

2024

# SUSTAINABILITY HIGHLIGHTS

**DIODES**  
INCORPORATED

# 2024 HIGHLIGHTS

Sustainability is a journey, and we are making steady progress.



## VALUE OUR PEOPLE

- 38+ average training hours per employee
- 41.3% female employees globally



## EVOLVING ENVIRONMENTAL SUSTAINABILITY

- 14% of electricity sourced from renewable energy
- Water recycling and reused volume equaled 64% of total water withdrawal
- Disclosed through CDP with performance evaluated



## RESPONSIBLE BUSINESS PRACTICES

- Maintained ISO 14001 and ISO 45001 certifications across all manufacturing sites
- Continued RoHS and REACH compliance; responsibly sourced materials
- Launched global supplier sustainability survey and achieved a 95% response rate



## RESILIENT COMMUNITY IMPACT

- Charitable giving \$865K in total giving—a 29% increase from the previous year
- Continued collaboration with education entities to support students' transition into industry involvement
- Expanded employee volunteering programs to Americas and Asia, building on Europe's long-standing program

This is a summary of key highlights from the 2024 Sustainability Report. For more details, [please refer to the full version](#).

# A COMMITMENT FROM OUR CHAIRMAN

## Our Sustainability efforts are built on the foundation of our core values – Integrity, commitment, and innovation.

We are dedicated to creating and preserving long-term value for these stakeholders and we pursue activities that will lead to overall sustainability and shared prosperity.

Building on the foundation of our core values—integrity, commitment, and innovation—and advancing our vision to maximize shareholder value, we are committed to:

- Fostering a corporate culture of trust, diversity, and inclusion where all are treated with dignity and respect, and diverse perspectives are encouraged and valued;
- Delivering products to our customers through innovation and responsible supply chain management practices that also promote sustainability;
- Dealing fairly and ethically with our suppliers, and engaging a diverse supplier base;
- Investing in our employees through fair compensation and benefits, customized professional development opportunities, and wellness management;
- Supporting the communities in which we live and work by protecting our environment through sustainable business practices and promoting community engagement; and
- Generating long-term profits for our shareholders through continuous investment, business growth, and innovation, as well as transparency and effective engagement with our stakeholders.



Each of our stakeholders is integral to our sustained success. We value their feedback and perspectives and take our commitments to them seriously. A Diodes hotline, hosted by an independent third party, provides our stakeholders an opportunity to report concerns regarding potential compliance, ethical, or safety matters on a confidential or anonymous basis. These perspectives allow us to continuously improve and challenge ourselves to achieve higher goals.

Our responsibility extends to those future stakeholders whose innovation will further our organization and industry, and to those who will form the next generation of customers and suppliers. We champion science, technology, engineering, the arts, and mathematics (STEAM) throughout the educational continuum—from holding elementary presentations that amplify mathematics, to mentoring and sponsoring robotics teams and underwriting university-level research and product-development coursework. Our robust internship and apprenticeship programs help students bridge from classroom to practice, channeling a pipeline of qualified professionals to strengthen the semiconductor industry.

By leading with integrity, commitment, and innovation, serving our stakeholders through the above commitments, and preparing for the future through deliberate and measured practices, we believe everyone will enjoy and benefit from the long-term prosperity of Diodes.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Keh-Shew Lu'.

**Dr. Keh-Shew Lu**

Chairman, Diodes Incorporated

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**CDP**  
Discloser  
2024

### Our Approach to Corporate Citizenship

This 2024 Sustainability Report was prepared using globally recognized reporting standards and frameworks, including the:

- Global Reporting Initiative (GRI);
- Sustainability Accounting Standards Board (SASB) Semiconductor Standard;
- Task Force on Climate-related Financial Disclosures (TCFD);
- CDP's corporate questionnaire.

These frameworks guide our disclosures on environmental, social, and governance (ESG) topics and help us communicate our progress to stakeholders in a consistent and meaningful way.

Our performance, the measurement of our performance, and any assumption used in measuring our performance on these environmental and social factors will continue to evolve over time.

We value feedback from our stakeholders, and we can be reached at [sustainability@diodes.com](mailto:sustainability@diodes.com)



# COMPANY PROFILE

## Diodes at a Glance – 2024



66  
Years in business



33  
Consecutive years of profitability



>50K  
Customers



1.3Bn  
Annual Revenue



>28K  
Products Shipped



~8400\*  
Employees



>39Bn  
Units Shipped



41.3%  
Female Global Employees

Diodes Incorporated delivers high-quality semiconductor products to the world's leading companies in the automotive, industrial, computing, consumer electronics, and communications markets.

We leverage our expanded product portfolio of analog and discrete power solutions combined with leading-edge packaging technology to meet our customers' needs. Our broad range of application-specific solutions and solutions-focused sales, coupled with global operations including engineering, testing, manufacturing, and customer service, enable us to be a premier provider for high-volume, high-growth markets.

Our major sites are listed below, with support offices throughout the world.



### CORPORATE HEADQUARTERS

Plano, Texas, United States

### DESIGN, MARKETING, & ENGINEERING CENTERS

- Shanghai, Yangzhou, Shenzhen, and Hong Kong, China
- Oldham, England
- Bratislava, Slovakia\*
- New Taipei City, Hsinchu, and Tainan, Taiwan
- Milpitas, California, and Plano, Texas, United States

### WAFER FABRICATION FACILITIES

- Shanghai and Wuxi, China
- Oldham, England
- Greenock, Scotland
- Hsinchu, Taiwan
- South Portland, Maine, United States
- Assembly & Test Facilities
- Shanghai, Chengdu, and Wuxi, China
- Neuhaus am Rennweg, Germany
- Chongli, Taiwan

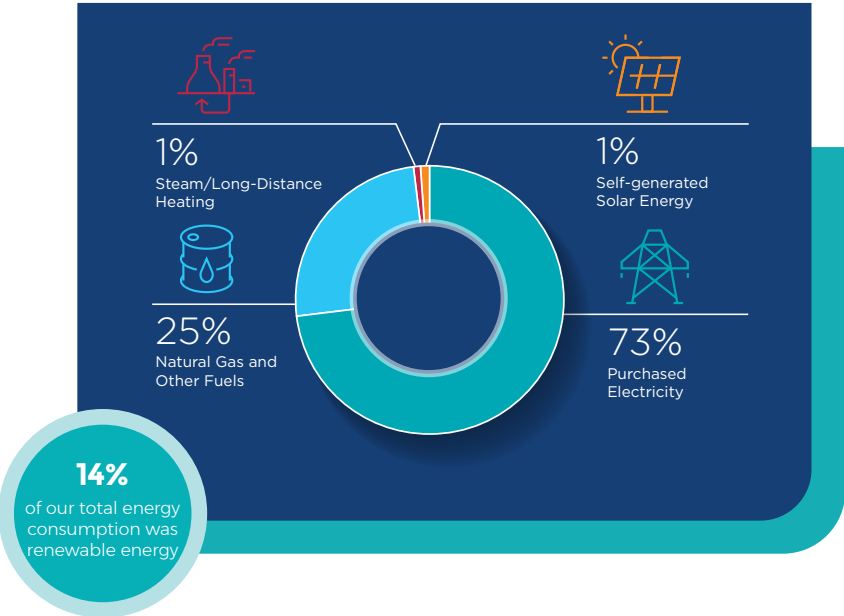
### SALES, WAREHOUSE, & LOGISTICS OFFICES

- Hong Kong, Shanghai, Beijing, Shenzhen, Wuhan, Guangzhou, Qingdao, and Xiamen, China
- Oldham, England
- Frankfurt and Munich, Germany
- Milan, Italy
- Tokyo, Japan
- Singapore
- Seongnam-si, South Korea
- New Taipei City, Taiwan
- Milpitas, California, and Plano, Texas, United States

\*Added in 2025

# Evolving Environmental Sustainability

Through collaboration, innovation, and data-driven decision-making, we are building a more resilient and environmentally conscious future.



Water-Use Efficiency	2024	2023	2022
Total Volume of Water Recycled and Reused Unit: m³	2,204,906	2,050,238	1,806,602
Total Volume of Water Recycled and Reused as a Percentage of Total Water Withdrawn	65%	61%	50%

Waste by Composition, in Metric Tons (t)	Diversion Rate
Hazardous Waste	72%
Non-Hazardous Waste	50%

Over the past few years, Diodes has made significant strides in monitoring and managing environmental sustainability metrics across our global operations. In 2024, we focused on setting company-wide sustainability targets and improving data quality to track our progress in reducing environmental impact. Our environmental sustainability strategy centers on three key objectives: Water Stewardship, Climate and Energy, and Waste Reduction. These pillars guide our investment in projects that reduce resource consumption and our environmental footprint across our manufacturing footprint.

Key program highlights in 2024:

- Total electricity consumption for the year reached 671,918 MWh, with 14% sourced from renewable energy. Solar panels installed at six manufacturing sites generated 6,209 MWh of electricity annually, and renewable electricity was also procured through green power trading. Multiple energy-saving initiatives were implemented globally, including LED lighting upgrades, smart cooling systems, and equipment replacements to enhance overall efficiency.
- Solar panels installed at six manufacturing sites in Asia generated 6,209 MWh, and all sites in China procured renewable electricity through Green Power Trading. Energy-saving initiatives—such as LED lighting upgrades, smart cooling systems, and equipment retrofits—were implemented globally to enhance efficiency.
- Scope 1 greenhouse gas emissions totaled 233,875 metric tons of CO<sub>2</sub>e, primarily from manufacturing. Scope 2 emissions were 213,436 metric tons CO<sub>2</sub>e (location-based) and 182,760 metric tons CO<sub>2</sub>e (market-based), calculated in accordance with the Greenhouse Gas Protocol.
- Water withdrawal reached approximately 3.38 million cubic meters, with 65% recycled or reused. Facilities employed advanced treatment systems, including reverse osmosis and condensate recovery, to reduce freshwater use.
- Diodes generated 2,244 metric tons of hazardous waste, with a 72% diversion rate, and 3,722 metric tons of non-hazardous waste, 50% of which was diverted. The company emphasizes source reduction, reuse, and responsible disposal.
- We strive to use recyclable materials wherever possible to reduce downstream waste. We also implemented packaging waste reduction programs, including reusing incoming packaging materials—such as silicon trays and bubble wrap—for outbound shipments. Additionally, used inserts were returned to suppliers for reclamation, further supporting circular material use.

Employee-led “Green Teams” across sites played a key role in driving environmental awareness and action, leading initiatives in energy conservation, waste reduction, and community engagement.

Water recycled and reused volume equaled **65%** of total water withdrawal

**72%** of hazardous waste diverted from disposal

**97%** of the plastic packaging materials used is technically recyclable

Disclosed through **CDP** with performance evaluated

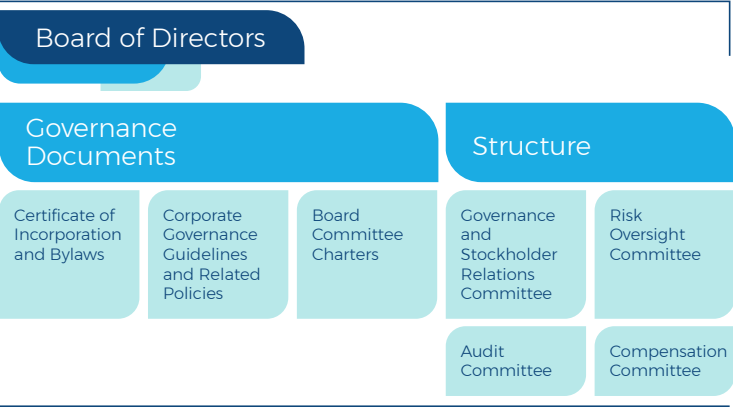
# RESPONSIBLE BUSINESS PRACTICES

## CORPORATE GOVERNANCE

Diodes' corporate governance framework is led by a majority-independent Board of Directors. The Board oversees corporate strategy, sustainability, and risk management. A cross-functional Sustainability Steering Committee, composed of senior executives, reports to the Board at least three times a year and is responsible for driving sustainability-related strategies, policies, and disclosures.

The Board maintains oversight through a robust committee structure, regular self-evaluations, and active engagement with management to assess strategic and emerging risks.

### Our Strong Corporate Governance Framework



## RELIABILITY ROOTED IN QUALITY

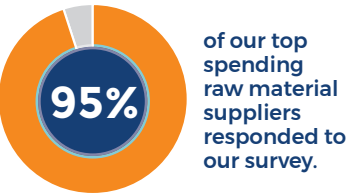
We uphold product quality and reliability through strict adherence to RoHS and REACH regulations, responsible material sourcing, and careful chemical management. We manages product safety by monitoring hazardous substances, applying protective handling protocols, and maintaining a strong anti-counterfeit policy. All products are clearly labeled for compliance.

Through strong governance, ethical supply chain management, product quality assurance, and proactive risk oversight, we strive to align our business practices with long-term value creation for all stakeholders.

## SUPPLY CHAIN RESPONSIBILITY

Diodes is committed to promoting responsible and ethical business practices across our global supply chain. We require our suppliers to uphold this commitment by adhering to our Supplier Code of Conduct, which is based on the Responsible Business Alliance (RBA) Code of Conduct. This framework supports our efforts to ensure safe working conditions, respect for human rights, environmental responsibility, and integrity in business conduct throughout our operations.

In 2024, we launched a global supplier sustainability survey to support continuous improvement and standardized management. We achieved a 95% response rate from our top raw material suppliers. Among those assessed, all maintained certified ISO 14001 or EMAS environmental management systems.



Responsible Business Alliance  
Advancing Sustainability Globally



## RISK MANAGEMENT

To strengthen our sustainability governance and operational resilience, Diodes has established dedicated cross-functional teams to oversee key environmental, social, and governance (ESG) risks. The Sustainability Steering Committee, Corporate Social and Environmental Responsibility (CSER) Task Force, and Energy & Climate Initiatives Team (ECIT) oversee environmental, health, safety, and social risks. These groups meet regularly to assess performance, guide corrective actions, and ensure alignment with global sustainability standards. The Sustainability Steering Committee also reports periodically to the Board of Directors. In addition, sustainability metrics are embedded in executive compensation to reinforce accountability.



## REPORT

Employees and our external stakeholders who wish to maintain anonymity and report any actual or potential violation of ethics issues (including any concerns about accounting, internal accounting controls, or auditing matters), may call NAVEX Global at the phone number(s) available at, or submit an online report via <https://reportineweb.com/diodes>.

# OUR PEOPLE

## PEOPLE & REPRESENTATION

As of 2024, Diodes employed approximately 8,400 people globally, with women representing 41.3% of the workforce. Our workforce spans diverse regions, age groups, and job functions, including engineering, manufacturing, sales, and administration.

## BOARD & LEADERSHIP DIVERSITY

Diodes’ Board of Directors reflects strong gender and geographic diversity. As of 2024, 42.9% of board members are women. The board represents a broad range of ethnicities and professional expertise. This diversity strengthens our governance and supports our commitment to inclusive leadership and global perspectives.

Through fostering a culture of trust, diversity, inclusion, and open communication, and committing to equal opportunity hiring and promotion practices, Diodes ensures that all employees are treated with dignity and respect.

Board of Directors Diversity Profile		
Gender		
Male	4	57.1%
Female	3	42.9%
Total	7	100%
Country of Residence		
Americas	5	71.4%
Taiwan	2	28.6%
Total	7	100%

By Region and Age					
Region	18-29	30-39	40-49	50-59	60+
Global	20%	37.3%	28.1%	10.8%	3.8%
Americas	7%	14.1%	13.3%	32.8%	32.8%
Asia	21%	41%	30.4%	7%	0.6%
Europe	18.4%	15.6%	16.1%	32.4%	17.5%

By Region and Gender			
Region	%	Female	Male
Global	100%	41.3%	58.7%
Americas	4.8%	24.5%	75.5%
Asia	86%	44%	56%
Europe	9.2%	25.7%	74.3%

## LEARNING, DEVELOPMENT & WELL-BEING

Diodes provides a wide range of training programs covering technical, leadership, compliance, and wellness topics. In 2024, employees averaged over 38 hours of training. Topics include Six Sigma, FMEA, communication, mental health, and financial wellness. We also prioritize employee health and safety. All manufacturing sites are ISO 45001 certified, and we recorded zero work-related fatalities over the past three years.

Wellness initiatives include mental health support, fitness programs, flu vaccinations, and global wellness campaigns such as “Well-being Month.” At many of our sites, employees participate in fitness programs such as yoga, eating healthy, team walking, and cycling challenges to promote work-life balance.

## TALENT PIPELINE & NEXT GENERATION

Diodes actively invests in future talent through strong global partnerships with universities and technical institutes. Programs include internships, apprenticeships, and STEAM education support. In 2024, we hired 37 apprentices and 18 interns, and collaborated with institutions in Taiwan, the UK, the Americas, and China. Our “Next Gen” initiative includes skill enhancement, micro-learning, and mentoring. Employees also serve as STEAM ambassadors, promoting engineering careers and inspiring the next generation of innovators.



### EMPLOYEE VOICES



*“Diodes inspires me to innovate and express ideas through multiple avenues. Currently, I am working on a patent that will drive future technology improvements. I have also spearheaded the patent training module for employees to encourage creativity and inspire innovation!”*

– Jenn Driscoll, Process Engineer



# RESILIENT COMMUNITY IMPACT

## BUILDING RESILIENT AND SUSTAINABLE COMMUNITIES

Diodes supported employee-led initiatives that advanced sustainability education and encouraged cross-functional collaboration. These included internal campaigns such as lights-off events and resource monitoring, as well as external outreach through partnerships with local schools. These efforts contributed to improved environmental performance and helped cultivate a culture of shared responsibility and continuous improvement, with the goal of broadening employee participation.



## STEAM EDUCATION SUPPORT

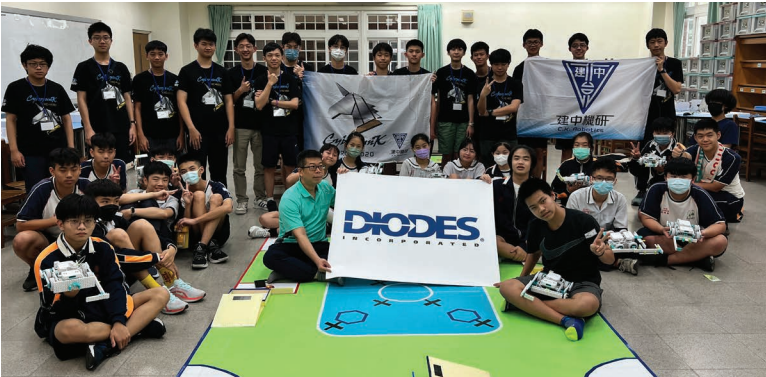
Diodes regards education as a vital investment in both community development and the long-term growth of the semiconductor industry. We continue to strengthen our commitment through thoughtful planning that drives a broad range of STEAM-focused initiatives. By maintaining long-term partnerships with educational institutions at all levels, we provide students with meaningful opportunities to engage in hands-on learning, academic research, and career exploration. These efforts are carried out through diverse programs such as corporate days, internship placements, mentoring, and project-based

Through our support for education, charitable giving, employee volunteerism, and civic engagement, Diodes demonstrates its commitment to the well-being of communities across its global operations.

collaborations, all aimed at helping students gain practical insights into the semiconductor field and enhance their engineering competencies. We also actively support events and organizations including robotics competitions, mathematics contests, and innovation challenges, while funding scholarships and research collaborations to help cultivate a pipeline of industry-ready talent. These initiatives reflect Diodes' enduring commitment to talent development and the continued vitality of the semiconductor sector.

## CHARITABLE GIVING AND VOLUNTEER ENGAGEMENT

Diodes and the Diodes Foundation contributed over \$865,000 to support charitable initiatives across multiple regions. These contributions included donations to food banks in the United Kingdom and the Americas, support for medical research in Taiwan, and funding for organizations such as Breast Cancer Now, Children in Poverty, and the Inverclyde Foodbank. The company also participated in seasonal giving campaigns, including "Santa to Senior" and "Mission Christmas," which provided assistance to underserved populations during the holiday season. In addition to corporate giving, employees organized fundraising activities focused on mental health and cancer awareness, and collected supplies for local schools and shelters.



Employees also engaged in volunteer activities throughout the year. These included preparing over 6,500 meals during the 9-11 Meal Pack Day in the Americas and participating in community clean-up events in Shanghai and Oldham. Other efforts included fundraising through endurance events, donating clothing and school supplies, and supporting local charities and hospices.



OFAB Charity Team  
Proudly partnered with Dr Kershaw's Hospice





# DIODES

I N C O R P O R A T E D

This communication contains forward-looking statements that are intended to qualify for the safe harbor from liability under the Private Securities Litigation Reform Act of 1995. These statements include, but are not limited to, statements regarding Diodes Incorporated's expectations, plans, objectives, strategies, future performance, and sustainability goals, including the achievability and impact of our environmental and social initiatives.

Forward-looking statements are generally identified by words such as "expects," "believes," "plans," "intends," "anticipates," "will," "may," "should," "could," "would," "forecast," "estimate," or similar expressions. These statements are based on current expectations and assumptions and are subject to risks and uncertainties that could cause actual results to differ materially from those expressed or implied in the forward-looking statements.

For a more detailed discussion of these factors, see the risk factors discussion in Diodes' most recent filings with the SEC of 2025 form 10-Q.

The forward-looking statements included in this communication are made only as of the date hereof. Diodes undertakes no obligation to update any forward-looking statements to reflect subsequent events or circumstances, except as required by law.

To learn more about Diodes Incorporated (Nasdaq: DIOD), visit [www.diodes.com](http://www.diodes.com).