**EICC**"), Code of Conduct. The RBA Code of Conduct establishes standards to ensure that working conditions in the electronics industry or industries in which electronics are a key component and its supply chains are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically. For information about the RBA or to access the latest RBA Code of Conduct in its entirety and in other languages, visit <http://www.responsiblebusiness.org/>.

This Code applies to suppliers, vendors, contractors, consultants, or business partners that sell goods or provide services to the Company (individually "**Supplier**" and collectively, "**Suppliers**"). We expect our Suppliers and the suppliers in their supply chain to align their business practices and operations with the social, environmental, and ethical requirements contained in this Code and to draw on internationally recognized standards to continue to advance social, environmental, and ethical responsibilities.

In addition to compliance with this Code, we expect our Suppliers to comply with all applicable laws and regulations as well as government directives, ordinances of the countries in which the Suppliers operate, and the Company's standard terms and conditions of purchase or the terms contained in contracts between the Suppliers and the Company, if any. We may suspend or terminate our relationships with any Supplier that fails to meet these requirements.

We do not tolerate unlawful or unethical behavior from our Suppliers and expect our Suppliers to join our efforts always to do business the right way and in a manner consistent with our Code of Business Conduct. Suppliers are encouraged to communicate to the Company any concerns about any possible or suspected illegal or unethical behavior, including any violations of the Code. Suppliers may contact the Company directly or through the third party operated hotline services at <https://reportlineweb.com/diodes> or phone numbers listed under the Hotline Information section in the Sustainability Report at <https://www.diodes.com/about/company/sustainability/>.

A. LABOR

Suppliers are committed to upholding the human rights of workers, and to treat them with dignity and respect as understood by the international community. This applies to all direct and indirect suppliers, as well as all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.

1) Prohibition of Forced Labor

Forced labor in any form, including but not limited to bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery, or trafficking of persons shall not be used. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction, or fraud for labor or services. There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company-provided facilities. As part of the hiring process, workers must be provided with a written employment agreement in their native language, or in a language the worker can understand, that contains a description of terms and conditions of employment. Foreign migrant workers must receive the employment agreement prior to the worker departing from his or her country of origin and there shall be no substitution or change(s) allowed in the employment agreement upon arrival in the

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receiving country unless these changes are made to meet local law and provide equal or better terms. All work shall be voluntary and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given, which shall be clearly stated in workers' contracts. We will maintain documentation on all leaving workers. Suppliers and agents may not hold or otherwise destroy, conceal, confiscate, or deny access by employees to their identity or immigration documents, such as government-issued identification, passports, or work permits, unless such holdings are required by law. Workers shall not be required to pay Suppliers' or agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

2) Young Workers

Child labor shall not be used in any stage of manufacturing. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. Suppliers shall ensure proper management of student workers through proper maintenance of student records, due diligence of educational partners, and protection of students' rights in accordance with applicable law and regulations. Suppliers shall implement an appropriate mechanism to verify the age of workers. Suppliers shall provide appropriate support and training to all student workers. In the absence of local law, the wage rate for student workers, interns and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks.

3) Working Hours

Working hours shall not exceed the maximum set by local law. Further, a workweek shall not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers shall be allowed at least one day off every seven days.

4) Wages and Benefits

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits. All workers shall receive equal pay for equal work and qualification. Workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch, and outsourced labor shall be within the limits of the local law.

5) Non-Discrimination/Non-Harassment/Humane Treatment

Suppliers shall commit to a workplace free of harassment and unlawful discrimination. There shall be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.

Suppliers shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity or expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment

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practices such as wages, promotions, rewards, and access to training. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers. Workers shall be provided with reasonable accommodation for religious practices and disability. In addition, workers or potential workers should not be subjected to medical tests or physical exams that could be used in a discriminatory way.

6) Freedom of Association and Collective Bargaining

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. In alignment with these principles, Suppliers shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Where the right of freedom of association and collective bargaining is restricted by applicable laws and regulations, workers shall be allowed to elect and join alternate lawful forms of worker representations.

B. HEALTH and SAFETY

Suppliers recognize that in addition to minimizing the incidence of work-related injuries and illnesses, a safe and healthy working environment enhances the quality of products and services, consistency of production, and worker retention and morale. Suppliers also recognize that ongoing worker input and education is essential to identifying and solving health and safety issues in the workplace.

Suppliers using the Company properties or facilities shall comply with the Company's applicable policies and requirements, including any safety protocols.

1) Occupational Health and Safety

Worker potential for exposure to safety hazards (e.g., chemical, electrical and other energy sources, fire, vehicles, and fall hazards) shall be identified and assessed, and mitigated using the Hierarchy of Controls. Where hazards cannot be adequately controlled by these means, workers shall be provided with appropriate, well-maintained, personal protective equipment and educational materials about risks to them associated with these hazards. Gender responsive measures shall be taken, such as not having pregnant women and nursing mothers in working conditions which could be hazardous to them or their child and to provide reasonable accommodations for nursing mothers.

2) Emergency Preparedness

Potential emergency situations and events shall be identified and assessed, and their impact minimized by implementing emergency plans and response procedures including: emergency reporting, employee notification and evacuation procedures, worker training and drills. Emergency drills shall be executed at least annually or as required by local law, whichever is more stringent. Emergency plans shall also include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment and property.

3) Occupational Injury and Illness

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Procedures and systems shall be in place to prevent, manage, track, and report occupational injuries and illnesses, including provisions to encourage worker reporting; classify and record injury and illness cases, provide necessary medical treatment; investigate cases and implement corrective actions to eliminate their causes and facilitate the return of workers to work. Suppliers shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.

4) Industrial Hygiene

Worker exposure to chemical, biological, and physical agents shall be identified, evaluated, and controlled according to the hierarchy of controls. When hazards cannot be adequately controlled, workers shall be provided with and use appropriate, well-maintained, personal protective equipment free of charge. Suppliers shall provide workers with safe and healthy working environments, which shall be maintained through ongoing, systematic monitoring of workers' health and working environments. Suppliers shall provide occupational health monitoring to routinely evaluate if workers' health is being harmed from occupational exposures. Protective occupational health programs shall be ongoing and include educational materials about the risks associated with exposure to workplace hazards.

5) Physically Demanding Work

Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly tasks shall be identified, evaluated, and controlled.

6) Machine Safeguarding

Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks and barriers shall be provided and properly maintained where machinery presents an injury hazard to workers.

7) Sanitation, Food, and Housing

Workers shall be provided with ready access to clean toilet facilities, potable water, and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by Suppliers or their labor agents shall be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting, and adequate conditioned ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

8) Health and Safety Communication

Suppliers shall provide workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers. Health information and training shall include content on specific risks to relevant demographics, such as gender and age, if applicable. Training shall be provided to all workers prior to the beginning of work and regularly thereafter. Workers shall be encouraged to raise any health and safety concerns without retaliation.

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C. ENVIRONMENT

Across all business functions, Suppliers recognize that environmental responsibility is integral to producing world class products. Suppliers shall identify the environmental impacts and minimize adverse effects on the community, environment, and natural resources while safeguarding the health and safety of the public.

1) Environmental Permits and Reporting

All required environmental permits (e.g. discharge monitoring), approvals and registrations shall be obtained, maintained, and kept current, and their operational and reporting requirements shall be followed.

2) Pollution Prevention and Resource Conservation

Emissions and discharges of pollutants and generation of waste shall be minimized or eliminated at the source or by practices such as adding pollution control equipment; modifying production, maintenance and facility processes; or by other means. The use of natural resources, including water, fossil fuels, minerals, and virgin forest products, shall be conserved by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling, or other means.

3) Hazardous Substances

Chemicals, waste and other materials posing a hazard to humans or the environment shall be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal. Hazardous waste shall be tracked and documented.

4) Solid Waste

Suppliers shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous). Waste data shall be tracked and documented.

5) Air Emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals, and combustion by-products generated from operations shall be characterized, routinely monitored, controlled, and treated as required prior to discharge. Ozone-depleting substances shall be effectively managed in accordance with the Montreal Protocol and applicable regulations. Suppliers shall conduct routine monitoring of the performance of their air emission control systems.

6) Materials Restrictions

Suppliers shall adhere to all applicable laws, regulations, and customer requirements regarding the prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

7) Water Management

Suppliers shall implement a water management program that documents, characterizes, and monitors water sources, use and discharge; seeks opportunities to conserve water; and controls channels of contamination. All waste water shall be characterized, monitored, controlled, and treated as required prior to discharge or disposal.

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Suppliers shall conduct routine monitoring of the performance of their wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

8) Energy Consumption and Greenhouse Gas Emissions

Suppliers shall establish and report against an absolute corporate-wide greenhouse gas reduction goal. Energy consumption and all Scopes 1, 2 and significant categories of Scope 3 greenhouse gas emissions shall be tracked, documented and made available for inspection by the Company upon request. Suppliers shall look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

D. ETHICS

To meet social responsibilities and to achieve success in the marketplace, Suppliers and their agents shall uphold the highest standards of ethics including the following:

1) Business Integrity

The highest standards of integrity shall be upheld in all business interactions. Suppliers shall have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion, and embezzlement.

2) No Improper Advantage

Bribes, kickbacks, or other means of obtaining undue or improper advantage shall not be promised, offered, authorized, given, or accepted. This prohibition covers promising, offering, authorizing, giving, or accepting anything of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Monitoring, record-keeping and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

If Suppliers extend any business courtesies, including any gifts, entertainment, meals, travels, and other gratuities, to any Company employees, officers, or directors, Suppliers may do so infrequently and the courtesies shall be no more than moderate value and be reasonable and appropriate in the ordinary and proper course of business. Any business courtesies offered, extended, or exchanged shall not contravene the Company's Anti-Bribery and Anti-Corruption Policy and Conflict of Interest Policy.

Suppliers' own policies and Code of Conduct will:

- prohibit the payment of bribes and similar payments (together "Bribes") to employees of their customers, including where customers' employees solicit or encourage the payment of Bribes as a condition of awarding a contract; and
- by way of deterrent, seek to recover from any of its employees who pays a Bribe to a customer's or potential customer's employee a sum equal to the amount of the Bribe, any costs of investigating the act of bribery, and any other calculable losses.

3) Disclosure of Information

All business dealings shall be transparently performed and accurately reflected on the Suppliers' business books and records. Information regarding the Suppliers' labor, health and safety, environmental practices, business

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activities, structure, financial situation, and performance shall be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.

4) Intellectual Property

Intellectual property rights shall be respected. Transfer of technology and know-how is to be done in a manner that protects intellectual property rights, and customer and supplier information shall be safeguarded.

Suppliers shall protect the Company's intellectual property rights and maintain the confidentiality of the Company's trade secrets and proprietary or confidential information. Suppliers shall not use the Company's patented technology or reproduce copyrighted materials, including software and documentation, without the Company's prior written consent. Suppliers shall not reverse engineer, disassemble, or decompile any prototypes, hardware, software, or other tangible objects provided by the Company or otherwise embody the Company's confidential information.

5) Fair Business, Advertising, and Competition

Standards of fair business, advertising, and competition shall be upheld.

Suppliers shall comply with all applicable antitrust, competition, and trade practice laws and not enter into agreements with competitors or otherwise unfairly influence the competition, including but not limited to price fixing or market segmentation.

6) Protection of Identity and Non-Retaliation

Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers shall be maintained, unless prohibited by law. Suppliers shall have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

7) Responsible Sourcing of Minerals

Suppliers shall adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, gold and cobalt in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas or an equivalent and recognized due diligence framework. Suppliers shall make their due diligence measures available to customers upon request.

Suppliers shall only supply materials that use smelters or refiners on the conformant lists at:

<http://www.responsiblemineralsinitiative.org/smelters-refiners-lists/> and promptly provide a fully and accurately completed conflict minerals reporting template ("CMRT") at least annually and from time to time upon request by the Company. Suppliers shall use the latest version of CMRT, available at <http://www.responsiblemineralsinitiative.org/reporting-templates/cmrt>.

8) Privacy

Suppliers shall commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees. Suppliers shall comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

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9) Conflicts of Interest

Suppliers shall avoid any conflicts of interest, including any appearance of conflicts of interest, in their interaction with the Company. Suppliers shall timely disclose any known family or other close personal relationships with any Company employees, officers, directors, or other third parties having business relationships or business dealings with the Company, or who have an influence over the Suppliers' engagement with the Company. Suppliers shall not make offers of internships, employment, joint investment, or other investment opportunities to a spouse, children, or close family member of a Company employee, officer, or director, or other Company insider unless approved in advance by the Company's authorized representative. Suppliers shall comply with the Company's Conflict of Interest Policy.

10) Publicity

The Company values its brand. Without the Company's prior written consent, Suppliers shall not use the Company's name, logo, brand, or trademark; a quote from a Company employee, officer, or director; or photos of the Company's facilities in any type of publications, including websites, news releases, and social media. Suppliers shall not disparage or place the Company or its products in disrepute and shall not engage in any activities that adversely affect the Company's reputation or business interests or otherwise detract from the Company's goodwill or the goodwill appurtenant to the Company's brand or its products.

11) Protection of Confidential Information

Suppliers shall protect confidential information, including any personal data, sensitive information, or personally identifiable information, which Suppliers obtain or otherwise have access to in connection with or as a result of their business dealings with the Company. Suppliers shall comply with any and all applicable laws relating to privacy, data protection, and cybersecurity when collecting, processing, using, handling, or storing such information. Suppliers shall only use the Company's confidential information for purposes authorized by the Company and prevent any unauthorized (including any inadvertent) disclosure of the Company's confidential information. Suppliers shall comply with the Company's security standards and procedures, including cybersecurity requirements and IT policies, and shall use at least the same degree of care to safeguard the Company's confidential information that they use to protect their own confidential and proprietary information of a similar nature, and in any event not less than a reasonable degree of care under the circumstances. Upon request by the Company, Suppliers shall promptly enter into non-disclosure agreements or confidentiality agreements with the Company to safeguard the Company's confidential information.

12) Exports, Imports, and Trade Control

Suppliers shall comply with applicable export, import, trade control, and customs laws and regulations, including but not limited to trade sanctions, embargoes, and other government orders and policies designed to control the transmission, transfer, or transportation of goods, information, and technology, and restrict transactions with specific entities, persons, or countries (sometimes referred to as denied, debarred, and/or restricted parties). Suppliers shall also incorporate international supply chain security (SCS) measures into their business processes as described by internationally recognized standards such as Customs-Trade Partnership Against Terrorism (C-TPAT) and Authorized Economic Operator (AEO).

E. MANAGEMENT SYSTEMS

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Suppliers shall adopt or establish a management system whose scope is related to the content of this Code. The management system shall be designed to ensure: (a) compliance with applicable laws, regulations, and customer requirements related to the Suppliers' operations and products; (b) conformance with this Code; and (c) identification and mitigation of operational risks related to this Code. It shall also facilitate continual improvement.

If the Company requests additional certifications, such as ISO certifications, the Suppliers will make good faith efforts to promptly obtain such certifications.

The management system shall contain the following elements:

1) Company Commitment

Suppliers shall establish human rights, health and safety, environmental and ethics policy statements affirming the Supplier's commitment to due diligence and continual improvement, endorsed by executive management. Policy statements shall be made public and communicated to workers in a language they understand via accessible channels.

2) Management Accountability and Responsibility

The Supplier shall clearly identify senior executive and company representative(s) responsible for ensuring implementation of the management systems and associated programs. Senior management reviews the status of the management system on a regular basis.

3) Legal and Customer Requirements

Suppliers shall adopt or establish a process to identify, monitor, and understand applicable laws, regulations, and customer requirements, including the requirements of this Code.

4) Risk Assessment and Risk Management

Suppliers shall adopt or establish a process to identify the legal compliance, environmental, health and safety, labor practice and ethics risks, including the risks of severe human rights and environmental impacts associated with the Supplier's operations. Suppliers shall determine the relative significance for each risk and implement appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

5) Improvement Objectives

Suppliers shall establish written performance objectives, targets, and implementation plans to improve the Supplier's social, environmental and health and safety performance, including a periodic assessment of the Supplier's performance in achieving those objectives.

6) Training

Suppliers shall establish programs for training managers and workers to implement the Supplier's policies, procedures, and improvement objectives and to meet applicable legal and regulatory requirements.

7) Communication

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Suppliers shall establish a process for communicating clear and accurate information about the Supplier's policies, practices, expectations, and performance to workers, suppliers, and customers.

8) Worker/Stakeholder Engagement and Access to Remedy

Suppliers shall establish processes for ongoing two-way communication with workers, their representatives and other stakeholders where relevant or necessary. The process shall aim to obtain feedback on operational practices and conditions covered by this Code and to foster continuous improvement. Workers shall be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

9) Audits and Assessments

Suppliers shall conduct periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and customer contractual requirements related to social and environmental responsibility.

10) Corrective Action Process

Suppliers shall establish a process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

11) Documentation and Records

Suppliers shall create and maintain documents and records to ensure regulatory compliance and conformity to the Company's requirements along with appropriate confidentiality to protect privacy.

Suppliers shall create and maintain accurate records, and not alter or modify any record entry to conceal or misrepresent the underlying transactions or information. Suppliers shall not falsify or manipulate records, or misrepresent any information, conditions, or practices in the supply chain or in their business dealings with the Company.

Suppliers will cooperate with any information requests or audits the Company may initiate from time to time to confirm their compliance with this Code.

12) Supplier Responsibility

Suppliers shall establish a process to communicate Code requirements to their Suppliers and to monitor their Suppliers' compliance to the Code.