



January 2, 2024

Dear Supplier:

Diodes Incorporated and its subsidiaries (collectively, “**Company**”) are committed to operating in an economically, socially, and environmentally sustainable manner, while recognizing the interests of our stakeholders.

The Company is committed to a safe and healthy workplace for all our employees. We value diversity and inclusion as it contributes to our competitiveness in the global marketplace. The Company is dedicated to ensuring that our employees, customers, and suppliers are treated with dignity and respect. In addition to compliance with applicable laws and regulations of the countries in which we operate, we also look for opportunities to contribute to the wellbeing of the communities which we serve. The Company is committed to the protection and preservation of the environment and our communities. We design and manufacture products using sustainable practices to minimize our impact on the environment.

The Company believes in and supports environmental protection, health and safety performance, and other social responsibility requirements to which the Company subscribes. We align our business practices and operations with the [Code of Conduct](#) published by the [Responsible Business Alliance \(RBA\)](#) (formerly the Electronic Industry Citizenship Coalition (EICC)), a leading industry coalition dedicated to corporate social responsibility in global supply chains. Diodes’ [CSER Code of Supplier Conduct](#) and [Human Rights and Workforce Labor Rights Policy](#) are based on the [RBA](#) Code of Conduct. The RBA Code of Conduct establishes standards to ensure safe working conditions in the electronics industry and in industries in which electronics is a key component including the supply chains that support those industries. The RBA Code of Conduct seeks to ensure workers are treated with respect and dignity, and that business operations are environmentally responsible and ethically conducted. To that end, Diodes:

- Requires its direct suppliers to comply with applicable environmental laws and regulations in their operations and to specifically adhere to Diodes’ CSER Code of Supplier Conduct and Human Rights and Workforce Labor Rights Policy, as well as the requirements of the RBA’s Code of Conduct and the international principles and norms on human rights and labor standards it incorporates.
- Prohibits human trafficking, compulsory prison labor, child labor or slave labor, and physical abuse of workers in its operations.
- Reserves the right to conduct, or have conducted by a third party on our behalf, unannounced audits of our suppliers’ facilities and business practices, to monitor our direct suppliers’ compliance with applicable laws. Suppliers will be expected to provide auditors with reasonable access to any facilities and all documentation that may be required to demonstrate compliance with applicable laws.
- Diodes, in its sole discretion, reserves the right to review audit results and may opt to suspend or terminate its relationship with a supplier, cancel a purchase order, return or revoke acceptance of affected goods, and/or require that corrective action be taken if a

Diodes Incorporated

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supplier or facility is found to be out of compliance with applicable laws or our policies, or if a supplier fails to cooperate in any inspection. The supplier shall be liable for all related damages incurred by Diodes, including lost profits.

As a direct supplier to Diodes, we ask that you acknowledge your understanding of and compliance with our policy by executing and returning this document.

Sincerely,

Gary Yu
President
Diodes Incorporated

Attachments:
Diodes' CSER Code of Supplier Conduct
Human Rights and Workforce Labor Rights Policy

Acknowledgement of Diodes Supplier Letter dated January 2, 2024.

Agreed
Signature: _____

Printed Name: _____

Title: _____

Supplier
Name: _____

Date: _____