



## QUALITY PROCEDURE

### Code of Ethics for CEO and Finance Department Policy

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Adopted: April 8, 2004

Updated: June 3, 2021

As a public company it is of critical importance that the filings of Diodes Incorporated (the “**Company**”) with the U.S. Securities and Exchange Commission (“**SEC**”) be full, fair, accurate, timely, and understandable. Depending on their position with the Company, employees may be called upon to provide information to assure that the Company's public reports are full, fair, accurate, timely, and understandable. For purposes of clarity, the “**Company**” includes Diodes Incorporated and its subsidiaries.

The Company expects all of its personnel to take this responsibility very seriously and to provide prompt, accurate, and complete answers to inquiries related to the Company's public disclosure requirements.

Each Covered Person (as defined below) bears a special responsibility for promoting integrity throughout the Company, with responsibilities to stakeholders both inside and outside of the Company. Each Covered Person has a special role both to adhere to this Policy and to ensure that a culture exists throughout the Company that ensures the full, fair, accurate, and timely reporting of the Company's financial results and conditions. Each Covered Person is bound by this Policy, as well as the Company's Corporate Code of Business Conduct applicable to all employees, officers, and directors of the Company.

**Scope.** This Policy applies to the Company's principal executive officer (CEO), principal financial officer (CFO), principal accounting officer or controller, and all employees of the Company (including its subsidiaries) performing similar functions (each, a “**Covered Person**”), and is intended to deter wrongdoing and to promote the conduct specified below.

**Ethical Conduct.** Each Covered Person shall promote honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships by, among other things:

- Acting as a role model for employees under such Covered Person's supervision by acting in an honest and ethical way;
- Referring all actual or apparent conflicts of interest to the Chairman of the Board of the Company or the Chairman of the Audit Committee of the Board of Directors of the Company (each, a “**Compliance Officer**”); and
- Preventing retaliation against any employee for good faith reporting of violations of this Policy or for participating in any investigation relating to a reported violation of this Policy.

**Disclosure.** Each Covered Person shall promote full, fair, accurate, timely, and understandable disclosure in reports and documents that the Company files with, or submits to, the SEC and in other public communications made by the Company by, among other things:

- Becoming familiar with the disclosure requirements applicable to the Company as well as the business and financial operations of the Company;



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- Providing a system for the careful review of all such reports, documents, and communications;
- Adequately supervising the preparation of the financial disclosure in the periodic reports required to be filed by the Company, including reviewing and analyzing the financial information to be disclosed; and
- Consulting, when appropriate, with professional advisors for advice with respect to such reports, documents, and communications.

**Compliance.** Each Covered Person shall promote compliance with applicable governmental laws, rules, and regulations by, among other things:

- Becoming familiar with such laws, rules, and regulations;
- Consulting professional advisors with respect to such laws, rules, and regulations; and
- Training applicable employees with respect to such laws, rules, and regulations.

**Prompt Internal Reporting.** Each Covered Person shall promote prompt internal reporting of violations of this Policy to a Compliance Officer by, among other things:

- Reporting all violations to a Compliance Officer;
- Encouraging employees to report violations to a Compliance Officer; and
- Providing a procedure by which employees may maintain anonymity in making such reports.

**Accountability.** Each Covered Person shall promote accountability for adherence to this Policy by, among other things:

- Publishing a copy of this Policy annually to all employees through the Company's website or Intranet; and
- Supporting appropriate sanctions for violations of this Code.

**Waiver.** If the Company approves any material departure from the provisions of this Policy, or if the Company fails to take action within a reasonable period of time regarding a material departure from any provision of this Policy, the Company shall, within four (4) business days of such event, report such event on a Form 8-K or post notice thereof to its website.

**Amendment.** Any amendment to this Policy must be approved by the Board of Directors of the Company, and the Company shall, within four (4) business days of such amendment (other than a technical, administrative, or other non-substantive amendment), report such amendment on a Form 8-K or disclose such amendment on the Company's website.

### EMPLOYEE CERTIFICATION

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I have read the Diodes Incorporated (the “Company”) Code of Ethics for CEO and Finance Department (the “Policy”) and understand that I am a “Covered Person” under the Policy required to comply with the Policy. Except as disclosed below, I have never participated in, and am not aware of, any violation of the Policy. Should I ever obtain information giving me reason to believe that any Covered Person (as defined in the Policy) may have engaged in conduct that violates the Policy, I agree to report that information promptly to my immediate supervisor, the Human Resources manager, the Internal Audit Manager, or the Company’s Legal Department. Employees who wish to maintain anonymity and report any actual or potential violation of this Policy or other ethics issues (including any concerns about accounting, internal accounting controls, or auditing matters), may call NAVEX Global at the phone number(s) below. NAVEX Global is not staffed by personnel affiliated with the Company and is the independent hotline service retained by the Company to handle any anonymous calls regarding compliance issues.

<b><u>Location</u></b>	<b><u>First Stage Phone Number<sup>1</sup></u></b>	<b><u>Second Stage Phone Number</u></b>
United States	855-316-2192	Not Applicable
China (North, Beijing)	10-811	855-316-2192
China (North, Beijing)	108-888	855-316-2192
Germany	0-800-225-5288	855-316-2192
Japan (NTT)	0034-811-001	855-316-2192
Japan (KDDI)	00-539-111	855-316-2192
Japan (Softbank Telecom)	00-663-5111	855-316-2192
Korea	00-309-11	855-316-2192
Korea	00-729-11	855-316-2192
Korea	00-369-11	855-316-2192
Taiwan	00-801-102-880	855-316-2192
United Kingdom	0-800-89-0011	855-316-2192
United Kingdom	0-500-89-0011	855-316-2192
United Kingdom	0-800-013-0011	855-316-2192

I have engaged in or observed the following incidents of non-compliance:

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☐ None

Date:

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<sup>1</sup> Call the first stage telephone number. After connecting, follow the voice instruction to dial the second stage phone number. United States calls only dial the first stage phone number.



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Signature

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Name Printed

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Title

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Office/Location

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<u>Revision</u>	<u>Revision History</u>	<u>Request Date</u>
4	Updated document name and version updated as of February 21, 2017.	3/6/2018
5	Add footer, no content update.	4/12/2018
6	Update/refresh as Core Corporate Policy	10/26/2020
7	Update Hotline: add Japan, delete obsolete instruction	4/1/2021
8	Update Hotline: delete nonfunctional China lines	6/3/2021