DIODES
INCORPORATED

2025 Sustainability Report

Inspiring future technology through leading semiconductor solutions

INNOVATE | EMPOWER | SUSTAIN



2025 **Sustainability** Report

A Journey Towards a Sustainable Future

DIODES INCORPORATED

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A COMMITMENT FROM OUR CEO & PRESIDENT

At Diodes Incorporated (Diodes), we believe that long-term business success is built on trust, responsibility, and a clear sense of purpose. As a global semiconductor company working alongside innovative partners around the world, our role extends beyond delivering reliable technologies—we are committed to creating sustainable value for our people, stakeholders, and local partners.

Our core values of integrity, commitment, and innovation guide the way we operate and grow. They shape how we support our customers, engage with our employees and suppliers, and contribute positively to the communities where we live and work. We believe that enduring performance and responsible growth are inseparable, and that sustainability is fundamentally integrated into how Diodes creates value over the long term.

Our approach to sustainability has clear priorities:

- Managing and reducing our environmental footprint across global operations, including energy use, greenhouse gas emissions, water stewardship, and responsible materials and waste management;
- Upholding human rights and responsible labor practices across our operations and supply chain;
- Enabling sustainable innovation through energy-efficient semiconductor solutions;
- Strengthening responsible supply chain management through collaboration and engagement with a resilient supplier base;
- Supporting the communities in which we operate, including through education and STEAM* engagement; and
- Operating responsibly with strong governance and ethical business practices.

Environmental stewardship is central to this commitment. As we responsibly manage and expand our manufacturing capabilities, we are enhancing energy efficiency, increasing the use of renewable electricity, and reducing our overall environmental impact. Our commitment to reducing operational greenhouse gas emissions and increasing renewable energy use reflects our focus on delivering meaningful and measurable progress.

At the heart of these priorities are our people. We invest in their health, safety, well-being, and professional development, recognizing that an engaged and capable workforce is essential to our success. Through learning opportunities, talent development initiatives, and support for STEAM education, we seek to strengthen future talent pipelines and contribute to a resilient semiconductor ecosystem.

We also recognize our responsibilities across our value chain. By working closely with customers, suppliers, and partners, we integrate environmental, social, and governance considerations into our operations while upholding high ethical standards and compliance with applicable laws and regulations. Open dialogue and transparency remain central to how we engage stakeholders and continuously reinforce accountability.

Looking ahead, we remain confident that integrating sustainability into the way we operate and grow will strengthen Diodes for the long term. By acting with integrity, investing in people and innovation, and managing our impact responsibly, we are delivering lasting value—today and for the future.



Photo credit: Business Weekly

Gary Yu
CEO and President,
Diodes Incorporated

** STEAM = Science, Technology, Engineering, Arts, and Mathematics*

2025 SUSTAINABILITY **HIGHLIGHTS**

In 2025, Diodes continued to strengthen its sustainability programs across environmental management, employee engagement, responsible sourcing, and community impact.

ENVIRONMENT

Climate goals, renewable electricity, and Scope 3 visibility

Established a 20% Scope 1 & 2 GHG* reduction target
Absolute reduction by 2030 from a 2023 baseline

Set a renewable electricity goal of 15%
Global electricity consumption from renewable sources by 2030

Implemented a Scope 3 emissions process
Quantify and disclose value-chain GHG emissions

SUPPLY CHAIN

Supplier engagement, scorecard integration, and risk review

Secured a 100% response rate on the Supplier Sustainability Survey
Covering suppliers representing the top 80% of spend

Integrated sustainability performance into the supplier scorecard for strategic suppliers - Through the supplier scorecard

No significant environmental issues identified within our direct supply chain - Based on 2025 supplier sustainability assessment

SOCIAL RESPONSIBILITY

Early-career talent development and community giving

Supported 42 active apprentices
Alongside expanded university partnerships

Mentored more than 30 interns globally
Supporting Diodes' early-career talent pipeline

Contributed more than $250K in corporate and Diodes Foundation giving
Combined charitable contributions

OUR PEOPLE

Training, engagement, recognition, and well-being

Increased average training hours per employee to 59.4
Up from 38 hours in 2024

Attained 71% participation in our Employee Engagement Survey
Diodes' first global Employee Engagement Survey

Launched an online rewards and recognition platform
Supporting employee appreciation and well-being

**GHG: Greenhouse Gas*

COMPANY PROFILE

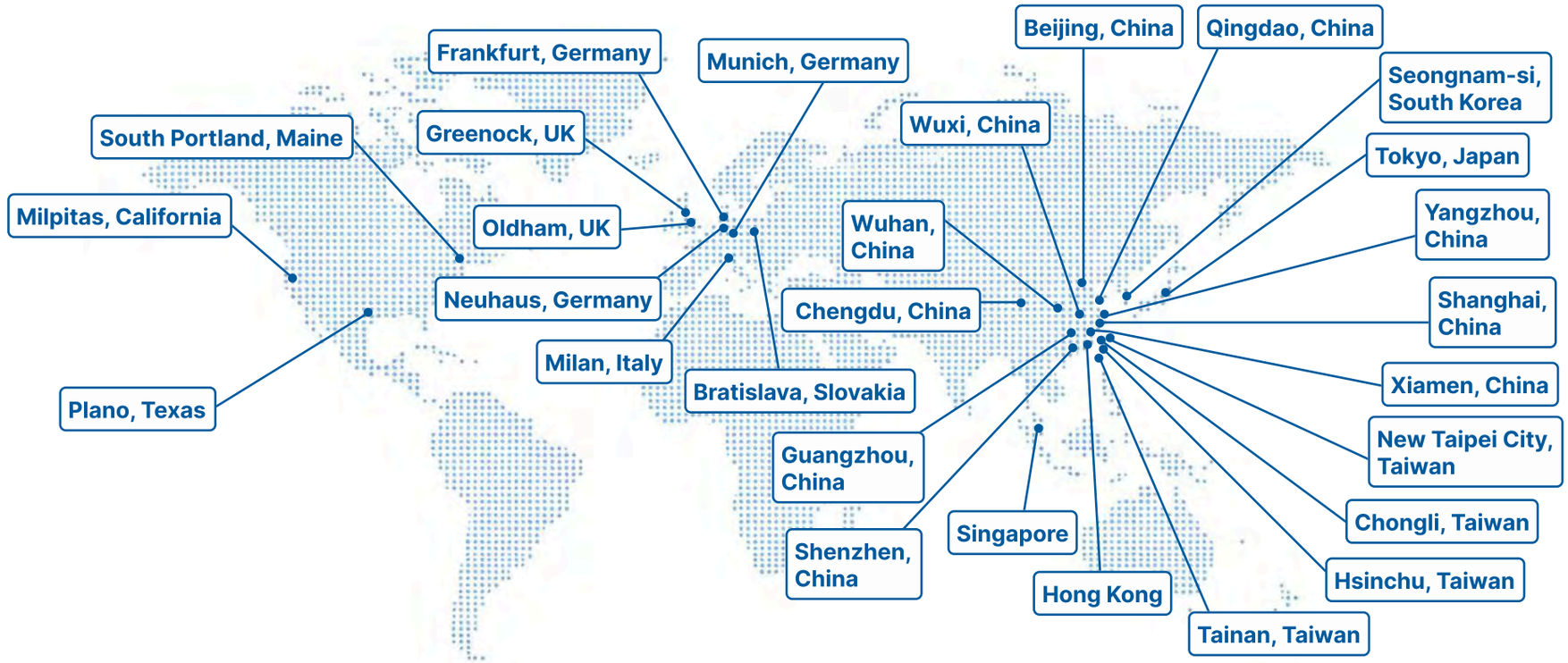


Diodes powers innovation by supplying world-class semiconductor products to top brands across the automotive, industrial, computing, consumer electronics, and communications sectors. We drive customer success with our diverse portfolio of analog and power solutions, using a flexible hybrid manufacturing model that adapts to evolving market demands.

Our application-specific products, delivered through a total solutions sales approach, are backed by robust global operations, including engineering, testing, manufacturing, and customer service. This comprehensive support empowers Diodes to be the go-to provider for dynamic, fast-growing markets, enabling our partners to stay ahead of the curve and unlock new possibilities.

DIODES
AT A GLANCE

67	Years in business
34	Consecutive years of profitability
>50K	Customers in 2025
$1.48Bn	Annual revenue in 2025
>28K	Number of products (SKUs) shipped in 2025
~8700	Employees in 2025
>45Bn	Number of units shipped in 2025



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

Location Type	Location
CORPORATE HEADQUARTERS	Plano, Texas, United States
DESIGN, MARKETING, & ENGINEERING CENTERS	Shanghai, Yangzhou, Shenzhen, and Hong Kong, China; Oldham, England; Greenock, Scotland; 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

COMMITMENT



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COMMITMENT

Overview

Our commitment to sustainability is grounded in our core values of Integrity, Commitment, and Innovation. These values guide how we operate, how we support our people, and how we create long -term value for all stakeholders—including investors, customers, employees, suppliers, and our communities. We organize our sustainability efforts around four pillars:

- Environmental Sustainability
- Social Responsibility & Community Engagement
- Responsible Business Practices & Ethics
- Workplace Responsibility

Together, these pillars reflect our stakeholder-oriented governance approach and our commitment to operating ethically, lawfully, profitably, and sustainably.

We are **not** actively or directly involved in any political advocacy or lobbying groups, nor do we provide financial contributions to political organizations or political campaigns. During the 2025 reporting year, the amount of financial contributions made to political candidates, parties, or political action committees was **zero.** Our interactions on these issues occur mainly through industry or trade associations that we support together with our industry peers, or through community engagement with non-profit organizations and tax-exempt groups.

Through our extensive sales and distribution network, we deliver a broad portfolio of innovative semiconductor products that enable our customers to design inspired and energy-efficient applications. These solutions contribute to reduced energy consumption and support the transition to a more sustainable economy.

At Diodes, we believe that the well-being of our stakeholders is strengthened through sustainability considerations, and such considerations are integral to our ongoing organizational success and operational resilience.

Stakeholder Engagement

We actively engage our key stakeholder groups, specifically employees, customers, and investors, to gather feedback and refine our sustainability strategy. This engagement helps us understand evolving expectations and strengthen collaboration on shared priorities.

We work closely with customers and investors on the topics most important to them and, in many cases, partner directly on greenhouse gas emissions reduction and renewable energy initiatives to improve the environmental performance of the broader value chain.

To guide our disclosures, we reference the SASB Materiality Finder, prioritizing the issues most relevant to our business and stakeholders. We will continue to review and update our disclosures to maintain alignment with leading industry frameworks.

Through ongoing dialogue with stakeholders, we identify sector- and company-specific risks and opportunities and develop proactive strategies to uphold our sustainability standards. We utilize recognized certification and audit processes to maintain accountability and ensure continuous improvement.

Code of Conduct

Diodes aligns its global business practices with the Responsible Business Alliance (RBA) Code of Conduct, the leading industry standard for corporate social responsibility in electronics and technology supply chains.

Our CSER Code of Supplier Conduct and Human Rights and Workforce Labor Rights Policy are grounded in the RBA Code. These policies support safe working conditions, respect for workers' rights, and environmentally responsible operations across our facilities and the supply chain.

The RBA Code is in alignment with the United Nations (UN) Guiding Principles on Business and Human Rights and draws from widely recognized international standards that we support and incorporate in our business practices, including:

- UN Universal Declaration of Human Rights,
- International Labor Organization's (ILO) International Labor Standards and Declaration on Fundamental Principles and Rights at Work,
- OECD Guidelines for Multinational Enterprises,
- Relevant ISO standards.

We participate in the rigorous **RBA Validated Assessment Program (VAP)** to independently verify that our operational activities meet the expectations of the RBA Code and conform to Diodes' internal quality systems and procedures.

How We Ensure RBA Code Compliance



Governance and Oversight

Sustainability is a strategic focus for Diodes and is overseen by both the management team and the Board of Directors (Board). To accelerate progress, we created a **Sustainability Steering Committee** to guide corporate sustainability strategy and provide regular updates to the Board **(at least three times per year)** on key policies, initiatives, and disclosures.

The Committee includes senior leaders such as the President, Chief Financial Officer, Corporate Secretary, the Chief Legal Officer, Vice President of Corporate Operations, and the Worldwide Quality Director. The Committee meets regularly, typically twice a year, to offer direction on actions needed to address critical issues. It also oversees engagement with external stakeholders on sustainability related topics. Through ongoing dialogue with investors, customers, and sustainability rating organizations, the Committee helps ensure that Diodes' sustainability priorities remain responsive, credible, and aligned with stakeholder expectations.

To support our global manufacturing footprint and our commitment to environmental stewardship, we formed the **Corporate Social Environment Responsibility (CSER) Task Force,** comprising regional environmental, health, and safety (EHS) specialists as well as supply chain and human resources professionals. We also created the **Energy & Climate Initiatives Team (ECIT)** to focus on climate-related requirements, including greenhouse gas emissions quantification, assurance, and decarbonization efforts.

The Sustainability Steering Committee, CSER Task Force, and ECIT conduct regular reviews to evaluate progress, addressing emerging risks, and advance initiatives aligned with our long-term goals.

With oversight and support from the Board, we have implemented key policies—including our Environmental Policy and Human Rights and Workforce Labor Rights Policy—that guide how we operate and help ensure our business remains resilient to sustainability-related risks.

The Board's increased oversight is complemented through our **executive bonus compensation program,** which includes a measurable sustainability component aligned with executive accountability.

This integrated governance structure strengthens our ability to manage environmental and social risks and supports our objective of delivering long-term, sustainable profitability for our shareholders.



Sustainability Governance Structure





Responsible Disclosures

Our 2025 Sustainability Report is prepared in alignment with widely accepted global disclosure frameworks to ensure transparency, comparability, and decision-useful information for our stakeholders. These frameworks include:

- **Global Reporting Initiative (GRI)**
- **Task Force on Climate-related Financial Disclosures (TCFD)**
- **SASB Semiconductor Sustainability Accounting Standard**
- **CDP Corporate Questionnaire.**

As part of our commitment to responsible reporting, particularly for institutional investors, we follow TCFD's Principles for Effective Disclosures and reference the TCFD framework in structuring our climate-related disclosures.

We strive to align our reporting with the SASB standards for the Technology and Communications Sector, with a focus on semiconductor-specific material topics. Detailed disclosures are available in the Appendix of this report.

Visit our sustainability webpage for our most recent response to the **CDP Corporate Questionnaire** that covers both climate change and water security surveys.

We actively work to enhance the completeness, accuracy, and transparency of our disclosures. The data in this report is based on internal information, management's good-faith estimates, reasonable approximations, and analysis. Unless otherwise explicitly stated, the information has not been independently audited or verified. Past performance may not be indicative of future results, and our metrics, methodologies, and assumptions will continue to evolve as our sustainability program matures.

We value feedback from our stakeholders and can be reached at sustainability@diodes.com.

ENVIRONMENT



Solar panels at our assembly and test facility in Shanghai, China.

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ENVIRONMENT

Overview

We recognize that our operations, products, and supply chain activities have an impact on the environment and surrounding communities. We are committed to integrating environmental stewardship into our business strategy and operational decision-making.

Our Environmental Policy establishes the foundation for our environmental management approach, including compliance, risk management, and performance improvement.

We extend these expectations across our supply chain. Suppliers are expected to align with our standards and commitments. Diodes has adopted a Code of Supplier Conduct, which outlines expectations for environmental responsibility and regulatory compliance. Direct suppliers are expected to implement this Code and maintain adequate management systems to ensure continued compliance. Suppliers are also expected to achieve ISO 14001 certification or, as a minimum, demonstrate a clear roadmap toward certification.

All Diodes internal manufacturing sites are certified to **ISO 14001** (Environmental Management) and **ISO 45001** (Occupational Health and Safety) management system standards. Approximately 14% of our sites are also certified to **ISO 50001** (Energy Management). Click here for the complete list of our certifications.

Our Path to Decarbonization

Over the past several years, we have strengthened how we monitor and manage key environmental sustainability metrics across our global operations. In 2025, **we advanced from measurement to action** by establishing our first corporate greenhouse gas (GHG) reduction target: **a 20% absolute reduction in combined Scope 1 and Scope 2 emissions by 2030, using 2023 as the base year.**

Key Focus Areas

Our decarbonization approach is guided by three key focus areas:

1. **Data quality and accountability**
   We continue to enhance data integrity, controls, and consistency across sites to improve decision-useful reporting and enable reliable progress tracking over time.
2. **Operational decarbonization**
   We are executing energy-efficiency retrofits and operational improvements across manufacturing sites, while scaling renewable electricity procurement where available to reduce indirect (Scope 2) emissions. At primary manufacturing sites, we are investing in **GHG abatement technologies** to help decouple production growth from emissions intensity.
3. **Value-chain visibility**
   In parallel, we expanded our reporting scope by establishing a process to quantify **Scope 3** emissions, improving visibility into value-chain impacts. Reported emissions for relevant Scope 3 categories are included in the Performance Data section.

Our Path to Resource Conservation & Circularity

In addition to decarbonization, our global manufacturing strategy focuses on two critical environmental dimensions:

Pillar	Objectives	2025 Key Result
Water Stewardship	Increase recycling and reuse to reduce overall freshwater withdrawal.	Increased total volume of water recycled/ reused as a percentage of total water withdrawal.
Waste Diversion	Improve waste diversion rate from disposal. Maximize the lifecycle of electronic equipment through responsible recovery.	Increased total waste diversion from disposal; 100% responsible diversion of e-waste at manufacturing sites.

Financial Impact: Our sustainability projects are not just "costs"— they are efficiency drivers. In 2025, we contributed to operational cost efficiencies through energy conservation, waste-to-value programs, and localized tax incentives.

Transparency and Stakeholder Communication

We share the outcomes of our environmental sustainability efforts through:

- This **Annual Sustainability Report,**
- Our response to the **CDP Corporate Questionnaire**, and
- Participation in **EcoVadis Assessments**, which evaluate sustainability performance across four areas: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement.

While we are committed to these objectives, progress may vary based on several factors, including technical and commercial feasibility, evolving methodologies, site-level operational needs, and cost considerations.

Diodes Recognition

🏆 **Green Factory Award** recognizing a strong compliance program that yielded no incidences in areas including safety, cybersecurity, or data security, and improvements in energy & water consumption, industrial solid waste, and pollution emissions (Shanghai Municipal Commission of Economy and Informatization).

ENERGY MANAGEMENT

We are committed to reducing energy consumption and increasing the use of renewable energy. Each manufacturing site conducts regular energy assessments to identify opportunities for energy conservation, and to increase the use of renewable energy accessible to the respective location, either from local energy providers or through onsite renewable energy generation.

Annual Inventory of Energy Consumption

In 2025, we consumed a total of 621,051 MWh of energy, approximately 70% of which was electricity. Renewable electricity (with corresponding environmental attributes) represented 13% of our total electricity consumption.

Electricity from the grid and onsite solar panels is the primary energy source for Diodes' global facilities. Additional energy sources include natural gas, diesel fuel, gasoline, steam, and district heat. Natural gas is used mainly for heating, humidification control, and our combined heat and power (CHP) plant. Diesel fuel is used primarily for humidification control and periodic operation of emergency power generators.

See the **Performance Data Appendix** for additional energy data.

Use Renewable Energy

Lowering the impact from purchased energy is a critical element in achieving our decarbonization commitment. While energy efficiency in facilities is our focus, we increased the use of renewable energy by installing rooftop solar panels, partnering with local utilities to purchase renewable electricity where available, other utility-supplied products, and exploring long-term power purchasing agreements (PPAs) with renewable energy developers.

In 2025, we consumed 7,785 MWh of electricity generated by solar panels at six of our manufacturing sites in Asia.

Most manufacturing sites in China continued direct renewable electricity contracts through Green Power Trading (GPT) and expected to expand purchase amount in the next several years. GPT supplied 47,187 MWh of traceable renewable electricity over the year, supported by underlying environmental attributes through Green Electricity Certificates (GECs).

Energy Conservation

Energy Management Framework

Our manufacturing sites routinely seek new opportunities to drive energy-management improvement initiatives. This framework strengthens operational reliability, reduces energy demand, and supports continuous performance improvement year over year.

Focus Area	Representative Practice
Governance & Routines	CSER oversight + site ownership + recurring energy reviews
Monitoring & Analytics	Submetering + tool meters + BMS dashboards
Controls & Optimization	OCAP + forecasting + RH/ setpoint controls
Utility System Efficiency	HVAC/AHU + chilled water + CDA + VFDs
Efficient Retrofits	LEDs + sensors + pump/ FFU upgrades
Power Quality & Energy Optimization	Voltage stabilization + fluctuation monitoring

OCAP = out-of-control action plan; RH = relative humidity; BMS = building management system; CDA = compressed dry air; VFD = variable frequency drive; AHU = air handling unit; FFU = fan filter unit.

In 2025, we invested approximately $0.1 million in over 30 global energy conservation projects, resulting in annualized opportunities and estimated savings of approximately 21,264 MWh of electricity and estimated annual cost savings of approximately $62,000.

Key energy conservation initiatives during the year included:

- **Process pump energy-efficiency retrofit projects at our South Portland, Maine (US)** fabrication facility, delivering electricity savings of more than **4,700 MWh annually** as major project phases were completed;
- **Chiller replacement and optimization projects** at manufacturing sites in **South Portland, Maine (US)** and **Shanghai (China),** resulting in combined electricity savings exceeding **2,700 MWh per year,** while improving cooling system efficiency and reliability;



Diodes improves energy efficiency at our manufacturing sites through chiller replacement and optimization projects.

2025 Flagship Energy Efficiency Projects

South Portland, Maine (US)
Process Pump Energy Efficiency Retrofit

- **4,700+ MWh** annual electricity savings from multiphase pump retrofits.

South Portland, Maine (US)
Chiller Replacement & Controls Optimization

- **800+ MWh** annual savings from upgraded chiller systems and optimized controls.

Wuxi, China
Central HVAC & Compressor System Optimization

- Up to **12.5% sitewide electricity reduction** using smart controls and high efficiency equipment.

Greenock, United Kingdom
Fab Tool Idling Optimization

- Reduced idle time energy use, saving approximately **1,450 MWh per year.**

Chengdu, China
LED Lighting Retrofit

- **730 MWh** annual reduction with improved lighting quality and safety.

- **Central air-conditioning and compressor system energy-saving initiatives at our Wuxi (China)** assembly and test sites, achieving site-wide electricity reductions of up to **12.5%** through smart controls, high efficiency equipment installation, and system optimization;
- **Compressed dry air (CDA) system efficiency projects** at fabrication and assembly sites in **Wuxi (China), Shanghai (China), South Portland, Maine (US)**, and **Greenock (UK),** involving leak mitigation, flow optimization, and variable speed compressor upgrades that collectively reduced annual electricity consumption by approximately **3,900 MWh;**
- **LED lighting retrofit programs** at sites in **Chengdu (China)** and **South Portland, Maine (US),** reducing electricity consumption by more than **700 MWh annually** while improving lighting quality and workplace safety;
- **Vacuum pump replacement and process tool optimization projects** at fabrication facilities in **South Portland, Maine (US), Hsinchu (Taiwan),** and **Shanghai (China)**, lowering energy use through the deployment of higher-efficiency pumps and improved load-matching controls;
- **Fab tool idling and operational optimization initiatives** at our **Greenock (UK)** facility, aligning equipment operation with production demand and reducing annual electricity consumption by approximately **1,450 MWh;**
- **HVAC optimization, heat recovery, humidification improvement, and temperature setpoint adjustment projects** across sites in **Greenock (UK), China,** and **Taiwan**, improving energy efficiency while maintaining stable manufacturing environments;
- **Energy management contract (EMC) and energy storage projects** at selected manufacturing locations in China, supporting energy efficiency improvements, enhanced load management, and long-term energy cost reduction.



Energy efficient pump retrofit project – 8% reduction in our US site electricity consumption.



GREENHOUSE GAS EMISSIONS **MANAGEMENT**

We have taken steps to monitor and track the greenhouse gas (GHG) emissions from our global operations as well as supply chains and evaluate decarbonization options. As we are in the early stages of our decarbonization journey, our annual inventory of GHG emissions will reflect fluctuations due to production loads and ongoing energy and decarbonization initiatives.

We use an operational control approach to consolidate our GHG emissions at all our operational sites. Calculations of GHG emissions are aligned to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and the Corporate Value Chain (Scope 3) Standard, an internationally recognized standard for quantifying and reporting GHG emissions.

Scope 1
Direct GHG emissions are from sources owned or controlled by Diodes. Those sources include process gases used in manufacturing, stationary combustion (e.g., emissions from boilers, generators, and other fuel-powered machinery used for industrial processes), mobile combustion (e.g., emissions from owned or leased vehicles and mobile equipment such as forklifts and gas-powered tools), and fugitive emissions from refrigeration equipment and septic systems.

We use an industry best-practice calculation methodology consistent with the **IPCC Tier 2c method** on electronics industry emissions to calculate the process emissions within the semiconductor manufacturing process. The chapter on Electronics Industry Emissions in the **2019 Refinement to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories** provides the comprehensive methodology for quantifying GHGs associated with the use and release of fluorinated compounds (FCs) and nitrous oxide (N_2O) within the industry. In 2025, Diodes' Scope 1 emissions decreased by more than 8% compared to 2024.

See the **Performance Data Appendix** for detailed data.

Scope 2
Diodes emitted indirect GHG emissions from electricity, steam, and district heating purchased and used by the company. In 2025, Diodes reduced its market-based Scope 2 emissions by more than 14% compared to 2024.

See the **Performance Data Appendix** for detailed data.

Scope 3
Scope 3 emissions are indirect emissions from Diodes' value chain. Based on relevancy assessment, relevant and material categories were calculated and reported. Diodes used a spend-based approach to calculate Category 1 (purchased goods and services), Category 2 (capital goods), Category 4, and Category 6 emissions. We leveraged average data approach for category 3, 5 and 7 calculations. We expect to refine these calculations year on year, as we find better ways to collect relevant and direct activity data to improve reliability of calculations.

RELEVANCY ASSESSMENT OF SCOPE 3 CATEGORIES

LEGEND:

- **Relevant and disclosed.**
- **Relevant, but excluded — downstream emissions of intermediate products cannot be reasonably estimated.**
- **Relevant, but excluded due to immateriality.**
- **Not relevant to Diodes.**

1. PURCHASED GOODS & SERVICES Upstream cradle-to-gate emissions from production of goods and services purchased.	**2. CAPITAL GOODS** Upstream cradle-to-gate emissions from production of capital goods purchased.	**3. FUEL & ENERGY RELATED ACTIVITIES** Extraction, production, and transportation of fuels and energy purchased or acquired.
4. UPSTREAM TRANSPORTATION & DISTRIBUTION (T&D) Transportation and distribution of products & services purchased.	**5. WASTE GENERATED IN OPERATIONS** Disposal and treatment of waste generated.	**6. BUSINESS TRAVEL** Transportation of employees for business-related activities.
7. EMPLOYEE COMMUTING Transportation of employees between their homes and their worksites.	**8. UPSTREAM LEASED ASSETS** Operations of assets leased by the reporting company (lessee).	**9. DOWNSTREAM T&D** Transportation and distribution of products and services sold.
10 PROCESSING OF SOLD PRODUCTS Processing of intermediate products sold.	**11. USE OF SOLD PRODUCTS** End use of goods and services sold.	**12. END-OF-LIFE SOLD PRODUCTS** Waste disposal and treatment of products sold.
13. DOWNSTREAM LEASED ASSETS Operation of assets owned by the company (lessor) and leased to other entities.	**14. FRANCHISES** Operation of franchises.	**15. INVESTMENTS** Operation of investments.

Our initial Scope 3 inventory includes seven categories, with three categories representing 98% of total Scope 3 emissions: purchased goods and services, capital goods, and fuel- and energy-related activities. Our analysis identified key emissions hotspots. These insights will inform future decarbonization strategies. We plan to work closely with suppliers to gather supplier-specific data and to engage outsourced manufacturing partners to increase renewable electricity adoption, supporting consistent and meaningful Scope 3 emissions reductions across our upstream supply chain.

See the **Performance Data Appendix** for additional data.

As part of our broader decarbonization strategy, we are laying the groundwork for a dedicated product carbon footprint roadmap, starting with Diodes' critical product categories. This effort reflects our strategic direction toward providing transparent, product-level data to help stakeholders advance their own climate goals.

Our Commitment to Emission Reduction

In 2025, Diodes published its first corporate greenhouse gas (GHG) reduction target, committing to reduce combined Scope 1 and Scope 2 emissions by 20% by 2030. This milestone reflects our growing focus on managing climate-related risks and advancing energy and emissions performance across our operations.

Diodes has also established a short-term target for renewable electricity to account for 15% of total electricity consumption across its global operations by 2030. We remain on track and continue to manage operations to increase the use of renewable electricity where feasible.

Cognizant of the GHG emissions associated with our operations—especially from manufacturing facilities and across our supply chain—Diodes is making progress toward emissions-and energy- reduction goals through targeted, site-level initiatives and cross-functional collaboration.



A parking structure rooftop at our fabrication facility in Hsinchu, Taiwan.

🏅 **Our wafer fabrication site in Taiwan achieved the highest tier of GHG reduction targets under the Ministry of Environment's voluntary reduction scheme. This achievement not only significantly lowered the site's operational carbon footprint, but also qualified it for the nation's most favorable carbon fee rate — reflecting our continued progress in operational decarbonization.**



Solar panels at our fabrication facility in Shanghai, China.

Examples of those efforts include:

SCOPE 1

- Identify opportunities for fluorinated process gas use optimization, including evaluations of alternative process gases and chemicals with a lower global warming potential (GWP);
- Install and enhance point-of-use (POU) abatement systems to treat the exhaust of process gases.

Several fabs have existing POU systems and work on establishing data to complete the qualifications of the destruction and removal efficiency (DRE) of its greenhouse gas abatement systems, ensuring systems are designed for the gas(es) being treated and are operated/maintained according to manufacturer requirements.

At our site in Hsinchu, Taiwan, we implemented process-level GHG abatement initiatives, including the installation of additional plasma abatement systems to reduce emissions from hexafluoroethane (C_2F_6) and its byproduct CF_4. As a result, the site's Scope 1 emissions decreased by 10%.

SCOPE 2

- Initiate and expand energy conservation and energy-efficiency projects at our manufacturing sites;
- Expand the installation of LED lighting, as well as motion and occupancy sensors, to control lighting in manufacturing and office spaces;
- Utilize facility rooftops to install on-site solar photovoltaic systems for renewable energy generation at select locations;
- Purchase and use renewable electricity where available. In 2025, our facilities in Shanghai, Chengdu, and Wuxi procured renewable electricity through Green Power Trading in China.

These efforts support our short-term renewable electricity target and broader Scope 2 emissions reduction strategy.

Seven of our sites in China expanded their use of renewable energy since 2024

SCOPE 3

- Encourage video conferencing and remote collaboration to limit emissions associated with business travel;
- Support lower-carbon employee commuting by providing on-site electric vehicle (EV) charging stations, shuttle buses, and biking infrastructure at select sites;
- Optimize product packing and logistics to increase bulk shipment from product distribution centers;
- Engage suppliers on sustainability and emissions management.

In 2025, Diodes surveyed strategic suppliers representing approximately 80% of category spend, establishing a foundation for future Scope 3 inventory development and decarbonization planning. We are also engaging select outsourced manufacturing partners to pursue increased renewable electricity consumption for the manufacturing of Diodes products.

WATER **MANAGEMENT**

Water resources are essential to our planet and critical to our business continuity, as semiconductor manufacturing is water intensive. We are committed to responsible water management and leverage industry best practices to use water efficiently across our operations.

Water Usage and Operational Impact

We carefully monitor where and how we source water across these manufacturing sites, implement water conservation measures, and set goals to reduce water withdrawal. During the 2025 reporting year, total water withdrawal was approximately 3,264 megaliters in our manufacturing facilities.

Most of the water withdrawal for our global manufacturing was sourced from "third-party water", including freshwater supplied by municipal water networks and third-party reclaimed water. All facilities discharge to a municipal wastewater treatment and are subject to local regulatory requirements for water quality.

We use the World Resources Institute (WRI) Aqueduct Water Risk Atlas to determine whether any of our sites are located in areas of high or extremely high water stress. Water stress is defined as total annual water withdrawals as a percentage of total annual available surface water. The water-stress classification indicates locations with higher exposure to water-related risks.

In 2025, six manufacturing sites were in extremely high water-stressed regions and one manufacturing site was in a high water-stressed region. We continue to monitor water data and water risks and implement conservation initiatives to mitigate risk and enhance operational resilience.

For additional water data, see the **Performance Data Appendix.**

Water Stewardship

Water reuse and recycling are key components of our water conservation efforts. Semiconductor manufacturing equipment requires ultra-pure water, which is produced through a reverse osmosis (RO) filtration process. Concentrated wastewater generated during RO is treated and filtered for reuse in our manufacturing facilities where feasible.

Several of our manufacturing facilities are equipped to further recycle wastewater that cannot be sufficiently purified for manufacturing use. Recycled wastewater, including condensate from facility air handler units, is used for non-potable facilities' support, such as landscape water supply or sanitation purposes.

These water conservation activities reduce the amount of water that is otherwise withdrawn. As part of our commitment to water-use efficiency, approximately 2,186 megaliters of water were recycled or reused in 2025. Total volume of water recycled and reused as a percentage of the total water withdrawal was 67%.

As part of Diodes' broader resource-conservation efforts, we continue to invest in water infrastructure upgrades and reuse systems to improve operational efficiency and reduce environmental impact. Capital investments and operational projects supporting these efforts in 2025 included:





- **De- ionized (DI) rejection water recovery projects at our South Portland, Maine (US)** fabrication facility, which redirect DI system reject water to plant condenser water reservoirs for reuse, reducing potable water withdrawal and improving overall water efficiency;
- At our **Shanghai (China)** fabrication facility, **reverse-osmosis (RO) concentrated water reuse initiatives** were implemented to supply cooling towers and redirect scrubber equipment drain streams for treatment and reuse. These projects reduced annual water withdrawal by up to **28,000 cubic meters**;
- **Wastewater treatment and reuse enhancements** at multiple manufacturing sites, including upgrades to ammonia nitrogen (NH_3-N) and organic wastewater treatment systems, membrane replacements, and reuse of treated wastewater for cleaning towers and process support;
- **Expanded water recycling and reuse systems** at sites in China and Taiwan, incorporating additional reclaim tanks, online metering, and optimized balancing between reuse streams to improve overall water recycling efficiency;
- **Cooling system upgrades and optimization projects**, including cooling tower modifications, water recovery from DI rejection streams, and reuse of RO concentrate water, further reducing freshwater demand.

In addition to complying with applicable environmental laws and regulations in the countries where we operate, Diodes continues to leverage available technologies and collaborate with local governmental agencies to identify opportunities for continued improvement.

Wastewater Management

We treat and reuse wastewater at our manufacturing facilities and follow water-management standards that establish minimum requirements for wastewater discharge, stormwater pollution prevention, and site-specific programs to help ensure we meet or exceed applicable regulatory requirements. Where feasible, we treat wastewater on-site for reuse in cooling systems and irrigation. We maintain internal programs and procedures to help ensure wastewater generated at all sites complies with local, state, and national discharge requirements. Monitoring parameters are consistent with standard semiconductor industry practices and typically include biological oxygen demand, total suspended solids, metals, pH, and temperature.

Diodes Recognition

🏆 **Water Efficiency Leader Award** for proactive water efficiency management practices that meet advanced standards. These include multiple water recycling systems and standardized water usage at each point in the manufacturing process (Shanghai Water Authority).



Diodes integrates recycled water systems into our sites operations to support sustainable water management.

WASTE MANAGEMENT

We are committed to responsibly managing the waste generated from our operations and reducing the amount of waste directed to disposal through waste reduction and diversion. We manage our waste according to the following steps:

SOURCE REDUCTION
Select and use materials in a way that reduces or eliminates the quantity and/or hazards of the waste generated.

REUSE AND RECYCLING
Reuse, reclaim, or repurpose waste to fulfill a purpose in place of new materials. This includes solvent waste that is recycled and subsequently used as fuel in other industries.

TREATMENT
Treatment of waste to reduce the quantity and/or hazards of the waste.

RESPONSIBLE DISPOSAL
Disposal via incineration (with or without energy recovery), landfilling, and other responsible and compliant disposal operations.

We comply with applicable laws and regulations regarding the storage, transportation, and disposal of hazardous and non-hazardous waste; and we engage waste-management service providers that have the appropriate licenses, permits, and certifications for the services that they provide to us. Hazardous and non-hazardous waste generation at our manufacturing sites are reported based on the definitions in each jurisdiction.

Recycled, reused, reclaimed, and remanufactured waste was defined per the legal or regulatory framework(s) applicable within the jurisdiction where the waste was generated. For operations located in jurisdictions that lack applicable legal or regulatory definitions, we follow definitions from GRI 306: Waste 2020. We continue to explore waste diversion options as well as a waste diversion goal to lower the impact from waste we generate.

WASTE DIVERTED FROM DISPOSAL	WASTE DIRECTED TO DISPOSAL
We categorize our waste **diverted from disposal** as below: • Preparation for reuse; • Recycling; and • Other recovery operations—reclamation, and/or remanufacturing, e.g., fuel blending (not to incineration).	We categorize our waste **directed to disposal** as below: • Incineration of waste (with or without energy recovery); • Landfilling; and • Other disposal operations.

In 2025, we diverted approximately 68% of total waste generation from disposal. Approximately 71% of our hazardous waste and approximately 66% of non-hazardous waste from manufacturing was diverted from disposal through recycling and other recovery operations.

For additional data, see the **Performance Data Appendix.**

Waste Reduction and Diversion

Our sites continue to explore opportunities to reduce indirect material input to reduce waste generation. Process mapping is carried out to explore opportunities for improvements.

WEEE Management
Although Diodes does not directly manufacture any electrical or electronic end equipment, we share global concerns over electronic waste getting into landfills, contaminating groundwater, and creating environmental issues.

We are committed to playing our part in the preservation and protection of our environment and embrace the guidance in the Waste Electrical and Electronic Equipment Directive (WEEE Directive), which aims to reduce the amount of electrical and electronic equipment produced and to encourage reusage, recycling, and recovery.

We maintain designated battery bins in our facilities for employees, and we either schedule regular recycler pick-ups or send them to local drop-off stations. When it comes to end-of-life computers and equipment, we follow our internal protocols for proper discarding. In certain locations, equipment is sold to local non-profit organizations or offered to employees at a nominal cost.

Our local IT and Environmental, Health, and Safety (EHS) teams collaborate closely with the procurement team to ensure data erasure and proper processing of WEEE, which includes IT equipment and electronic components from decommissioned manufacturing equipment by qualified recyclers, resulting in additional miscellaneous income.

Packaging Materials

To protect product safety, quality, and reliability during handling and shipping, we use materials such as shrink wrap, bubble wrap, cardboard boxes and tubes, and plastic wafer boxes. Approximately 96% of the plastic packaging materials used for outbound shipments in 2025 are technically recyclable.

We prioritize recyclable packaging, minimize material use where feasible, and reuse inbound packaging (e.g., silicon trays and bubble wrap) when commercially practical. We also require packaging suppliers to meet our environmental expectations and seek environmentally preferable options, including recycled-content materials, to improve packaging recyclability and reusability.

EMPLOYEE AWARENESS AND **ACTIONS**

Various "Green Teams" have been formed within Diodes to:

- Assist with educational opportunities that raise awareness of environmental sustainability and inspire commitment to a sustainable business;
- Identify actions our employees can take to help reduce their environmental impact, and increase employee engagement and collaboration between departments; and
- Inspire change and creativity to design and implement sustainability programs that aim to improve our operations to be more energy- and material-efficient.

For example, our manufacturing site in Oldham, UK deployed three independent Green Teams at different organizational levels to help create and drive positive environmental change within that site:

1. **Environmental Steering Committee:** Oversees ISO 14001 (Environmental Management System) requirements and site environmental management (e.g., waste and effluent);
2. **Green Team:** Facilitates employee-led initiatives (e.g., community litter pick-up and lights-off events) to broaden participation; and
3. **Sustainability Team:** Coordinates quarterly initiatives reporting to the corporate Sustainability Steering Committee, develops KPIs for Scope 1 and Scope 2 GHG emissions, and drives site improvement projects.

Employee representatives from different functions within that site have come together to leverage their skills and expertise to develop plans, implement programs, and manage progress. Opportunities identified by these initiatives included the following:

- Reducing electricity and water use through metering and targeted upgrades (e.g., LED lighting, cooling and ventilation improvements, and high-efficiency EC (electronically commutated) fans); and
- Reducing air emissions by installing enhanced abatement systems for process gases such as sulfur hexafluoride (SF_6).







Diodes Celebrating Earth Day.

SUPPLY CHAIN



Our distribution center in Taoyuan City, Taiwan

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SUPPLY CHAIN

Overview

Building on our foundation of operational excellence and efficiency, we integrate sustainability into our supply chain practices. Our approach centers on three strategic elements that help strengthen a resilient and transparent ecosystem.

Partnering for Resilient and Sustainable Operations

- We undergo Responsible Business Alliance (RBA) audits that help promote accountability across our upstream supply chain;
- We hold our suppliers to high standards of social, environmental, and safety practices and expect their adherence to Diodes CSER Code of Supplier Conduct;
- We conduct periodic supplier assessments and reviews to drive continuous improvement.

Ethical Sourcing and Supply Chain Transparency

- We are committed to sourcing conflict-free minerals for use in our products;
- We respect human rights through due diligence to identify and prevent risk of modern slavery, human trafficking, forced or involuntary labor, or child labor;
- We leverage a resilient supplier base and prioritize local suppliers to deliver quality goods and services and to promote economic inclusion.

Business Integrity and Competitive Market Stewardship

- We establish, preserve, and enforce our intellectual property rights to stay competitive in the market;
- We respect the intellectual property rights and data of our suppliers, customers, and other third parties;
- We combat counterfeit products and encourage customers to purchase directly from us or our authorized distributors to receive reliable and quality products;
- We compete fairly and conduct business in accordance with the applicable laws and regulations.

Our Commitment

Responsible Business Alliance
Advancing Sustainability Globally

We align our business practices with the Code of Conduct published by the Responsible Business Alliance (RBA). The RBA Code of Conduct establishes standards to ensure safe working conditions in the electronics industry, in industries where electronics is a key component in their supply chains, that workers are treated with respect and dignity, and that business operations are environmentally responsible and ethically conducted. Through RBA's rigorous Validated Assessment Program (VAP), Diodes endeavors to ensure that its operational activities are in alignment with the RBA Code and Diodes' quality standards and procedures.

Diodes conducts business in accordance with our core values of integrity, commitment, and innovation. As a company with global operations, we are committed to protecting human rights and take the responsibility of preventing modern slavery in our business and supply chains seriously. We are committed to upholding the best practices as outlined in the UK Modern Slavery Act and remain vigilant to continuous improvement.

We reinforce our commitment to ethical labor practices through our Human Rights and Workforce Labor Rights Policy, which sets expectations for fair treatment, dignity, and safe working conditions across our operations and supply chain.

Intellectual Property Protection

Diodes respects the intellectual property rights of third parties and vigorously works to establish, preserve, and enforce its own intellectual property rights to maintain market competitiveness. In addition to patents, trade secrets, copyrights, and other intellectual property rights owned by us, examples of our trademarks can be found here. The use of our trademarks requires our prior authorization and is subject to Diodes' guidelines.

We may periodically obtain patents, trademarks, copyrights, and other intellectual property rights as part of our business.

We may assert and enforce our intellectual property rights against infringers to protect our intellectual capital and IP investments, and to ensure our freedom of operation.

Innovation is an integral part of our core values. By providing patent incentive awards to our employees, we recognize their contribution to our intellectual capital and encourage innovation in all organizational levels and functions.

During the 2025 reporting year, we were not involved in any legal proceedings associated with anti-competitive behavior regulations (e.g., price-fixing anti-trust behavior, patent misuse, or product bundling aimed to limit competition); therefore, we did not incur any monetary losses or liabilities associated with the enforcement of such anti-competitive behavior regulations.

We compete fairly and operate our business in compliance with the applicable anti-trust laws, and do not engage in anti-competitive behavior or monopoly practices. There have been no significant incidents of any noncompliance concerning product and service information, marketing or labelling regulations, or relating to bribery or corruption.

SUPPLIER MANAGEMENT

We strive for environmental sustainability and social responsibility to have a long-term, positive impact on our stakeholders. These expectations are incorporated into the business processes we use with our suppliers to maintain and improve supply chain accountability. We expect our suppliers to join us in this commitment and conduct their businesses based on this shared set of values and principles.

We have adopted a robust quality management system that incorporates supplier quality control and supply chain security processes so that we can consistently source and deliver high-quality products. Consistent with our Anti-Counterfeit Policy, supply chain integrity is of critical importance to us and our customers.

Our Programs

We communicate our sustainability expectations through multiple channels, including Diodes' CSER Code of Supplier Conduct and Supplier Responsibility and Ethics Letter.

Our Code of Supplier Conduct is modeled on the RBA Code of Conduct that defines labor, health and safety, environmental standards, business ethics standards, and a management system to assure continued compliance. We expect our suppliers to recognize and conduct their business in a manner consistent with the RBA Code of Conduct.

We hold our suppliers to high standards of social, environmental, and safety practices and expect their adherence to our Code of Supplier Conduct. As part of our supplier responsibility program, direct suppliers are required to sign our Supplier Responsibility and Ethics Letter. In 2025, 100% of new direct suppliers signed the Letter.

We also conduct annual supplier assessments and incorporate sustainability-related criteria into our supplier scorecard for strategic suppliers to support evaluation and selection.

We continue to strengthen responsible sourcing practices. These efforts include training for buyers and suppliers, performance metrics, grievance and escalation mechanisms, and transparent monitoring processes, helping us better understand, manage, and influence environmental and social performance across our value chain.

Supplier Policies and Procedures

Those doing business with Diodes are required to comply with the applicable laws of the countries in which they do business. This includes laws against human trafficking, compulsory prison labor, child labor, slave labor, and physical abuse of workers. Direct suppliers are also required to monitor their suppliers for compliance with the laws and regulations of the countries in which they have operations. We generally reserve the right to require our direct suppliers to periodically acknowledge in writing their compliance with the applicable laws, regulations, Diodes' CSER Code of Supplier Conduct, and related policies. Strong management systems, such as ISO 14001:2015, are encouraged to be used with our strategic suppliers.

We expect our suppliers to adhere to the various principles and requirements outlined in our policies,

- Diodes' CSER Code of Supplier Conduct
- Corporate Social & Environmental Responsibility
- Supplier Responsibility and Ethics Letter
- Human Rights and Workforce Labor Rights Policy
- Environmental Policy
- Anti-Bribery and Anti-Corruption Policy
- Conflict of Interest Policy

Diodes maintains the right to inspect suppliers to monitor their compliance with the applicable laws and adherence to our Code of Supplier Conduct and various supplier-related policies. In the event that an inspection reveals noncompliance, we will address these issues on a case-by-case basis. We reserve the right to terminate our business relationship with any supplier who fails to comply with these requirements or resolve the noncompliance in a satisfactory time frame.

We award business to suppliers who commit and adhere to the applicable laws and regulations and who act fairly and with integrity, compete in an ethical manner, provide a safe and healthy working environment, treat stakeholders with respect and dignity, and respect internationally proclaimed human rights.



COLLABORATION AND CONTINUOUS IMPROVEMENT

In 2025, we distributed our annual sustainability assessment to strategic suppliers, and **100% of suppliers representing our top 80% spend responded,** demonstrating strong engagement and alignment with our expectations.

All assessed manufacturing suppliers maintain ISO 14001 or EMAS-certified environmental management systems, ensuring adherence to recognized environmental standards and reinforcing our shared commitment to responsible operations.



Supplier Engagement

Supplier Sustainability Survey

Our supply chain spans a diverse and globally distributed network encompassing raw material suppliers, foundries and subcontractor partners, indirect material providers, logistics vendors, labor agencies, and professional service firms. Strategic suppliers complete sustainability survey annually. We engage with our key suppliers to better understand their existing sustainability practices and identify areas for collaboration and continuous improvement. The survey covers a comprehensive range of topics, including human rights, social and environmental responsibility, conflict minerals management, emissions reduction initiatives, and renewable energy transition strategies.

In 2025, we surveyed top 80% spending suppliers and had a response rate of 100%. No suppliers were found with materials that pose significant negative environmental or social impacts. There were no terminations of suppliers due to noncompliance regarding environmental or social expectations.

The survey consists of two key elements. The first is our supply chain risk assessment, which enhances our understanding of potential social and environmental risks and helps ensure our sustainability strategy is effectively embedded throughout the supply network.

The second is to communicate specific expectations for suppliers' activities relating to GHG emissions and their commitment to sustainability, which aims to decarbonize our upstream supply chain and advance clean energy.

We require our suppliers to track and report relevant data to us on an annual basis. In the next several years, we will also work with our suppliers to increase renewable energy procurement for their manufacturing.

Outsourced Production

We adopt a flexible manufacturing strategy—including leveraging external assemblies, test subcontractors, and wafer foundries to fulfil additional capacity needs beyond our installed base of owned capacity.

We require these critical outsourced production suppliers to comply with our quality specifications. Our corporate supplier quality specifications encompass a wide range of topics such as quality controls, reliability, quality system requirements, change management, continuous improvement activities, conflict minerals, and data retention. They are key stakeholders in our supply chain, and we engage frequently with these critical suppliers throughout the year. Their performance is evaluated through periodic quality scorecard assessments and business reviews. Diodes' Supplier Quality Engineering (SQE) conducts regular Quality Systems Assessments (QSA) and audits based on the QSA of our manufacturing suppliers to review and verify compliance, which covers criteria regarding Environmental Management, Hazardous Substances Process Management, and Ethics & Corporate Social Responsibility. We continue to work with our suppliers to mitigate any nonconformance regarding social and environmental expectations, and corrective actions are monitored through to completion.

Supply Chain Resilience

We maintain a resilient supplier base to support business continuity and mitigate supply chain risk. Where possible, we qualify multiple sources across geographies for critical materials and components, reducing dependence on single-source suppliers and enhancing supply chain flexibility. We also prioritize local sourcing where feasible to reduce transportation-related costs and greenhouse gas emissions. Together, these practices help support operational stability and maintain a reliable supply of materials and components for our business operations.

Responsible Minerals Sourcing

Diodes is committed to ensuring the use of responsibly sourced minerals in our supply chain. The armed conflict and human rights atrocities that proliferate and are funded by the exploitation of natural resources in the Democratic Republic of Congo (DRC) and other regions of concern are unacceptable, and any manufacture of product connected with this will not be tolerated.

Commonly known conflict minerals are tantalum, tin, tungsten, gold (3TG), and cobalt. Conflict minerals originating from these regions of concern must not be included in materials or products supplied to Diodes or its subsidiaries unless the smelters or refiners are listed as "conformant" on the Responsible Minerals Initiative (RMI) website. We are committed to ensuring an ethical and diverse supply chain that is focused on responsible mineral sourcing.

Actions We Are Taking

We require our relevant suppliers of components and raw materials to undertake reasonable due diligence within their supply chains to determine the source of these metals. We survey our relevant suppliers of components and raw materials at least annually concerning the origins of these metals. The results of these surveys are published in the form of the RMI reporting templates: Diodes Conflict Minerals Reporting Template (CMRT) and Extended Mineral Reporting Template (EMRT).

Diodes' Statement on Conflict Minerals describes our approach and commitment to sourcing only conflict-free materials. We are committed to the sourcing of raw materials in a way that supports human rights, labor, health and safety, the environment, and ethics.

Diodes annually files a Conflict Minerals Report using Form SD with the U.S. Securities and Exchange Commission.

These are submitted at the end of May each year and are also displayed on the company website.

Responsible Use of Materials in Our Products

Semiconductor manufacturing processes are complex and require the use of an assortment of materials during the wafer fabrication and product assembly operations. We are committed to sourcing and handling these materials and chemicals (including hazardous substances, where necessary) in an environmentally and socially responsible manner so as to protect the environment and our employees, customers, and communities.

We regularly monitor the use of materials and chemicals in our production manufacturing processes and provide personal protective equipment (PPE) and implement safety protocols to ensure the safe handling of chemicals. Where possible, we identify and substitute environmentally preferred alternatives to the materials and chemicals used in our manufacturing to reduce the environmental impact. We remain compliant with applicable legal and regulatory requirements and maintain the quality and reliability of our products.

We enforce rigorous product compliance with the EU Directive regarding the Restriction of Hazardous Substances (RoHS) 2011/65/EU and 2015/863/EU; the EU Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) Regulation 2006/1907; and other international legislation. We provide customers with information on the chemical composition of the materials used in our products as further described in our Master Certificate of Compliance (CofC).

- All of Diodes' products are REACH compliant. Where REACH substances of very high concern (SVHCs) are contained in our products, they are listed in our master CofC and either registered for usage, exempt from registration requirements, or present as impurities;
- All of Diodes' products are RoHS compliant. Some use exemptions to enable their compliance. These are listed in our master CofC;
- RoHS compliance is indicated on shipping labels that are attached to packing materials, such as reels and shipping boxes.

California Proposition 65

California Proposition 65, officially known as the Safe Drinking Water and Toxic Enforcement Act of 1986, was enacted in November 1986 Proposition 65 protects the state's drinking water sources from being contaminated with chemicals known to cause cancer, birth defects, or other reproductive harm, and requires businesses to inform individuals in the State of California about possible exposures to these chemicals as listed in the Proposition 65 List. Learn more about Proposition 65 here.

Proposition 65 requires businesses (including manufacturers, distributors, and retail sellers) to provide "clear and reasonable warning" to consumers if their products contain one or more of the chemicals on the Proposition 65 List. A Proposition 65 warning does not necessarily mean a product is in violation of any product-safety standards or requirements. While Diodes does not sell directly to consumers, our products may be incorporated into end products that are sold to consumers. As a component manufacturer, we have concluded that most of our products contain at least one substance included in the Proposition 65 List.

For Diodes products sold into the State of California, the following label, or similar, is affixed to the product packaging. We regularly review the Proposition 65 List and reserve the right to amend this label as necessary.

⚠ **WARNING:** This product can expose you to chemicals including lead and lead compounds which are known to the State of California to cause cancer and birth defects or other reproductive harm. For more information, go to www.P65Warnings.ca.gov.

PRODUCT **MANAGEMENT**

Product longevity and continuity of supply are important to Diodes. We adopt a flexible manufacturing strategy and multiple inventory management disciplines to meet our customers' expectations of product longevity and supply continuity consistent with industry standards. We are committed to following a controlled, documented, and transparent business process should a product reach the end of its life cycle, and we will collaborate with our customers to help facilitate a seamless product transition in the event a product is discontinued.

When available, we seek to provide product life cycle information to our customers for their product design and planning purposes. We also make available product change notifications consistent with J-STD-046 for product/process changes and J-STD-048 for product discontinuance.

We continuously oversee the performance of our product development and manufacturing processes to promote consistent quality and reliability throughout each stage of the product life cycle.

As part of our well-defined issue resolution processes, containment processes have been specified and, if needed, may be initiated and will be executed in close cooperation with our customers. As such, Diodes has not initiated any product recalls due to concerns regarding the safety of our products over an extended period of at least five years.

Continuity and reliability of the supply of materials and chemicals used in our product manufacturing are critical to our longevity and continuity of supply commitments to our customers. To help mitigate any risks of supply shortage and the impact on our operations, we use multiple suppliers for critical materials and chemicals.

We also monitor the applicable regulatory restrictions that may be applied to the importation and use of such materials and chemicals and that may otherwise impact their availability. We encourage customers to purchase directly from Diodes or our authorized distributors to ensure receipt of authentic Diodes products. This minimizes any safety or reliability risks associated with counterfeit or compromised semiconductors in the supply chain.



Diodes Recognition

🏆 **Top 5 Sales & Revenue Leader**
in the Assembly/Test industry (Shanghai Semiconductor Association).

🏆 **Industrial Output Excellence Award**
for efficient and productive performance (Shanghai City Songjing Economic and Development District Management Commission).

🏆 **Best Power Management IC Product of the Year**
for our AP33771C and AP33772S USB Type-C® PD 3.1 Extended Power Range (EPR) Sink Controllers (EE Awards Asia).

SOCIAL RESPONSIBILITY



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SOCIAL RESPONSIBILITY

Overview

We take a stakeholder-oriented approach towards sustainability, recognizing the communities where we operate as key stakeholders and striving to make a positive impact. We are committed to the following:

- Developing and manufacturing semiconductor products for customer end-applications that support the health and well-being of both our communities and our planet;
- Conducting business with integrity and high ethical standards, and combating bribery and corruption as well as cybersecurity threats;
- Supporting our communities through the promotion of science, technology, engineering, arts, and mathematics (STEAM); and
- Contributing to relief projects and charitable initiatives in underserved communities.

Our Products

At Diodes, we develop semiconductor products that improve end-application performance with energy-saving features. We work with customers to build products that increase energy efficiency and support environmental stewardship and community well-being.

Our market focus is on high-growth, end-user applications serving the following segments:

- **Automotive:** connected driving, comfort/style/safety, and electrification/powertrain.
- **Industrial:** embedded systems, industrial automation, medical, energy management, smart buildings.
- **Computing:** cloud computing, server, AI server, storage, data centers, and edge AI.
- **Consumer:** IoT, wearables, home automation, home appliances, smart infrastructure, and charging solutions.
- **Communications:** Smart phones, telecom, enterprise networking, smart infrastructure including space-based connectivity.

Our semiconductor devices are used in a wide range of applications, including energy-efficient solutions utilized in smart and efficient factory automation, power distribution systems, battery management, and image processing systems. We invest in research and development (R&D) to develop semiconductor devices that enable electronic systems in high-growth, higher energy-efficient markets such as energy management, electric vehicles, and charging infrastructures. Other examples of applications include energy storage systems, vehicle charging stations, LED lighting, smart home devices, telehealth, and medical equipment, as well as end-equipment used for energy-saving and pollution-elimination purposes.

We collaborate with our customers in the development of products to help them and their customers reduce their overall carbon footprint.

Examples of our collaborative efforts on factory automation and lower energy-consumption initiatives include smart meters, industrial sensors, cameras, safety alarms, control panels, HVAC controls, robotics, automated scanners, and products used in smart grid and energy generation and transmission systems such as solar cell systems, Power over Ethernet (PoE), inverters, wind power generators, and the conversion to full electric vehicle systems.

In 2025, we introduced more than 650 new and improved discrete, analog, power management, timing, and connectivity semiconductor parts that help our customers design and deliver low-emission products for the automotive, industrial, computing, consumer electronics, and communications market segments.

Examples of our products that are used in the wide range of applications mentioned are low dropout (LDO) regulators, high-precision operational amplifiers, audio amplifiers, current monitors, AC-DC converters, DC-DC converters, USB Power Delivery (USB PD) controllers, photocouplers, gate drivers, isolation products, low-power Hall sensors, image sensors, Piezo sounders, ideal diodes, high-efficiency MOSFETs, silicon carbide (SiC) diodes and MOSFETs, Super Barrier Rectifiers (SBR), transient voltage suppressors (TVS), thyristors, BJT: ORing controllers, high-performance transistors, high-voltage switching diodes, PCIe and multi-protocol switches/ multiplexers, interface, signal integrity, PCIe packet switches, crystal, crystal oscillators, clock ICs, and real-time clocks (RTC).





Diodes wins the EE Awards Asia 2025 Taiwan Product Award for its high performance power management IC solutions.

BUSINESS ETHICS

Diodes is committed to operating with a strong sense of integrity, which is critical to maintaining trust and credibility with our stakeholders.

We believe that long-term, trusting business relationships are built by being honest, open, and fair. We are committed to fostering a culture of integrity that starts with the management team modelling the right way and employees doing the right thing across all levels of the organization.

Our promise is to uphold high professional standards in all our global business operations, and we expect the same from our suppliers.

These values are embedded in our policies and are applicable to all employees, suppliers, and third parties with whom we partner:

Corporate Social & Environmental Responsibility Supplier Code of Conduct
Code of Business Conduct
Anti-Bribery and Anti-Corruption Policy

Diodes employees are required to familiarize themselves with the Code of Business Conduct and related policies and procedures. New employees, as part of the on-boarding process, are required to acknowledge certain policies and procedures including our Code of Business Conduct. Each year, employees are required to formally acknowledge that they have read and will comply with the Code of Business Conduct. This mechanism helps increase awareness of acceptable business conduct and allows us to deal with issues as they arise.

In 2019, we launched a web-based Ethics and Code of Conduct course intended for 100% of our employees worldwide. Since then, we have provided additional online courses covering topics such as cybersecurity, anti-harassment, and anti-bribery and anti-corruption. We continue to utilize online global employee training programs to increase awareness of and promote ethical business conduct as we strive for zero ethics violations.

Diodes' core values are incorporated in the expectation of integrity, honesty, and fairness in our business dealings. Our "open door" policy, where we encourage employees to approach management with questions, ideas, concerns and feedback and engage in two-way dialogue, is a key element of supporting this expectation, and is reflected in our accounting, internal controls, and auditing practices.

Employees have access to a number of reporting channels including reporting to their supervisors, Human Resources, Legal and Compliance departments, and our independent hotline service; to communicate incidents or suspected incidents of misconduct.

Global hotline phone numbers and access to online reporting is available via NAVEX Global at https://reportlineweb.com/diodes. The telephone hotline service operates in English as well as languages common to our areas of operation.

This is an independent, external service that employees and our external stakeholders can use to express concerns if they experience or suspect a breach of business ethics or possible violations of our Code of Business Conduct, Code of Supplier Conduct, or related policies. Interested parties have the option to report their concerns anonymously via this third-party service. We do not formally track any in-person or in-office visits by employees who report concerns, and we utilize the external service company to monitor and track incoming reports.

All hotline reports received are reviewed and evaluated by a committee comprised of representatives from the Audit, Finance, Operations, and Legal and Compliance functions to determine the appropriate action to address the allegation. If warranted, an investigation is undertaken to determine the validity of the allegation and to identify appropriate actions to be taken as a result of the investigation.

We utilize these reports to help manage and identify potential areas of ethical risks and business misconduct, assess the effectiveness of our ethics and compliance training, and to drive continuous improvement.



Diodes reinforces strong business ethics through employee training on information protection and compliance.

Diodes Recognition

🏆 **Excellent Company in Xinqiao Town** (Songjiang District, Shanghai, China)

🏆 **High-Tech Enterprise Certification** (Jiangsu Provincial Department of Science and Technology, Department of Finance and Taxation Bureau).

COMBATING CORRUPTION **AND BRIBERY**

Bribery and corruption are key social concerns that affect our society, public service, and government accountability. Bribery and corruption also increase the cost of doing business and negatively impact companies' ability to compete fairly on a level playing field. According to the Corruption Perception Index, companies operating in countries with a higher tolerance for corruption have increased fraud and compliance risks associated with bribery and corruption.

One of Diodes' core values is Integrity, and we take a strong stance against bribery and corruption. We prohibit any illegal offers that may inappropriately influence business decisions. Our employees, suppliers, and business partners are expected to comply with these standards of business conduct.

Diodes' products are offered, purchased, and sold based on the strength of our product portfolio, quality, price, customer support, and other competitive business considerations. Our reputation as an ethical and trustworthy employer, supplier, and business partner is, in part, dependent on our ability to effectively manage this legal compliance area.

We take a compliance-driven approach to monitor and manage this risk area, including internal policies and company-wide corporate ethics training; and we investigate allegations of violations of these requirements. In our Anti-Bribery and Anti-Corruption Policy, we address anti-corruption and anti-bribery compliance requirements, consistent with those contained in the U.S. Foreign Corrupt Practices Act, the UK Bribery Act, and other applicable local anti-bribery and anti-corruption laws and regulations.

We periodically review and update our global Anti-Bribery and Anti-Corruption Policy to keep pace with the evolving business environment, changes in the legal and regulatory requirements, and expectations of stakeholders. This policy offers the needed guidance for our employees around the world and prescribes expectations for our suppliers and other business partners.

Every employee, officer, and director of Diodes is required to comply with the Diodes Anti-Bribery and Anti-Corruption Policy and the applicable laws and regulations relating to bribery and corruption.

It is each employee, officer, and director's responsibility to promptly notify the corporate audit director and legal department of any disclosures required by the policy. Diodes has not sought to obtain independent accreditation of its anti-bribery or anti-corruption program. However, we utilize third-party expertise as part of fraud risk assessments of our operations to identify areas of potential vulnerabilities and to strengthen internal controls.

During the 2025 reporting year, no events requiring external reporting in this area occurred within Diodes.



CYBERSECURITY AND **DATA PROTECTION**

Advances in and broader use of information and communication technologies have heightened cybersecurity risks. We regularly assess our corporate readiness against external cyberattacks and insider threats, and we implement corporate-wide measures to protect data and preserve data privacy. In addition to complying with applicable data protection and security laws and regulations, we also implement cybersecurity- and data- protection measures to safeguard our assets, including our intellectual property assets, and to protect our customers' data.



Our policies and procedures focus on protecting our data and our stakeholders' data from unauthorized disclosures, use, or access, and include monitoring mechanisms to prevent unauthorized intrusion into our network and identify vulnerabilities against potential cyberattacks.

Our IT team is leading efforts to modernize and standardize our endpoints by leveraging industry-standard software and hardware. The standardization brings broad data protection capabilities that we continue to improve as new threats arise.

These risk-based cybersecurity measures help to ensure the integrity, confidentiality, and availability of our data. Regardless of where the data resides, we apply appropriate safeguards to ensure a sustainable and robust corporate environment in the interest of our stakeholders. Compliance with Diodes' Information Technology Security Policy and IT Computing Policy is required by our employees and contractors who have access to our networks. We have processes in place to identify and test IT vulnerabilities, and we also have an incident response plan as part of our business continuity plan to address incidents as they arise. We collect and analyze breaches and intrusions of our IT systems and leverage these findings as part of our continuous improvement efforts to further strengthen our IT infrastructure. Additionally, we also work closely with third-party auditors to execute Sarbanes Oxley (SOX) IT control audits and periodically assess the effectiveness of the SOX IT controls.

SOX AUDIT

We raise awareness about the importance of data protection and cybersecurity with our employees through required training and inform our stakeholders of our privacy policy.

We expect our suppliers to implement cybersecurity measures, as well as business continuity planning, to ensure we have a resilient supply chain and to minimize any business interruption that may be caused by data breaches or cyber incidents experienced by our suppliers. Where possible, we also adopt industry-standard contractual protections in our business engagements.

The global legal and regulatory landscape regarding data protection, privacy, and cybersecurity is constantly evolving and we continue to monitor this changing environment to strengthen our compliance. We respect the data and privacy of our stakeholders. Any questions regarding our data protection and security practice can be directed to compliance@diodes.com.



COMMUNITY **ENGAGEMENT**

We are committed to the communities where we operate and where our employees live and work because strong communities and strong businesses grow together. By investing locally, we help build lasting relationships, support community resilience, and create opportunities that benefit students, families, educators, and our workforce alike.

A key part of that commitment is our focus on STEAM education throughout a child's academic journey. We believe that early and continued exposure to science, technology, engineering, arts, and mathematics helps students see what is possible, discover their interests, and imagine meaningful career paths. As an industry leader and community partner, we support STEAM education because it helps prepare the next generation of innovators, problem-solvers, and skilled professionals while strengthening the technology industry for the long-term.

We also encourage community engagement at the site level and provide employees with meaningful opportunities to volunteer. Through these efforts, we aim to be a trusted local partner, deepen employee involvement in the communities we serve, and help foster a more engaged, inspired workforce.

Together with our employees, we support local communities through hands-on involvement, partnerships with charitable organizations, and programs that expand access to STEAM learning. These efforts reflect our belief that community investment, employee engagement, and educational opportunity all work together to create lasting impact.

We help students in our communities visualize and aspire to technology careers by opening our doors to show what it is like to work at our offices and fabrication facilities, while also visiting schools to bring hands-on learning, career insights, and real-world examples directly to them:

INVESTING IN COMMUNITIES

We sponsor several robotics teams to give high school students hands-on experience designing, building, and operating technical products. Through this work, students strengthen critical-thinking and problem-solving skills, gain practical experience, and build confidence in a collaborative, engaging learning environment.

Our wafer fabrication facility in South Portland, Maine, has proudly coached South Portland High School's robotics team, The Riot Crew, for decades. This year, we are celebrating the 30th anniversary of this meaningful relationship, which reflects our long-standing commitment to students, mentorship, and the local community.



In Oldham, UK, our fabrication facility was proud to partner with The Radclyffe School on its 'STEM on Track' project, helping create a hands-on learning experience that brought students, educators, and industry together while giving aspiring young engineers the chance to build and race a go-kart.

We also partnered with For Inspiration and Recognition of Science and Technology (FIRST®), an international nonprofit that offers team-based robotics programs for students ages 4–18, to support the FIRST® Robotics Competition in Taipei, Taiwan and help expand opportunities for young people to explore science, technology, and teamwork.

- We partnered with key target colleges and schools, including Royton & Crompton E-ACT Academy, Hulme Grammar School, Saddleworth, and Oldham Sixth Form College, to provide students studying STEAM subjects with educational tours of our Oldham UK fabrication facility, and to host STEAM events at their schools and colleges;

  Their experiences included hands-on activities such as building an electric circuit, speaking with Diodes' engineering apprentices about working in the semiconductor industry and at a global company like Diodes, and taking a fab tour, including full gowning in bunny-suit overalls as required by quality protocols.

- Our STEAM Ambassadors program celebrated more than 20 years of successful operation. These volunteers, including engineers, graduates, and apprentices, proactively engage with local schools, students, and teachers to promote STEAM through classroom support, project involvement, site visits and tours, and student mentoring;
- At the Big Bang Fair in Oldham, an event that brings science and engineering careers to life through hands-on activities, we led "gowning-up" and "match game" competition for young students;
- We continued our sponsorship of Texas' Perot Museum of Nature and Science. The museum is regional leader in promoting STEAM-led education;
- We maintained our decades-long relationship with the Chinese Institute of Engineers (CIE)/USA-DFW, a national non-profit professional organization of engineers, scientists, and other professionals that focuses on promoting science, technology, engineering, and mathematics; and
- We partnered with The University of Manchester to create the book 'These Chips Can' which highlights how semiconductors affect the technology as compared across generations. Copies were given to primary schools in the Oldham, UK area and teachers were provided training on activities that aligned with the book.



Diodes supported the launch of These Chips Can

In addition to championing STEAM-related initiatives we support our communities through social services including:

- Senior Care through the Santa to Senior program in South Portland, Maine, where we partnered with senior care home to fulfill holiday gift wish lists;
- The Giving Cupboard in South Portland, Maine, The Community Wardrobe and Children in Poverty in Oldham, UK, and food banks in Inverclyde Scotland where we contributed resources ranging from rent to food to clothing to ensure local families in need continued to have access to essentials; and
- LeLe Box Project in Shanghai, China, where we provided child development play sets and support to promote learning and development to more than 800 children from underprivileged backgrounds.

Employee-Led Community Initiatives

As a company, we deeply appreciate the initiative our employees show in giving back to their communities. It is especially meaningful when employees step forward to lead volunteer or community service activities, inspiring others to get involved and make a difference together. These employee-led efforts reflect the care, generosity, and sense of purpose that are an important part of who we are. Employee-led initiatives included:

- Raising donations in support of the British Heart Foundation, Dementia UK, Breast Cancer and local food banks;
- Raising over $16,000 for our Oldham facility's Charity of the Year-Dr Kershaw's Hospice, through walking challenges and summer days out raffles, Christmas light switch on raffle and 12 days of Christmas raffle;
- Collecting toys, winter clothing, coats, and donations for The Children's Charity, the Cold Hands Warm Hearts/Manchester Homeless Charity, Bleakholt Animal Sanctuary, and Wrap-Up Manchester;
- Raising awareness and donations through Christmas Jumper Day during which employees all wore a Christmas jumper (sweater) on the same day, raising approximately $1,500;
- Donating over 100 packages of supplies to local schools in the South Portland, Maine area; and
- Raising awareness and donations through Breast Cancer Awareness Day where employees were encouraged to wear something pink for the cancer charity, raising approximately $3,000;
- Raising awareness and donations for RIG Arts Charity and mental health awareness where employees wore something green for a day and raised approximately $3,300.

wear it pink | breast cancer now









Charitable Giving

As a global company, we share the common goal of helping build a sustainable society and take steps to promote the welfare of others by supporting local, regional, and national agencies with focused aid programs.

In addition to volunteerism, The Company and the Diodes Foundation are proud to support our communities and industry through financial contributions and in-kind giving. We believe that investing in people, programs, and partnerships helps create stronger, more connected communities and lasting positive change.

Our support has touched a wide range of organizations, including the following:

- Alliance Cultural Foundation (Asia, Americas)
- Breast Cancer Now (Europe)
- Chinese American Semiconductor Professional Association (Americas)
- Chinese Institute of Engineers (Americas)
- Dallas Asian American Youth Orchestra (Americas)
- Inverclyde Athletics Club (Europe)
- Inverclyde Chamber of Commerce (Europe)
- Inverclyde Foodbank and Children in Poverty (Europe)
- Mackay Memorial Hospital (Asia)
- National Cheng Kung University Electrical Engineering Alumni Association (Asia)
- North Texas Food Bank (Americas)
- Oldham Enterprise Trust (Europe)
- Perot Museum of Nature and Science (Americas)
- South Portland High School Robotics Team (Americas)
- Taipei Municipal Jianguo High School Alumni Association (Asia)

The aggregate financial contributions from the Diodes corporation were $64,854, and from the Diodes Foundation, $189,725.





EMPLOYEE VOICES



For over thirty years, I have coached a Junior Football Club, each year supporting around 200 children aged 5-16 and helping them grow as athletes and teammates.
I also lead a sports charity that raises funds to provide equipment and clothing, ensuring kids and youth can participate regardless of their circumstances.
Giving back to my community is essential. Helping others achieve what they thought impossible brings greater reward than the effort required.

- Paul Mitchell (Director Industrial System Solutions Coach - Moston Junior Football Club - Founder – Moston & District Sports and Youth Club)

Enabling Emerging Technologists

Continuing to build the next generation of technologists is essential to advancing meaningful innovation not only for ourselves, but also for our customers and the semiconductor industry. When we invest in emerging talent and create opportunities to learn, we help cultivate the curiosity, capability, and confidence needed to solve complex problems in new ways. In doing so, we help ensure that innovation is not only sustained but continually renewed through the people who will shape what comes next.

A key part of ensuring a technologist pipeline is partnering with universities and expanding apprenticeships, internships, and other work-study opportunities that help bridge the gap between academia and the working world. These experiences give people the opportunity to apply what they are learning in real environments, build practical skills, and see more clearly the many ways a career in technology can begin and grow.

Not every path into this industry looks the same, which is why we created multiple avenues for individuals to develop, contribute, and thrive.

The majority of our early career talent participate in internships. We also offer an apprentice program for individuals looking to gain qualifications and experience through formal apprentice programs, and a Year In Industry (YINI) program, offering gap year placements for pre-university and undergraduate students.

In 2025 we mentored more than 30 interns globally, increased our total number of active apprentices to 42, with 13 starting during the calendar year, and hosted three new YINI students.

Nurturing emerging innovators is the heart of our academic community relations program. Our support spans student mentorship to sponsorship of product-focused capstone projects targeting real-world challenges. Highlights from 2025 include:

- Extending our sponsorship of the **National Cheng Kung University student** formula racing club, enabling more than 80 students to participate in the development and design of a racing team and high-performance car. By establishing a modern apprenticeship program and also inviting visits to our facilities, students majoring in Integrated Circuit Technology and Applied Electronics were able to gain a preliminary understanding of our operations and culture;
- Partnered with **Oldham Sixth Form College** to provide three students with four-year scholarships that covered living expenses, laptops, mentoring, and employment opportunities at Diodes for four years;
- An engineering capstone and a student-led research and training initiative focusing on semiconductor design and machine learning, with **Texas A&M University;**
- An expanded relationship with the **Shanghai Technical Institute of Electronics & Information** with two new cooperation projects focusing on internships and mentorships;
- The development of a postgraduate training program for electrical engineering students at **Chengdu Technological University;**
- A suite of three concurrent capstone courses ranging from Information Technology to digital marketing, with the **University of Texas at Dallas;**
- Adding a second co-operative partnership with **Shanghai University of Engineering Science** providing internships to 16 students.

Our Next Generation (Next Gen) initiative provides targeted learning opportunities including skill-enhancement to supplement the participants' technical training and modules on effective communication, emotional intelligence, time management, creative & innovation thinking, well-being, and stress management.

A key component of this program is community engagement. The program's participants become STEAM ambassadors and join the company's outreach efforts to promote these subjects in local schools.

Next Gen Initiative

Apprentice Program	Year-in-Industry (YINI) Program	New Graduates Program

Skill-enhancement trainings	Micro-learning modules	On-the-job training	Community activities	Training surveys

DIODES SCHOLARSHIP

Diodes Scholar Award recipients receive tuition and financial aid to allow full time study complemented by work experience and an opportunity to earn a graduate role.







We continued or expanded programs and relationships with the following schools:

The University of Manchester
University of Plymouth
UCLA
Manchester Metropolitan University
University of Maine
University of Nottingham
Penn
Texas A&M University
Aston University Birmingham UK
中原大學 Chung Yuan Christian University
Lehigh University
華東師範大學
國立高雄科技大學
中國石油大學（北京）
國立成功大學 National Cheng Kung University
國立清華大學 National Tsing Hua University
The University of Texas at Dallas



In addition, we continue building a more diverse workforce, recognizing that diverse teams drive innovation and stronger results. To support this, we partner with organizations that advance diversity in STEAM and management roles, with a focus on attracting experienced female engineers and expanding career opportunities.













OUR PEOPLE



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OUR PEOPLE

Overview

As an international semiconductor company with a global footprint, Diodes recognizes the important role its human capital plays in a talent-based economy, and the impact of effective and efficient human capital management (HCM) has on its long-term strategic success and sustainable growth.



Human Capital Management

Our employees are our most critical asset. They contribute to our financial success for the benefit of all our stakeholders, are the source of great idea generation that fuels the engine of product innovation, and are collaborators and contributors to the success of the communities in which we live and work.

Developing two-way communications and deploying effective feedback mechanisms are critical components in our employee engagement process. In addition to regular CEO and President all-hands meetings, we have an "Open Door" policy where we encourage employees to have routine conversations with their managers to share feedback and express concerns. We also solicit employee feedback informally through regular employee interactions. We conduct individual and team-based performance management appraisals where we hold our managers accountable for setting clear expectations and goals with their teams, provide coaching, help managers identify professional development opportunities, and engage in periodic performance reviews. To that end, we assist our managers with performance-management tools to help them effectively manage their teams and optimize workforce productivity.



Diodes fosters employee engagement through leadership talks and open communication.

We utilize third-party operated, employee self-service portals to allow employees to efficiently and timely manage several of their employment related activities; for example, employee benefits, expense reporting, leave-of-absence management, and attendance records. In addition to employee on-boarding orientations and on-the-job training (OJT), we leverage a third-party learning management system (LMS) tool to provide training to our employees. We regularly assess the training modules to be responsive to the regulatory requirements, professional development, and training needs of our employees.

Employee retention is a critical element in our sustainable success. To maintain a stable workforce, we provide skill-advancement training and coaching, where appropriate, to help our employees enhance their existing skillsets. With our support and preparation, our employees can continue to grow in their current role and maximize the value they contribute to their current teams. Where a suitable rotation opportunity arises, we provide skill-expansion training to equip employees for these new positions. Please refer to the "Investment in Our Employees" section in this report for more details.

We provide safe working conditions and engage our employees in workplace safety behaviours. We have programs to enhance occupational health and safety and to promote employee wellness. These initiatives yield positive business outcomes such as less absenteeism, a more motivated and engaged workforce, higher productivity, more consistent quality performance, and a better corporate image in our local communities which in turn help us attract talent and maintain a stable workforce. Please refer to the "Employee Health, Safety, and Wellness" section in this report for more information. Diversity and inclusion considerations are embodied in many aspects of our operations, including pipeline opportunities.

EMPLOYEE VOICES



Now in my 32nd year, I've witnessed Diodes' growth from $50M in revenue to nearly $2B.
Throughout, Diodes has remained a reliable and resilient workplace, continually reinventing itself through both organic growth and strategic acquisitions, as well as adapting to changes in leadership and the marketplace.
As the Company evolved, so did my career. I started as a financial analyst when Diodes headquarters were in California, and was Corporate Controller, before accepting my current role managing Diodes cash, debt, foreign exchange, hedging activities, and global insurance, among other things.
My skills and experiences expanded as Diodes moved from a micro-cap through the rapid growth of a small-cap. It's been an incredible journey, and I'm excited to see what the future holds.

-Larry Katz (Vice President, Corporate Treasurer)

OUR EMPLOYEES

As of December 2025, Diodes employed approximately 8,700 individuals globally. We strive to foster an inclusive and balanced workforce where diversity of thought and background is respected and embraced across all levels of the organization and regions in which we operate. Women represented 40.9% of our global employee population, demonstrating our dedication to diversity, equal opportunity, and a culture that strengthens long-term organizational resilience.

Workforce Representation

Total workforce excluding portfolio companies: **~8,700**

By Region and Gender

Region	%	Female	Male
Global	100%	40.9%	59.1%
Asia	85.9%	43.5%	56.5%
Europe	9.1%	25.2%	74.8%
America	5%	24.8%	75.2%

By Position and Gender

Position	Female	Male
Executive	19%	81%
Managerial	28%	72%
Professional	35%	65%
Support	44.3%	55.7%

By Type of Role and Gender

Role	Female	Male
R&D	24.3%	75.7%
Sales & Marketing	42.7%	57.3%
General & Administration	55.4%	44.6%
Indirect Labor	18.4%	81.6%
Direct Labor	49.4%	50.6%

By Region and Employment Type

Employment Type	Americas	Asia	Europe	Total
Full Time/Part Time	99.3%	100.0%	91.3%	99.1%
Temporary	0.7%	0.0%	8.7%	0.9%
Total	100.0%	100.0%	100.0%	100.0%

By Region and Age

Region	18–29	30–39	40–49	50–59	60+
Global	19.8%	35.4%	29.2%	11.4%	4.2%
Asia	20.7%	39.2%	31.3%	8.2%	0.6%
Europe	18.7%	17.6%	17.3%	27.8%	18.6%
America	7.2%	13.6%	14.3%	30.1%	34.8%

U.S. Workforce Race & Ethnicity Representation

Race & Ethnicity	%
White	55.4%
Asian	36.7%
Two or more races (Not Hispanic or Latino)	1.7%
Hispanic or Latino	2.5%
Black or African American	3.7%

Diodes is focused on building a sustainable workforce because a reliable workforce that can deliver consistent output helps drive greater business results in performance, productivity, profits, and employee pride. Our employee recognition program is comprised of:

- **Employee Service Awards** designed to acknowledge employees' longevity and continued commitment to the company;
- **Special Banquets and Recognition events** to recognize employee contributions and milestone accomplishments;
- **Special Recognition Awards (SRA)** to celebrate colleagues for their outstanding performance in areas such as leadership, safety, and environmental excellence; and the **Patent Rewards Program** to acknowledge the creativity and skill that drives inventors and further underscore Diodes' commitment to innovation.



Employee Outing Expansion Activities

Diodes also promotes a strong sense of community by encouraging employees to connect both on and off the job through sports and fitness club sponsorships, "Meet Your Coworkers" profiles, and other community and volunteer activities.

Securing Our Future Talent Pipeline

Diodes is actively securing its future-talent pipeline by attracting Millennial and Generation Z employees while balancing and managing the transition as Baby Boomer and Generation X employees plan their retirement. Recognizing that Generation Alpha will be the next cohort entering our workforce, we are preparing our leaders with the required skills and competencies needed to ensure our workplaces meet the expectations of all generations at Diodes.

We're strengthening our future-talent pipeline by strategically engaging with educational institutions, from primary school through university, as well as working with numerous job training programs that help individuals transition to new career paths and develop skills that improve workforce readiness. We routinely host and participate in onsite visits and careers fairs to introduce students to the semiconductor industry and our technology; to promote science, technology, engineering, the arts, and mathematics (STEAM) subjects; and to raise awareness of what the engineering profession entails so that students can explore the wide variety of potential career opportunities in our industry and with our company. Providing support directly to students through mentoring and career-ready programs also focuses young minds on STEAM subjects and careers.



Inspiring future talent through STEAM and industry engagement.

We also engage closely with employees approaching retirement to support their transition and preserve their skills and knowledge through effective knowledge transfer.



Cultural exchange with the University of Texas at Dallas through a Taiwan office visit.

Policy Spotlight

HUMAN RIGHTS AND WORKFORCE LABOR RIGHTS POLICY

Respect & Fairness | Responsible Labor Practices | Supplier Compliance | Ethical Business Conduct | Alignment with RBA & International Standards

Click for our full Human Rights and Workforce Labor Rights Policy.

EMPLOYEES HEALTH, SAFETY AND WELLNESS

The health, safety, and well-being of our employees are key factors in achieving and sustaining superior performance. Employee wellness is important because it affects employee retention and morale as well as the quality and consistency of employee performance, which in turn impacts our operational excellence and organizational success.

Health and Safety

Diodes' health and safety policy is based on our commitment to provide a safe workplace for all employees worldwide and applies to our suppliers, vendors, partners, and service providers. Every employee is responsible for safety, and Diodes encourages employees to notify their manager of any safety-related concerns. To that end, we require that all applicable federal, state, and local safety requirements are observed. Our commitment is embedded in our Code of Business Conduct, Code of Supplier Conduct, and Supplier Responsibility and Ethics Letter.

To support our commitment to a safe and healthy workplace;

- Each site has implemented policies and procedures to address emergency preparedness and response, industrial hygiene and health resources, and use of personal protective equipment (PPE);
- Where possible, we leverage technology and automation tools, including industrial robots, to automate repetitive tasks to reduce workplace injuries and illness. Additionally, we provide a safe and secure working environment through the implementation of effective security equipment (e.g, CCTV and alarm systems), security protocols, and onsite security staff;
- All of Diodes' worldwide manufacturing sites are certified to the ISO 14001 standard and ISO 45001 standard to help ensure that we continually maintain a safe workplace through an occupational health and safety management system. These management systems and corresponding environment, health, and safety (EHS) procedures and controls help us manage our environmental responsibilities in a systematic manner and to identify, eliminate, and control EHS hazards and risks in the workplace;
- Risk assessments are conducted to assess, monitor, and reduce exposure of employees to human health hazards (e.g, solvents, corrosives, lead, arsenic, cadmium). Ambient air monitoring (e.g. occupational /industrial hygiene sampling) is carried out in most of our manufacturing facilities to assess, monitor, and reduce exposure of employees to human health hazards. When safety incidents occur, they can be effectively managed through our incident response protocols and by employees who have received first aid training to provide temporary relief. This in turn reduces the likelihood of injury and fatality;
- Our staff is aware of the safety exits within the premises and where safety equipment (e.g., first aid boxes, defibrillators, and fire extinguishers) is located to promptly address the safety incident;
- In addition to self-assessments conducted to identify workplace- related risks and validate site-level EHS compliance, we have continuous external audits to review our EHS compliance and performance; and
- In addition to deploying good health and safety practices and procedures as a baseline for our business operations, we deploy systems and quantitative occupational health and safety performance metrics across our facilities to create a culture targeting zero accidents, zero injuries, and zero fatalities.

We recorded **zero (0) work-related fatalities** in the reporting year. The total number of recordable work-related injuries[1] reported at our worldwide manufacturing sites were 38 in 2025—30 for employees and 8 for contractors. The Total Recordable Injury Rate (TRIR) was 0.48 for contractors.



Enhancing workplace safety through emergency response training

Diodes Recognition

🏆 **Employer of Choice Award** acknowledging our ongoing collaboration to provide students with quality learning and development opportunities that enhance their employable skills and help them successfully transition to high tech industry opportunities (Manchester Metropolitan University).

🏆 **Badge of Accredited Healthy Workplace** for providing a healthy and supportive work environment and promoting a smoke-free workplace (Industrial Safety and Health Association of the Republic of China National Health Administration and the Ministry of Health and Welfare).

🏆 **Outstanding Lactation Room Certification** for providing an exemplary support system for mothers (Hsinchu City Health Bureau).

[1] *Recordable work-related injury as defined by US Occupational Safety and Health Administration (OSHA)*

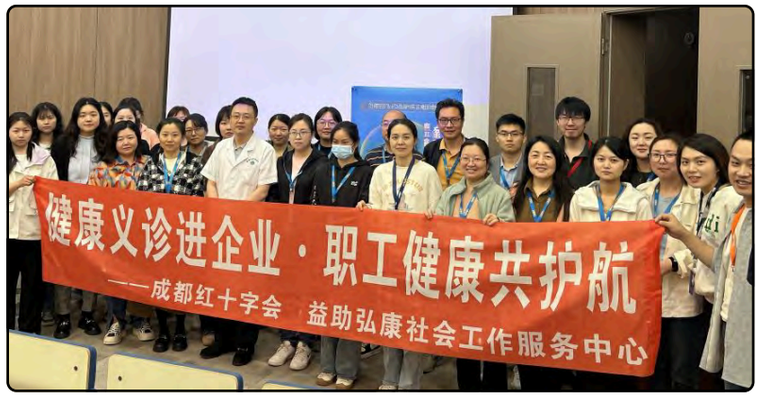
Employee Wellness

Diodes strives to provide benefits that address the needs of our diverse workforce. At its core, we offer an array of benefit choices to support our employees and their families with their overall well-being—physical health, mental and emotional support, and financial wellness.

Physical Health

At most sites Diodes provides competitive insurance coverage through partnerships with premier carriers. These plans are tailored to support the diverse life stages of our employees and their eligible dependents, providing coverage for routine care, therapies, and other medically necessary treatments.

We provide access to an annual physical examination benefit to most of our employees worldwide, and in some cases, we provide access to occupational health physicians, occupational health therapists, on-site flu vaccinations, cancer screenings, and mental health awareness training. At several of our facilities, we provide free access to either onsite fitness facilities or subsidized or low-cost employee gyms, as well as to on-site subsidized canteens/cafeterias providing freshly prepared meals.



Mental and Emotional Support

We maintain a strong focus on mental and emotional well-being. Several sites offer employees and their families access to free, confidential counseling and support for a wide range of personal, family, and work/life issues. This support is often complimented by a comprehensive member website and mobile app where employees can access webinars, tools and other resources to assist in their health journey.

Financial Wellness

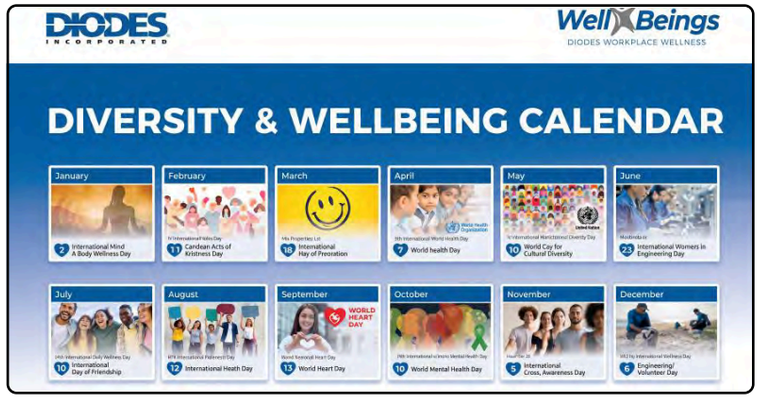
Diodes offers benefits to help employees build financial resilience and plan for their future. These can include retirement and insurance programs and financial wellness education including webinars.



Wellness Initiatives

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.

- Many sites continued awareness and training for its first responders and mental health first aiders' initiatives for all site leaders and line supervisors. This has been met with positive reactions in the workplace, like other companies, our employees have faced increased pressures in their day-to-day lives, and poor mental health remains a global challenge for many people and organizations;
- Several locations launched a well-being calendar to raise awareness on monthly topical themes such as Healthy Heart, Women's Health, Men's Health, Stress Awareness, and Good Mood food; as well as celebrating International Women's Day, National Apprenticeship Week, and Women in Leadership; and
- Some sites delivered awareness training to employees, including all line managers, on wellness topics such as menopause and neurodiversity. These initiatives are important as we continue to shape our culture and ensure our workplaces and managers have the toolkits to allow all our employees to perform to the best of their abilities while feeling engaged and motivated.
- Some site activities included massages for employees, exercise classes as well as sports days to increase health and wellbeing across our workforces.



To foster team building and healthy lifestyles, we leverage third party operated platforms to facilitate friendly fitness and health competitions in various areas, e.g., walking challenges and mindfulness exercises.

- Many locations partnered with local health institutions to deliver flu shots to employees to help prepare and stay healthy for the flu season. We also support employee participation in recreational clubs, such as yoga, table tennis, badminton, dancing, cycling, basketball, and photography;
- More than 2,000 employees participated in these events involving over 25 different clubs;
- For several years one of our facilities has regularly organized dance training for nearly 100 employees, including ballet, jazz dance, modern dance, and classical dance. In 2025, one of the dance teams represented Diodes in a national performance showcase and won several awards.

We reinforce the importance of workplace safety and employee health and wellness through employee communications and training (e.g., mental health awareness training, safety video training, and emergency response training and drills) The local site management is empowered to organize activities and campaigns (e.g., safety month) to promote employee health, safety, and wellness For example, several of our facilities host annual sports events to inspire healthy competition amongst departments, and some facilities invite fitness instructors to provide workout exercises to employees.

Grievance And Reporting Mechanism

We ask that each employee be safety conscious. Diodes prioritizes assuring a safe environment and compliance with local safety regulations in the countries where we operate. Employees may express safety concerns through our third-party NAVEX hotline. Global hotline phone numbers and access to online reporting is available at https://reportlineweb.com/diodes The telephone hotline service operates in English as well as languages common to our areas of operation.

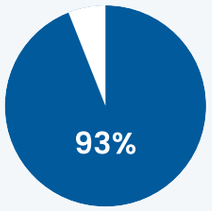
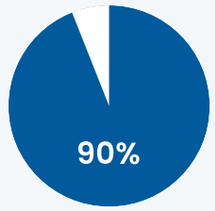
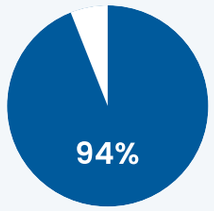
All employees should understand that Diodes will not tolerate any retaliation against an employee for making safety complaints or reporting safety concerns. By providing a safe space for grievance and incident reporting where employees feel comfortable about reporting near-misses and feel confident that their concerns will be heard and addressed, we believe these measures will help promote improved mental and physical well-being throughout the work and home lives of our employees.



Employee Engagement Survey

Enabling employees to maintain a balance between their work and home lives is important to building a resilient and sustainable workforce. We periodically conduct employee surveys to solicit feedback to assess employee well-being around the six pillars (job, financial security, health, protection, support, and work-life balance), which collectively make up overall employee wellness as well as the employment experience of both employers and employees. The survey results allow us to take proactive steps (e.g., providing more financial awareness training) to manage employee expectations and improve employee well-being, and to monitor employee satisfaction, engagement, empowerment, and enablement globally while supporting our continued retention and talent attraction initiatives.

In 2025 Diodes launched a global Employee Engagement survey, building on an initial version launched the previous year in Europe. The global employee survey had a response rate of 71% compared to the previous year's regional survey response of 68%. The global survey provides a detailed insight into employee engagement, enablement, and empowerment. The output allows Diodes to understand the strategic priorities in our regions and functions. Through the survey, a number of key actions are underway to support our talent initiatives and continue to drive for Diodes to be employer of choice.

Engagement	Enablement	Empowerment
		
Engagement reflects the emotional attachment employees have to the company they work for and is a traditional measure of employee experience. It encompasses themes such as pride, advocacy—promoting Diodes as a great place to work—and discretionary effort. High engagement leads to strong commitment through both good and challenging times, driven by an emotional desire for success at both the individual and company levels.	**Enablement** is an increasingly important dimension of employee experience, measuring how well supported and equipped employees are to perform their jobs. High levels of enablement contribute to improved productivity and quality.	**Empowerment** captures the trust and autonomy employees experience at work and has become a critical element of employee experience. In the post pandemic world, employees increasingly value high levels of empowerment, and when this is present, individuals tend to thrive.

DIVERSITY AND **INCLUSION**

Diodes respects each individual, welcomes diversity, and embraces different perspectives as a key to innovation. Innovation is one of our core values and we are committed to providing a safe and respectful work environment to ensure we bring out the best in our employees.

We believe a diverse and inclusive workforce can increase our business performance, innovation, employee motivation, and corporate reputation and enable us to better serve our customers across the globe. Our goal is to realize the untapped potential of all our employees, and we do so by providing them with growth opportunities and by reducing barriers.

We are focused on human capital management and are committed to fostering a culture of trust and inclusion where everyone is treated with dignity and respect, and where diverse perspectives are valued.

As a company with global operations, our employee training covers respectful behaviors in a diverse work environment, and our employees are expected to act with integrity, which is also one of our core values, and respect each other for who they are regardless of gender, age, race, disability, or sexual orientation.

We strive to enhance our diverse and inclusive culture where employees have fair and equal consideration for professional growth and career progression at all levels of our organization. Our approach towards diversity and inclusion is integral to our business success and our social impact, and it enables us to build an agile and resilient workforce.

Diodes is proud of our global presence and diversity. Our people reflect the varying cultures, backgrounds, and localities of our customers and business partners, enabling us to develop and deliver products that better serve the needs of our customers and to leverage the service and products of our global supplier base.

Recruitment

Diodes is an equal opportunities employer and has appropriate human resource policies and procedures in place to ensure employees work in an environment free from discrimination and harassment. Our policies and practices allow us to attract and retain a diverse workforce.

We give full and fair consideration to applications from people with different ethnicities, backgrounds, experiences, and abilities. By embedding diversity and inclusion in our recruitment process, we are able to draw on the best talent. Our recruitment process is based on merit, focusing on qualified and diverse candidates, and omitting personal characteristics that are unrelated to the job requirements or job performance.
Please also refer to our Careers site for more details.



Pay And Gender

In addition to building diversity and promoting inclusion, Diodes strives to be equitable regarding appropriate compensation for applicable roles and we are committed to complying with applicable wage laws to ensure our employees are fairly compensated in a timely manner.

We offer appropriate compensation and benefits that support our employees' health, financial, and emotional well-being, and we provide fair wages for all employees, regardless of gender or race. We assess compensation annually to assess pay equity in compliance with the UK regulations regarding gender pay gap reporting, Diodes publishes gender pay gap report(s) annually for our UK-based operations. The phrase "gender pay gap" refers to the difference in the average earnings of men and women within the same organization.

EMPLOYEE VOICES



I enjoy collaborating with my team to design competitive, high-performance analog ICs, and I bring that same creativity to my hobby of over 20 years: designing LEGO artwork.
With strict connection constraints, LEGO constantly pushes my problem-solving and helps me reimagine what's possible.
I've built 200+ pieces with my favorite being a LEGO Grand Palace of Thailand (2.4m L × 1m W × 1.4m H), completed in ~3 months with 60,000 bricks. It was exhibited in Bangkok and is now displayed in the King's private museum.

-Vincent Cheung (Design Manager)

INVESTMENT IN **OUR EMPLOYEES**

At Diodes, we regard our employees as our most important asset. We are committed to providing them with a positive environment for their development and to support them in achieving their goals. We invest in our employees not only through fair compensation and benefits but also by providing professional and personal development opportunities.

Learning And Development

We believe in the value of continuous learning and fostering a culture of professional growth. We offer learning opportunities to employees at all levels through developmental courses and experiential learning.

Based on their functions and responsibilities, employees are offered development opportunities on job-related topics such as product-specific training, customer service training, and audit processes. To build broader foundational competencies, skill training offerings include team building, effective communication, leadership, and negotiation.

Employees undergo annual appraisals including objective setting and personal development plans. These performance-related conversations help ensure employees have specific, measurable, achievable, relevant, and time-bound (SMART) objectives which contribute to the overall success of the organization and that their development plans are being discussed, captured, assessed, and delivered.

Training and learning are designed and delivered to help ensure our employees continue to grow and develop both personally and professionally; equip them with the skills, knowledge, and competencies required to be successful at Diodes now and in the future; and to support the organization in delivering its objectives. In 2025, Diodes averaged **59.4 training hours per employee.**

Examples of our development and training programs include:

Types of Training	Training Content
Legal and Compliance	• Anti-Bribery & Corruption • Modern Slavery • Bullying and Harassment • Diversity and Inclusion • Insider Trading • Whistleblowing • Hazardous Substances (COSHH) • Corporate, Social, and Environmental Responsibility • Safety (IPAF/PASMA/ Legionella/First Aid)
Technical Skills	• FMEA • Problem solving (5S/ Fishbone) • Quality Audit • Microsoft Office (Excel/ PowerPoint/Word) • Lean Manufacturing • Six Sigma • Fundamentals of Semiconductor Manufacturing Technology
Soft Skills	• Presentation • Leadership • Management/Team Leader Development • Managing and Driving Performance “Masterclass”
Employee Wellness	• Mental Health Awareness for Managers • Financial Well-Being

Additionally, we engage third-party service providers to provide training and webinars on well-being initiatives.

We also provide training on various financial wellness topics to help our employees prepare for personal changes and financial challenges throughout their career.

We deliver training on Quality topics such as problem-solving techniques, statistical process control (SPC), audit training, Failure Mode and Effects Analysis (FMEA), and Six Sigma through a third-party service. In 2025, Diodes continued to expand and align the use of Quality-related training across the organization, building on the global rollout initiated in 2024.

Each year, we deliver key updates and training to our employees worldwide on a variety of key topics, including ethics, harassment, anti-bribery, and corruption through online and small group training sessions. These topics are important to ensuring our employees operate in a work environment that is diverse, inclusive, safe, and respectful.

To demonstrate our continued investment in employee learning, the table below presents the distribution of 2025 training hours by category:

Employee Category	Number of employees	Total number of training hours	Total average training hour per employee
Production employee (direct employee)	5,151	426,798	83
Professional and support employee (indirect employee)	3,474	85,728	25
Male	5,097	304,975	60
Female	3,528	207,551	59

We offer a web-based Ethics and Code of Conduct course intended for 100% of our employees worldwide and training is scheduled globally for all employees. This comprehensive training covers topics such as ethical business conduct, conflict of interest, insider trading, appropriate workplace behavior, and fair business dealings.









EMPLOYEE VOICES



I started my Diodes career as IT manager for APAC operations. As part of my professional development, I joined the Global Procurement Office for almost two years then returned as IT director of Taiwan. This rotational assignment gave me a fresh perspective on the inner workings of different teams and allowed me to build a stronger internal network. The experience not only broadened my understanding of operations across departments but also equipped me to collaborate more effectively and deliver solutions that are closely aligned with our business needs. Ultimately, the opportunity to move between functions made me a more versatile contributor and helped me drive impactful results for the company.

-Brian Yang (Senior Director, Worldwide IT)

SPOTLIGHT ON OUR AMERICAS SITES

Recognition: At our South Portland, Maine site, we celebrated employees with 5+ years of service, honoring 35 individuals — many with 20+ years at the company.

Learning: At our Maine site, we held ~40 Lunch-N-Learns on topics including Device Physics, Moore's Law, Theory of Constraints, and influencing skills.

Wellness: We supported employee well-being — from a Summer BBQ in Maine to CPR/AED training, a Mental Health Day yoga session, and chair massages at our Plano, TX headquarters.

Culture & community: Our Plano headquarters hosted celebrations including Cinco de Mayo, a family movie night, and a holiday party, while our Maine team marked Manufacturing Week with a K'Nex bridge-building challenge.



SPOTLIGHT ON OUR ASIA SITES

Recognition: Our sites in China held employee recognition events, with approximately 1,000 employees receiving special recognition, patent, and long-term service awards.

Wellness: Over 1,600 employees across our Asia sites were offered physical health examinations to support awareness of their personal health.

Community: Approximately 1,000 employees and their families joined cross-site sports meetings featuring children's activities and flea markets.

Culture: We marked the Dragon Boat Festival, bringing a sense of celebration and belonging to employees away from home.



SPOTLIGHT ON OUR EUROPE SITES

Recognition: In July 2025, we launched Diodes Connect, our reward and recognition platform supporting employee engagement, with a well-being center offering resources on physical, mental, financial, nutritional, and social well-being, rolling out to U.S. employees in 2026.

Wellness: In 2025, we continued staff wellness initiatives including cycle-to-work, occupational health support, cancer screening, well-being webinars, and mental health awareness.

Mental health: Across our UK sites, we grew our Mental Health First Aider network, restarted twice-weekly Wellbeing Walks, and offered stress-relief initiatives including on-site massage sessions.



GOVERNANCE



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GOVERNANCE

Overview

Diodes' approach to sustainability and financial integrity is built on the foundation of an effective corporate governance structure. We integrate transparency and accountability from our corporate governance practices and incorporate sustainability into our corporate governance objectives. A strong corporate governance framework and associated practices are critical to earning and retaining the trust of our investors and other stakeholders.

We are focused on continuous improvement to develop and enhance our control mechanisms to manage risks and maximize financial returns for our stakeholders. As a company with a global footprint operating in a dynamic international marketplace, we believe robust corporate governance fosters sound and responsible decision-making; strengthens accountability, transparency, and fairness; and creates long-term sustainable values for our stakeholders.

Board of Directors

Our corporate governance framework is guided by a Board of Directors (Board), which is comprised of a majority of independent directors. The stockholders elect the Board to oversee their interest in the long-term health of the Diodes business and its financial strength.

The Board is the ultimate decision-making body of Diodes, except with respect to those matters reserved for the stockholders by statute or by our charter.

The Board selects the senior management team, which is charged with the conduct of Diodes' business. Having selected the senior management team, the Board acts as an advisor to senior management and ultimately monitors its performance.

The Board provides oversight and counsel to the Diodes management team and works in collaboration with the Diodes management team to:

- Establish and promote corporate strategies and monitor performance against business objectives;
- Promote attention to conducting business in a sustainable, and socially and environmentally responsible manner; and
- Foster and strengthen an organizational culture that is grounded in our core values—Innovation, Integrity, and Commitment.

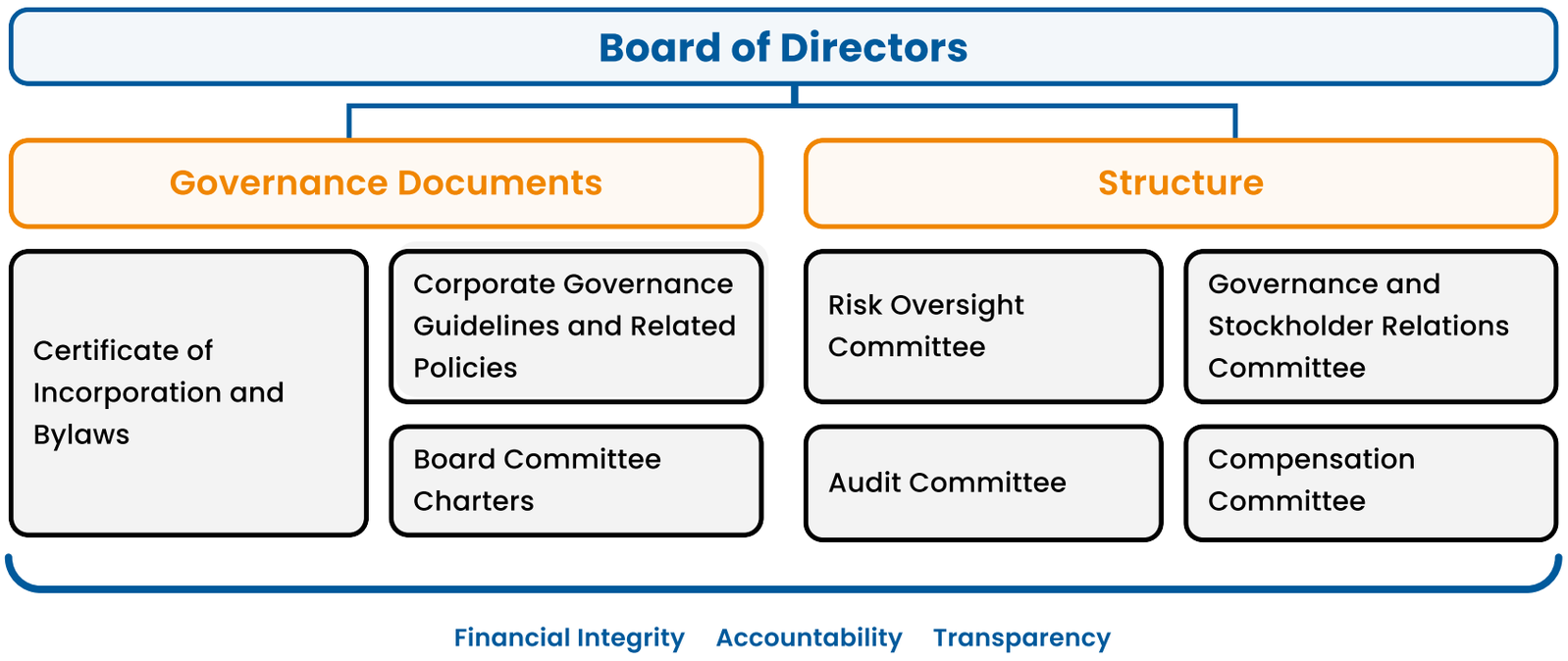
Through our corporate governance framework, the Board exercises the authority to hold the management team accountable for good stewardship of company resources, to review and evaluate our business operations and performance against established business objectives, and to make independent decisions and recommendations that align and serve the interests of our stakeholders.

The Board and the various Committees established thereunder also provide oversight to ensure Diodes conducts business in compliance with applicable laws and the rules of the Securities and Exchange Commission (SEC) and NASDAQ.

Our Corporate Governance Framework

- Certificate of Incorporation and Bylaws: these documents establish our corporate structure, the rules and procedures by which we operate, and the rights and responsibilities of shareholders, directors, and officers;
- Corporate Governance Guidelines and Related Policies: these documents establish standards of expectations to assist the Board and its committees in discharging their duties;
- Committee Charters: these documents outline the specific responsibilities for the four (4) committees established under our Board.

Our Strong Corporate Governance Framework



OUR GOVERNANCE **HIGHLIGHTS**

Sustainability is one of the key focus areas regularly reviewed by our Board of Directors. We have instituted a cross-functional Sustainability Steering Team to address sustainability-related risks and opportunities (please refer to Governance and Oversight on our website for additional details). The Sustainability Steering Team provides periodic updates to the Board of Directors.

The following information is representative of December 31, 2025 and before.

Board's Oversight of Risk Management

- Robust standing committee structure and board self-evaluation process helps facilitate overall risk oversight;
- Active engagement with the management team to identify and assess risks related to Diodes' strategies and business models;
- Broad industry experience of the directors helps anticipate emerging and interrelated risks, and facilitates effective risk control and mitigation mechanisms;
- Access to Diodes' employees and independent advisors to ensure directors can effectively fulfil their duties in an informed manner;
- Rigorous Corporate Governance guidelines and policies;
- Corporate Governance Guidelines (CGG);
- Stockholder Nominating Procedures;
- Director Selection Criteria and Retirement Age Policy;
- Stock Ownership Policy and Stock Holding Policy;
- Foreign Exchange Risk Management Policy (also referred to as the Hedging Policy).

Diverse Board Representation

- Five (5) out of our seven (7) directors are independent directors;
- Gender, racial, & ethnic diversity reflected on the board representation;
- Three (3) female directors;
- Broad set of director skills, expertise, and industry backgrounds;
- Zero percent of the board has familial relationships with other directors;
- Limits on director over-boarding.

Board of Directors Diversity Profile		
Gender		
Male	4	57.1%
Female	3	42.9%
Total	**7**	**100%**
Country of Residence		
USA	5	71.4%
Taiwan	2	28.6%
Total	**7**	**100%**
Race		
White	2	28.6%
Asian	5	71.4%
Total	**7**	**100%**

Performance-Based Executive Compensation

- Attainment of both Diodes performance goals and individual objectives;
- Alignment between executive compensation and stockholder interests;
- No special grants were made to executive officers, including the CEO, during the last fiscal year of 2025;
- Annual compensation review and stockholder approval;
- Independent Compensation Committee and independent compensation consultant;
- Recoupment of Executive Compensation Policy.

Frequent Dialogues with Investors and Stakeholders

- Engagement with institutional investors at conferences, roadshows, site visits, and phone conversations;
- Communications channels available to all stockholders via the Corporate Secretary;
- Active stakeholder engagement promotes transparency, accountability, and well-informed decision-making.

CORPORATE GOVERNANCE **FACT SHEET**

The Corporate Governance Guidelines (CGG) and the other documents referenced below can be found on Diodes' Corporate Governance website at https://investor.diodes.com/corporate-governance/highlights.

Topic	Response	Reference
Overview		
Size of the Board	7	CGG Section B(2)
Number of Independent Directors	5	CGG Section B(1)
Number of Female Directors	3	Proxy Statement
Number of Directors from Underrepresented Communities	6(85.7%)	Proxy Statement
Annual Review of Independence of Board	Yes, during Q2 Board meeting	NASDAQ Rule 5605(b)(1)
Separate Board Chair and CEO	Yes	CGG Section B(3)
Independent Board Chair	No	
Lead Independent Director and Position Descriptions	Yes	CGG Section C(2)
Board Chair Position Descriptions	Yes	CGG and Bylaws
Annual Board Elections	Yes	CGG Section A(3)
Diverse Board (gender, ethnicity, experience, and skills)	Yes	See Director Selection Criteria
Average Age of Directors	69.71	Proxy Statement
Shareholder Ability to Call Special Meetings (>50% threshold)	Yes	Bylaws, Article 1, Section 2
Succession Planning	Yes	CGG Sections D(2), (3)
Communications with Stakeholders and External Entities	Yes	CGG Section J
Committees		
Charters for Board Committees	Yes	CGG Section E(2)
Number of Financial Experts on Audit Committee	1	NASDAQ Rule 5605(c)(2)
Independent Audit Committee	Yes	CGG Section C(13)
Independent Governance and Stockholder Relations Committee	Yes	CGG Section C(13)
Independent Compensation Committee	Yes	CGG Section C(13)
Risk Oversight Committee which oversees risk management process	Yes	CGG Section C(10)
Compensation Consultant Independence Policy	No, but related factors are accounted for in the Charter	See Compensation Committee Charter
Disclosure Committee for Financial Reporting	Yes	Disclosure Committee Charter
Number of Board Meetings Held in FY 2025	6	Proxy Statement

Independent Directors Hold Meetings Without Management Present	Yes	CGG Section C(5)
Board Meeting and Committee Meeting Attendance Requirements	Yes	CGG Section C(7)
Topic	**Response**	**Reference**
Directors		
Proxy Access for Director Nominations	Yes	See Stockholder Nominating Procedures
Tenure Policy for Independent Directors	No	CGG Section B(6)
Mandatory Retirement Age	75	CGG Section B(6)
Annual Equity Grant to Non-Employee Directors	Yes	Bylaws, Article 2, Section 5; Stock Ownership Policy and Stock Holding Policy
Directors Elected by the Highest Number of Votes Cast in Uncontested Elections	Yes	Bylaws, Article 1, Section 5;
Director Selection Criteria	Yes	See Director Selection Criteria
Annual Compensation Review	Yes	CGG Section B(5)
Director Resignation Policy	Yes	CGG Section K
Director Over-Boarding Limits	Yes (no more than 4 other public boards)	CGG Section K; See Director Selection Criteria Section 3
Director Orientation and Education Program	Yes	CGG Section B(7)
Governance Documents		
Corporate Governance Guidelines Approved by the Board	Yes	CGG Preamble; See Corporate Governance Guidelines
Committee Charters	Yes	CGG Section E(2); See Committee Charters
Stock Ownership Policy and Stock Holding Policy	Yes	CGG Section G
Code of Business Conduct	Yes	CGG Section I(1); See Code of Business Conduct
Finance Code of Professional Conduct (Ethics Code for CEO and Finance Department)	Yes	CGG Section I(1); See Code of Ethics for CEO and Finance Department
Policy Regarding Recoupment of Executive Compensation	Yes	See Policy Regarding Recoupment of Executive Compensation
Stockholder Nominating Procedures	Yes	See Stockholder Nominating Procedures
Poison Pill	No	
Evaluations		
Annual Board Evaluations	Yes	CGG Section C(11)
Annual Committee Evaluations	Yes	CGG Section E(11); Committee Charters

COMMUNICATION WITH STAKEHOLDERS

The Chairwoman and CEO are responsible for establishing effective communications with Diodes' stakeholders, i.e., stockholders, customers, company associates, communities, suppliers, creditors, governments, and corporate partners. The Board believes that the stockholders should have the ability to send written communications to the chair of any Committee, or to our independent directors as a group.

Communications relating to any topic should be addressed as follows:

Chairwoman of the Board

c/o Richard Dallas White, Corporate Secretary

Diodes Incorporated
4949 Hedgcoxe Road, Suite 200 Plano, Texas 75024

The Chairwoman of the Board will review all relevant communications with the Board.

Communications are distributed to the Board of Directors, or to any individual director, depending on the facts and circumstances set forth in the communication. In that regard, the Board of Directors has requested that certain items unrelated to the duties and responsibilities of the Board of Directors should be excluded, including the following: junk mail and mass mailings, product complaints, product inquiries, new product suggestions, resumes and other forms of job inquiries, surveys, and business solicitations or advertisements. In addition, material that is unduly hostile, threatening, illegal, or similarly unsuitable will not be distributed, with the provision that any communication that is not distributed will be made available to any independent director upon request. Communications that include information better addressed by the third party NAVEX hotline, which is supervised by the Audit Committee, will be delivered to the hotline.

Investor Contacts

Company Contact

Gurmeet Dhaliwal
Director, Investor Relations and Corporate Marketing

Diodes Incorporated
4949 Hedgcoxe Road, Suite 200 Plano, TX 75024
Phone: 408-232-9003
E-mail: gurmeet_dhaliwal@diodes.com

Interested investors can contact our transfer agent for more information.

Continental Stock Transfer & Trust Company

17 Battery Place, 8th Floor New York, NY 10004

Phone: 212-509-4000
E-mail: cstmail@continentalstock.com

Additional information can be found on the Investors page of our corporate website at https://investor.diodes.com/.

Interested stakeholders can sign up for e-mail alerts at https://investor.diodes.com/email-alerts to automatically receive Diodes' financial and stock information, SEC filings, and news alerts by email.



APPENDIX



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65 Task Force on Climate-related Financial Disclosures (TCFD) Framework

66 Global Reporting Initiative (GRI) Index

74 United Nations Global Compact Principles

75 External Assurance Statement

PERFORMANCE **DATA**

Energy Consumption

Energy power consumption by source (MWh)

Energy Source	2023	2024	2025
Natural Gas and All Other Fuels	175,804	164,715	181,995
Purchased Steam	4,331	5,271	5,712
Purchased District Heating	1,836	1,563	1,511
Purchased Electricity	465,989	481,016	424,048
Self-generated Solar Energy	2,467	6,209	7,785
Total energy consumption	650,426	658,774	621,051

Electrical power consumption by region (MWh)

Region	2023	2024	2025
Total Electrical Power Consumption	468,456	487,225	431,833
Americas	56,453	55,463	50,397
Asia	347,472	367,821	321,400
Europe	64,531	63,940	60,037
Total Consumption of Renewable Energy	2,467	92,066	54,973
Americas	-	-	-
Asia	2,467	92,066	54,973
Europe	-	-	-

Emissions

Absolute gross enterprise-wise greenhouse gas (GHG) emissions (metric tons of CO2 equivalent [MTCO2e])

Type	2023	2024	2025
Scope 1 (direct)	272,139	233,875	214,291
Scope 2 (indirect, market-based)	200,615	182,760	156,426
Scope 2 (indirect, location-based)	202,626	213,436	183,966
Combined Scope 1 and market-based Scope 2)	472,754	416,635	370,717

Absolute gross Scope 1 GHG emissions by gas type (MTCO2e)

GHG Type	2023	2024	2025
Carbon Dioxide (CO2)	32,349	30,119	33,259
Methane (CH4)	449	423	372
Nitrous Oxide (N2O)	6,120	5,397	4,468
Hydrofluorocarbons (HFC)	25,862	30,283	21,121
Perfluorocarbons (PFC)	175,196	130,899	113,973
Sulfur Hexafluoride (SF6)	27,113	31,799	33,937
Nitrogen Trifluoride (NF3)	5,050	4,955	4,824

Absolute gross Scope 1 GHG emissions by Facility Type (MTCO2e)

Type	2023	2024	2025
Manufacturing Facilities	272,032	233,780	214,174
Non-Manufacturing facilities (Offices and R&D centers)	107	96	117

Scope 3 GHG emissions by category (MTCO2e)

Scope 3 categories	2025
Category 1: Purchased goods and services	1,038,741
Category 2: Capital goods	79,600
Category 3: Fuel and energy-related activities	41,612
Category 4: Upstream transportation and distribution	9,211
Category 5: Waste generated in operations	7,233
Category 6: Business travel	1,235
Category 7: Employee commuting	7,552
Category 8: Upstream leased assets	NR
Category 9: Downstream transportation and distribution	NC
Category 10: Processing of sold products	NC
Category 11: Use of sold products	NC
Category 12: End-of-life treatment of sold products	NC
Category 13: Downstream leased assets	NR
Category 14: Franchises	NR
Category 15: Investments	NC

NC = Not calculated
NR = Not relevant

Water

Water withdrawal, discharge, consumption, and efficiency (m3)

	2022	2023	2024	2025
Water Withdrawal by Source				
Surface Water	8,157	6,335	4,046	-
Groundwater	-	-	-	-
Seawater	-	-	-	-
Produced Water	-	-	-	-
Third-Party Water	3,597,934	3,328,192	3,383,581	3,264,268
Total Water Withdrawal	3,606,091	3,334,527	3,387,627	3,264,268
Water Discharge by Destination				
Surface water	-	-	41,430	34,669
Groundwater	-	-	-	-
Seawater	-	-	-	-
Third-party water	2,808,451	2,440,155	2,525,505	2,412,430
Total Water Discharge	2,808,451	2,440,155	2,566,935	2,447,099
Water Consumption	797,640	894,372	820,692	817,169
Water-Use Efficiency				
Total Volume of Water Recycled and Reused Unit: m3	1,806,602	2,050,238	2,204,906	2,186,423
Total Volume of Water Recycled and Reused as a Percentage of Total Water Withdrawn	50%	61%	65%	67%

Water stress classification of our current manufacturing sites

Water Stress Classification	Number of Manufacturing Sites	Locations of Manufacturing Sites	Water Withdrawal percentage of the total water withdrawal	Water Consumption percentage of the total water consumption
Low	1	Scotland (Greenock)	12.61%	9.97%
Low to Medium	4	England (Oldham), State of Maine (South Portland), and Taiwan (Hsinchu, Zhongli)	27.68%	26.67%
Medium to High	1	Germany (Neuhaus)	0.11%	0.03%
High	1	China (Chengdu)	19.92%	18.87%
Extremely High	6	China (Shanghai and Wuxi)	39.68%	44.47%

Waste

Waste by Composition, in Metric Tons (t)

	2024	2025
Hazardous Waste		
Waste Generated	2,244	2,009
Waste Diverted from Disposal	1,607	1,433
Waste Directed to Disposal	636	576
Diversion Rate	72%	71%
Non-Hazardous Waste		
Waste Generated	3,722	4,022
Waste Diverted from Disposal	1,851	2,661
Waste Directed to Disposal	1,871	1,361
Diversion Rate	50%	66%

Waste diverted from disposal by recovery operation, in metric tons (t)	2024	2025
Hazardous Waste		
Preparation for reuse	94	96
Recycling	1,366	1,141
Other recovery operations	148	196
Total	1,607	1,433
Non-hazardous waste		
Preparation for reuse	0	-
Recycling	1,830	1,656
Other recovery operations	22	1,005
Total	1,851	2,661

Waste directed to disposal by disposal operation, in metric tons (t)	2024	2025
Hazardous Waste		
Incineration (with energy recovery)	399	444
Incineration (without energy recovery)	36	48
Landfilling	43	37
Other disposal operations	158	48
Total	636	576
Non-hazardous waste		
Incineration (with energy recovery)	1,607	1,284
Incineration (without energy recovery)	13	39

Waste directed to disposal by disposal operation, in metric tons (t)	2024	2025
Non-hazardous waste		
Landfilling	192	8
Other disposal operations	59	29
Total	1,871	1,361

SUSTAINABILITY ACCOUNTING STANDARDS BOARD **FRAMEWORK**

We strive to align our disclosures with the framework provided by the Sustainability Accounting Standards Board (SASB) for the Technology and Communications Sector specific to the semiconductor industry.

Topic	Code	Accounting Metric	Unit of Measure	Diodes Disclosure
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	Metric tons (t) CO2-e	Appendix/Performance Data and Diodes' most recent CDP response
	TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	CO2-e	Environment/Greenhouse Gas Emissions Management
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	Appendix/Performance Data Environment/Energy Management
Water Management	TC-SC-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m^3), Percentage (%)	Appendix/Performance Data Environment/Water Management
Waste Management	TC-SC-150a.1	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	Metric tons (t), Percentage (%)	Appendix/Performance Data Environment/Waste Management
Workforce Health & Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	N/A	People/Employee Health, Safety & Wellness
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Presentation currency	People/Employee Health, Safety & Wellness
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	Percentage of employees that require a work visa	Percentage (%)	Diodes does not track the percentage of employees that require a work visa.
Product life-cycle management	TC-SC-410a.1	Percentage of products by revenue that contain International Electrotechnical Commission (IEC) 62474 declarable substances.	Percentage (%)	Diodes does not track the percentage of products by revenue that contain IEC 62474 declarable substances.
	TC-SC-410a.2	Processor energy efficiency at a system level for: (1) servers, (2) desktops and (3) laptops	Various, by product category	This is not relevant to Diodes business.
Material Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	N/A	Supply Chain/Responsible Use of Materials and Supply Chain/Our Products
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Presentation currency	Supply Chain/Intellectual Property Protection See the Legal Proceedings section in our Annual Report Form 10-K, pg. 29.

Referenced Policies

Anti-Bribery and Anti-Corruption Policy

Anti-Counterfeit Policy

California Transparency in Supply Chains Act Statement

Code of Supplier Conduct

Corporate Governance Guidelines

Corporate Social and Environmental Responsibility Statement

Environmental Policy

Human Rights and Workforce Labor Rights Policy

Global Tax Strategy

UK Gender Pay Gap Reports

UK Modern Slavery Act Statement

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) FRAMEWORK

For additional risk-related information, please refer to the risk factors included in Annual Report Form 10-K.

Topic	TCFD Recommended Disclosure	Diodes Disclosure
Governance		
Board oversight	Describe the board's oversight of climate-related risks and opportunities.	See Commitment/Governance and Oversight, Governance/Overview, and Diodes' most recent CDP response.
Management's role	Describe management's role in assessing and managing climate-related risks and opportunities.	See Commitment/Governance and Oversight, Governance/Overview, and Diodes' most recent CDP response.
Strategy		
Risks and opportunities	Describe the climate-related risks and opportunities the Company has identified over the short, medium, and long term.	See Diodes' most recent CDP response.
Impact on organization	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	See Diodes' most recent CDP response.
Resilience of strategy	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios including a 2°C or lower scenario.	See Diodes' most recent CDP response.
Risk Management		
Risk assessment processes	Describe the organization's process for identifying and assessing climate-related risks.	See Diodes' most recent CDP response.
Risk-management processes	Describe the organization's process for managing climate-related risks.	See Diodes' most recent CDP response.
Integration into overall risk management	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	See Diodes' most recent CDP response.
Metrics and Targets		
Climate-related metrics	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	See Diodes' most recent CDP response.
Scope 1, 2 and 3 GHG emissions	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	See Appendix/Performance Data and Diodes' most recent CDP response.
Climate-related targets	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	See Environment/Greenhouse Gas Emissions Management and Diodes' most recent CDP response.

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Statement of use: Diodes Incorporated has reported the information cited in this GRI content index for the period January 1 –December 31, 2025, with reference to the GRI Standards.
GRI 1 used: GRI 1: Foundation 2021

GRI standard	Indicator		Response
GRI 2: General Disclosures 2021	**Organization and its reporting practices**		
	2-1	Organizational details	Diodes Incorporated (Nasdaq: DIOD); 4949 Hedgcoxe Road, #200, Plano, TX 75024. See Company Profile for our global map.
	2-2	Entities included in the organization's sustainability reporting	See our Annual Report Form 10-K, and Company Profile. Diodes' sustainability reporting includes information about Diodes worldwide entities for which we have operational control.
	2-3	Reporting period, frequency and contact point	Our reporting is completed annually. This report covers January 1 –December 31, 2025. For questions about this report, please contact sustainability@diodes.com
	2-4	Restatements of information	Any restatements of information will be included in the Revision History at the end of the report.
	2-5	External assurance	See Appendix/External Assurance Statement. Scope 1, 2, and 3 GHG emissions of the reporting year have been externally assured.
	Activities and workers		
	2-6	Activities, value chain and other business relationships	a) Sector - Semiconductor b) Value chain - See Revenue-Generating Activities in our Annual Report Form 10-K Part I c) Relevant business relationships - See Examples of recent acquisitions in our Annual Report Form 10-K, pg. 4. d) Significant Changes - See Examples of recent acquisitions in our Annual Report Form 10-K, pg. 4.
	2-7	Employees	Our People
	2-8	Workers who are not employees	Our People
	Governance		
	2-9	Governance structure and composition	Governance/Overview, Our Governance Highlights and Corporate Governance Fact Sheet
	2-10	Nomination and selection of the highest governance body	See our Director Selection Criteria policy and 2025 Proxy Statement
	2-11	Chair of the highest governance body	See Diodes' Board of Directors webpage
	2-12	Role of the highest governance body in overseeing the management of impacts	Commitment/Governance and Oversight, Our Governance Highlights and Corporate Governance Fact Sheet
	2-13	Delegation of responsibility for managing impacts	Commitment/Governance and Oversight, Our Governance Highlights

GRI standard	Indicator		Response
GRI 2: General Disclosures 2021	2-14	Role of the highest governance body in sustainability reporting	Commitment/Governance and Oversight, Governance/Overview, Our Governance Highlights
	2-15	Conflicts of interest	See Charter of the Audit Committee and Certain Relationships and Related Party Transactions in our 2025 Proxy Statement, pg.29-30.
	2-16	Communication of critical concerns	See Social Responsibility/Business Ethics for how employees can report concerns and 'Corporate Governance Highlights' webpage
	2-17	Collective knowledge of the highest governance body	See Director Selection Criteria policy and Charter of the Governance and Stockholder Relations Committee of Diodes Incorporated' and 'Nominating Procedures and Criteria and Board Diversity' section of 2025 Proxy Statement, pg. 14-15
	2-18	Evaluation of the performance of the highest governance body	See Diodes 2025 Proxy Statement, pg. 37-48
	2-19	Remuneration policies	See Diodes Compensation Discussion and Analysis of the 2025 Proxy Statement and Exhibit 97 in Annual Report Form 10-K, Policy Regarding Recoupment of Executive Compensation
	2-20	Process to determine remuneration	See Diodes Compensation Discussion and Analysis of the 2025 Proxy Statement and Exhibit 97 in Annual Report Form 10-K, Policy Regarding Recoupment of Executive Compensation
	2-21	Annual total compensation ratio	See Diodes 2025 Proxy Statement, 'CEO Pay Ratio' section, pg. 53
	Strategy, policies, and practices		
	2-22	Statement on sustainable development strategy	An Introduction from CEO
	2-23	Policy commitments	Commitment/Overview
	2-24	Embedding policy commitments	Commitment/Overview and Diodes' Supplier Code of Conduct.
	2-25	Processes to remediate negative impacts	Social Responsibility/Business Ethics
	2-26	Mechanisms for seeking advice and raising concerns	Social Responsibility/Business Ethics We investigate and work to resolve all inquiries and take appropriate remedial measures.
	2-27	Compliance with laws and regulations	Diodes did not receive material fines or nonmonetary sanctions related to social, economic, and environmental issues in 2025.
	2-28	Membership associations	Social Responsibility/Community Engagement
	Stakeholder engagement		
	2-29	Approach to stakeholder engagement	Governance/Communications with Stakeholders
	2-30	Collective bargaining agreements	All our global employees have freedom of association and right to collective bargaining, see Diodes Human Rights and Workforce Labor Policy
GRI 3: Material Topics 2021	3-1	hhProcess to determine material topics	Diodes works with our internal and external stakeholders throughout the year. We assess third-party sustainability assessments and benchmark industry trends and best practices.

GRI 3: Material Topics 2021	**3-2**	List of material topics	Climate, Emissions, and Energy Supply Chain Management and Responsible Sourcing Diversity, Equity, and Inclusion Privacy, Data Protection, and Information Security Waste Management and Recycling Employee Health, Safety, and Well-being Employee Development Global Human Rights Community Engagement and Philanthropy Public Policy Customer Engagement and Satisfaction Ethics and Anti-Corruption Economic Performance and Market Presence
	3-3	Management of material topics	**See indicators 3-3 in this index and the following links in the 2025 sustainability Report for information about how Diodes Incorporated manages material topics:** Climate, Emissions, and Energy [GRI 302, 303, 305, 306] Supply Chain Management and Responsible Sourcing [GRI 308, 414] Diversity, Equity, and Inclusion [GRI 405] Privacy, Data Protection, and Information Security [GRI 418] Waste Management and Recycling [GRI 306] Employee Health, Safety, and Well-being [GRI 403] Employee Development [GRI 404] Global Human Rights [GRI 406, 407, 408, 409] Community Engagement and Philanthropy [GRI 413] Public Policy [GRI 415] Customer Engagement and Satisfaction [GRI 416] Ethics and Anti-Corruption [GRI 205] Economic Performance and Market Presence [GRI 201, 202]
GRI 201: Economic Performance 2016	**201-1**	Direct economic value generated and distributed	Company Profile, Annual Report Form 10-K
	201-2	Financial implications and other risks and opportunities due to climate change	Annual Report Form 10-K Risks Factors
	201-3	Defined benefit plan obligations and other retirement plans	Our People To ensure we are strategic in our offerings, benefits are handled at a regional level.
	201-4	Financial assistance received from government	See Annual Report Form 10-K, Government assistance pg.55
GRI 202: Market Presence 2016	**202-1**	Ratios of standard entry level wage by gender compared to local minimum wage	Diodes follows the minimum standard wage regardless of gender and we pay employees above the local minimum wage in every country in which we operate. Employees are compensated based on their experience, performance, and roles/responsibilities. We are committed to providing a fair and living wage to all our employees and our employee remuneration is consistent with all applicable wage laws, including those relating to minimum wage, overtime hours, and legally mandated benefits.

GRI 202: Market Presence 2016	**202-2** Proportion of senior management hired from the local community	Diodes does not track this type of data geographically. We recruit senior management across the global and promote a high percentage of leaders from within the organization.
GRI 203: Indirect Economic Impacts 2016	**203-1** Infrastructure investments and services supported	See Annual Report Form 10-K, Contractual Obligations pg. 37, Commitments and Contingencies, pg. 72
	203-2 Significant indirect economic impacts	See Annual Report Form 10-K, Contractual Obligations pg. 37, Commitments and Contingencies, pg. 72
GRI 204: Procurement Practices 2016	**204-1** Proportion of spending on local suppliers	When possible, we keep our sourcing efforts local by prioritizing purchasing from local supplier.
GRI 205: Anti-corruption 2016	**205-1** Operations assessed for risks related to corruption	Diodes' Corporate Policy on Anti-Bribery and Anti-Corruption Diodes' anti-bribery and anti-corruption program applies to its worldwide operations and suppliers for risks related to corruption. Our manufacturing locations are assessed for risks related to corruption through the RBA self-assessment questionnaire (SAQ), RBA internal audits or RBA VAP audits. Supply Chain/Supplier Management
	205-2 Communication and training about anti-corruption policies and procedures	Diodes provides ethics and compliance awareness training that includes anti-corruption topics to all employees. Our Anti-corruption policy and Code of Business Conduct is available to all employees. We periodically assess and revise training programs and related efforts to reflect legal changes and support continuous compliance improvement. Our People/Investment In Our Employees section.
	205-3 Confirmed incidents of corruption and actions taken	Diodes investigates all reports for review and action and takes the appropriate actions. We cannot disclose information regarding number or the nature of such incidents due to specific legal prohibition as this is attorney-client privileged information.
GRI 206: Anti-competitive Behavior 2016	**206-1** Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In **2025, there were no legal actions** pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization was identified as a participant. See Supply Chain/Intellectual Property Protection
GRI 207: Tax 2019	**207-1** Approach to tax	See Diodes' Global Tax Strategy
	207-2 Tax governance, control, and risk management	See Diodes' Global Tax Strategy See Annual Report Form 10-K - Internal Control Over Financial Reporting, pg. 40.
	207-3 Stakeholder engagement and management of concerns related to tax	See Diodes' Global Tax Strategy
	207-4 Country-by-country reporting	Diodes reports tax obligations in accordance with country-specific requirements and does not publicly disclose this information.
GRI 301: Materials 2016	**301-2** Recycled input materials used	Diodes does not use recycled input materials in our manufacturing process to manufacture primary products.
	301-3 Reclaimed products and their packaging materials	Environment/Waste Management
GRI 302: Energy 2016	**302-1** Energy consumption within the organization	Environment/Energy Management
	302-2 Energy consumption outside of the organization	At the present time, Diodes only track energy usage inside the organization.

GRI 302: Energy 2016	302-3 Energy intensity	Environment/Energy Management
GRI standard	**Indicator**	**Response**
GRI 302: Energy 2016	302-4 Reduction of energy consumption	At Diodes we implement energy conservation and efficiency initiatives where possible. Any savings or reductions achieved are measured on an estimated annual basis.
	302-5 Reductions in energy requirements of products and services	Diodes does not track reductions in energy requirements of sold products and services achieved.
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environment/Water Management
	303-2 Management of water discharge-related impacts	Environment/Water Management Diodes' internal water-management guidelines ensure compliance with wastewater, stormwater and sewage discharge permits and other requirements. Sites monitor water quality and have procedures to manage spills or other abnormalities.
	303-3 Water withdrawal	Environment/Water Management
	303-4 Water discharge	Environment/Water Management
	303-5 Water consumption	Environment/Water Management
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environment/Greenhouse Gas Emissions Management
	305-2 Energy indirect (Scope 2) GHG emissions	Environment/Greenhouse Gas Emissions Management
	305-4 GHG emissions intensity	Diodes' most recent CDP response
	305-5 Reduction of GHG emissions	Environment/Greenhouse Gas Emissions Management
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Environment/Waste Management
	306-2 Management of significant waste-related impacts	Environment/Waste Management
	306-3 Waste generated	Environment/Waste Management
	306-4 Waste diverted from disposal	Environment/Waste Management
	306-5 Waste directed to disposal	Environment/Waste Management
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain/Supplier Management
	308-2 Negative environmental impacts in the supply chain and actions taken	**Based on internal guidelines and determinations, no issues were found to be causing any negative environmental impacts in our direct supply chain for 2025.** Diodes communicates company expectations for responsible environmental performance with all its suppliers. We assess strategic and high-risk suppliers against our expectations, policies, and standards.

GRI standard	Indicator		Response
GRI 402: Labor/Management Relations 2016	**402-1**	Minimum notice periods regarding operational changes	Diodes operates in many countries which have differing notice period requirements for changes and complies with all legal and regulatory requirements of the local region in which it operates.
GRI 403: Occupational Health and Safety 2018	**403-1**	Occupational health and safety management system	Our People/Employee Health, Safety, and Wellness
	403-2	Hazard identification, risk assessment, and incident investigation	Our People/Employee Health, Safety, and Wellness
	403-3	Occupational health services	Our People/Employee Health, Safety, and Wellness
	403-4	Worker participation, consultation, and communication on occupational health and safety	Our People/Employee Health, Safety, and Wellness
	403-5	Worker training on occupational health and safety	Our People/Employee Health, Safety, and Wellness
	403-6	Promotion of worker health	Our People/Employee Health, Safety, and Wellness
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our People/Employee Health, Safety, and Wellness and Diodes Supplier Code of Conduct.
	403-8	Workers covered by an occupational health and safety management system	Our People/Employee Health, Safety, and Wellness
	403-9	Work-related injuries	Our People/Employee Health, Safety, and Wellness
GRI 404: Training and Education 2016	**404-1**	Average hours of training per year per employee	Our People/Investment in Employees
	404-2	Programs for upgrading employee skills and transition assistance programs	Our People/Investment in Employees
	404-3	Percentage of employees receiving regular performance and career development reviews	Diodes encourages goal setting, including performance and development goals and formal performance reviews twice a year to confirm employees understand their own goals and manager expectations. All eligible employees receive a mid-year and end-year performance review.
GRI 405: Diversity and Equal Opportunity 2016	**405-1**	Diversity of governance bodies and employees	Governance/Our Governance Highlights
	405-2	Ratio of basic salary and remuneration of women to men	Our People
GRI 406: Non-discrimination 2016	**406-1**	Incidents of discrimination and corrective actions taken	Diodes investigates all reports for review and action and takes the appropriate actions. We cannot disclose information regarding number or the nature of such incidents for confidentiality reasons.

GRI 407: Freedom of Association and Collective Bargaining 2016	**407-1**	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Diodes works with its suppliers in countries where the risk of violating labor and human standards is recognized as being higher. We require suppliers to complete self-assessment questionnaires, provide training and conduct onsite verification. If any risk is identified, we work closely with the suppliers through corrective action plans. If the nonconformance is not adequately addressed by the supplier in a timely fashion, we may choose to terminate our contract with the supplier. For more information, see our Human Rights and Workforce Labor Policy and Supplier Code of Conduct.
GRI 408: Child Labor 2016	**408-1**	Operations and suppliers at significant risk for incidents of child labor	Diodes work with its suppliers in countries where the risk of violating labor and human standards is recognized as being higher. We require suppliers to complete self-assessment questionnaires, provide training and conduct onsite verification. If any risk is identified, we work closely with the suppliers through corrective action plans. If the nonconformance is not adequately addressed by the supplier in a timely fashion, we may choose to terminate our contract with the supplier. For more information, see our Human Rights and Workforce Labor Policy and Supplier Code of Conduct.
GRI 409: Forced or Compulsory Labor 2016	**409-1**	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Diodes work with its suppliers in countries where the risk of violating labor and human standards is recognized as being higher. We require suppliers to complete self-assessment questionnaires, provide training and conduct onsite verification. If any risk is identified, we work closely with the suppliers through corrective action plans. If the nonconformance is not adequately addressed by the supplier in a timely fashion, we may choose to terminate our contract with the supplier. For more information, see our Human Rights and Workforce Labor Policy and Supplier Code of Conduct.
GRI 410: Security Practices 2016	**410-1**	Security personnel trained in human rights policies or procedures	Diodes has in-house security personnel and in some of our locations we also engage with third-party organizations to provide security-related services to Diodes. Our in-house security personnel receive the standard corporate-wide online compliance training which includes ethics, code of conduct and human rights components. We expect our third-party security service providers to adhere to our Human Rights Policies and Our Supplier Code of Conduct which includes human rights components.
GRI 411: Rights of Indigenous Peoples 2016	**411-1**	Incidents of violations involving rights of indigenous peoples	To the best of our knowledge, there have been no identified incidents of violations involving the rights of Indigenous peoples during the reporting period.
GRI 413: Local Communities 2016	**413-1**	Operations with local community engagement, impact assessments, and development programs	Diodes engages with local communities at all of our global sites through workplace giving programs and employee volunteerism, see Social Responsibility/Community Engagement.
	413-2	Operations with significant actual and potential negative impacts on local communities	Diodes does not have operations with significant actual and potential negative impacts on local communities.
GRI 414: Supplier Social Assessment 2016	**414-1**	New suppliers that were screened using social criteria	Diodes expects our suppliers to adhere to Supplier Code of Conduct and Human Rights and Workforce Labor Policy
	414-2	Negative social impacts in the supply chain and actions taken	Diodes works closely with our suppliers to ensure there are no negative social impacts from our supply chain. If negative social impacts are identified within our supply chain, we work with our suppliers to address those issues through corrective action plans. see Human Rights and Workforce Labor Policy

GRI 415: Public Policy 2016	**415-1**	Political contributions	Commitment/Overview
GRI 416: Customer Health and Safety 2016	**416-1**	Assessment of the health and safety impacts of product and service categories	Supply Chain/Responsible Use of Materials in Our Products
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	We are not aware of any non-compliance concerning the health and safety impacts of our products and services.

UNITED NATIONS GLOBAL COMPACT **PRINCIPLES**

Diodes embraces the ten general principles outlined in the UN Global Compact that are founded on internationally recognized conventions relating to human rights, labor, environment, and anti-corruption.

Categories	Principles	Diodes' Response
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	See "Commitment" section.
	Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	See "Commitment", "Social Responsibility", and "Business Ethics" sections.
Labor	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	See "Our People" section.
	Principle 4: Businesses should support the elimination of all forms of forced and compulsory labor.	See "Supply Chain" and "Our People" sections. Also refer to our "Human Rights and Workforce Labor Rights Policy", "UK Modern Slavery Act Statement", and "California Transparency in Supply Chains Act Statement".
	Principle 5: Businesses should support the effective abolition of child labor.	See "Supply Chain" and "Our People" sections. Also refer to our "Human Rights and Workforce Labor Rights Policy", "UK Modern Slavery Act Statement", and "California Transparency in Supply Chains Act Statement".
	Principle 6: Businesses should support the elimination of discrimination in respect of employment and occupation.	See "Diversity & Inclusion" within "People" and "Supplier Diversity & Inclusion" within "Supply Chain". Also refer to our "Human Rights and Workforce Labor Rights Policy".
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges.	See "Social Responsibility/Our Products". and "Responsible Use of Materials Our Products" and "Supply Chain/Supplier Management". Also refer to our "Environmental Policy"
	Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.	See "Social Responsibility/Our Products". and "Responsible Use of Materials Our Products" and "Supply Chain/Supplier Management". Also refer to our "Environmental Policy"
	Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.	See "Social Responsibility/Our Products".
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	See "Combating Corruption and Bribery" within "Social Responsibility". Also refer to our "Anti-Bribery and Anti-Corruption Policy".

External Assurance Statement

Please click here for our External Assurance Statement.

Revision History

Number	Revision	Request Date
0	2025 Sustainability Report Initial Release	August 3, 2026

Thank You

For exploring our 2025 Sustainability Report

At Diodes, we remain committed to responsible innovation, sustainable growth, and creating long-term value for our stakeholders, communities, employees, and the environment.

STAY CONNECTED

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2025

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