



**CHARTER OF THE
COMPENSATION COMMITTEE OF
DIODES INCORPORATED
(Amended and Restated as of May 30, 2024)**

PURPOSE

The purpose of the Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of Diodes Incorporated (the “Company”) is to help to ensure that the executive officers of the Company and its subsidiaries are compensated in a manner consistent with the compensation strategy of the Company determined by the Board, the treatment of all executive officers in an equitable and consistent manner, the Company’s success in recruiting and retaining qualified executive officers, and the Company’s compliance with the requirements of the appropriate regulatory bodies. The Committee shall also communicate to the stockholders the compensation policies of the Company and the method for establishing the compensation for the Chief Executive Officer (“CEO”) and the other executive officers of the Company. To carry out this purpose, the Committee shall:

- Review and approve corporate goals and objectives relevant to the compensation of the executive officers;
- Evaluate the performance of the executive officers in light of those goals and objectives;
- Determine and approve the compensation level of the executive officers based on this evaluation; and
- Make recommendations to the Board with respect to incentive-compensation plans and equity-based plans.

1. COMMITTEE MEMBERSHIP AND ORGANIZATION

1.1. The Committee shall be comprised of no fewer than three (3) members of the Board. The members of the Committee shall be appointed and may be removed by the Board with or without cause at any time.

1.2. Each member of the Committee shall be “independent” as defined by the rules of the Nasdaq Stock Market (“Nasdaq”). In addition, each member shall be a “Non-employee Director” for purposes of Rule 16b-3 under the Securities Exchange Act of 1934 and shall satisfy the requirements of an “outside director” for purposes of Section 162(m) of the Internal Revenue Code.

1.3. Each member shall be free of any relationship that, in the opinion of the Board, would interfere with his or her individual exercise of independent judgment. A member of the Committee shall not accept, directly or indirectly, any consulting, advisory, or other compensatory fee from the Company or any subsidiary thereof, except as expressly permitted by the rules of Nasdaq. In determining whether a director is eligible to serve on the Committee, the Board shall consider whether the director is affiliated with the Company, a subsidiary of the Company, or an affiliate of a subsidiary of the Company to determine whether such affiliation would impair the director’s judgment as a member of the Committee.

1.4. The Board shall appoint one (1) of the members as Chair. The Chair will chair all regular sessions of the Committee and set the agendas for Committee meetings.



2. COMMITTEE RESPONSIBILITIES AND AUTHORITY

2.1. The following functions shall be the common recurring activities of the Committee in carrying out its purposes outlined above. These functions should serve as a guide with the understanding that the Committee may carry out additional functions and adopt additional policies and procedures as may be appropriate in light of changing business, legislative, regulatory, legal, or other conditions.

- a. Review from time to time and approve the Company's compensation strategy to ensure that management is rewarded appropriately for its contributions to Company growth and profitability and that the executive compensation strategy supports Company objectives and stockholder interests;
- b. Determine all elements of compensation for the executive officers. The CEO may not be present during voting on or discussion of his or her compensation;
- c. Determine the long-term incentive component of compensation for the executive officers based on the considerations adopted by the Board;
- d. Determine the annual and long-term incentive goals for the CEO and other executive officers of the Company;
- e. Produce the annual Compensation Committee Report to Stockholders on the factors and criteria on which the compensation for the CEO and other executive officers in the last year was based, to be included in the Company's proxy statement for its annual meeting or Annual Report on Form 10-K filed with the SEC;
- f. Develop the Company's incentive compensation strategy with respect to the total number of incentive awards to be granted, the relative participation of senior management and other employees, and the types of awards to be granted;
- g. Recommend and approve, subject to submission to stockholders when appropriate, all-new equity-related incentive plans;
- h. Determine eligibility for awards under the Company's incentive compensation plans and the terms under which awards are granted;
- i. Allocate awards under the Company's incentive compensation plans, provided that the Committee may delegate to the CEO or another executive officer the authority to allocate stock options among employees who are not executive officers, subject to applicable law and the limits and guidelines established by the Committee;
- j. Assure that the Company's executive incentive compensation program, including the annual and long-term incentive plans, is administered in a manner consistent with the Company's incentive compensation strategy;
- k. Approve annual retainer and meeting fees for directors and members of Board committees, including expense reimbursement limits and per diem allowances, and fix the terms and awards of stock compensation for members of the Board;



- l. Review the Company's employee benefit programs, including any 401(k) or pension plan, and approve changes subject, where appropriate, to stockholder or Board approval;
- m. Form and delegate authority to sub-committees, or delegate authority to members, when appropriate, provided that such sub-committees will be composed exclusively of members of this Committee and will operate pursuant to a written charter;
- n. Review and reassess the adequacy of this Charter at least annually and recommend any proposed changes to the Board for approval;
- o. Review any proposed changes to the Company's compensation-related corporate policies and recommend approval by the Board if appropriate;
- p. Conduct an annual self-evaluation of the Committee's performance and report the results of such self-evaluation to the Board;
- q. Review, and approve if appropriate, any hardship exceptions to the stock ownership policy pursuant to the Company's Corporate Governance Guidelines; and
- r. Perform such other duties and responsibilities as may be assigned to the Committee, from time to time, by the Board or the Chairman of the Board related to the purposes of the Committee described above, or as designated in compensation plan documents.

2.2. Delegation by the Board of responsibilities to the Committee shall not preclude the Board from taking any action permitted to be taken under governing law, rules, or regulations applicable to the Company.

3. COMPENSATION CONSULTANTS

3.1. The Committee may, in its sole discretion, retain or obtain the advice of a compensation consultant, legal counsel, or other adviser (a "Compensation Consultant").

3.2. The Committee shall be directly responsible for the appointment, compensation, and oversight of the work of any Compensation Consultant retained by the Committee.

3.3. The Company shall provide appropriate funding, as determined by the Committee, for payment of reasonable compensation to a Compensation Consultant retained by the Committee.

3.4. The Committee may select, or receive advice from, a Compensation Consultant to the Committee, other than in-house legal counsel, only after taking into consideration the following factors:

- a. the provision of other services to the Company by the person that employs the Compensation Consultant;
- b. the amount of fees received from the Company by the person that employs the Compensation Consultant, as a percentage of the total revenue of the person that employs the Compensation Consultant;
- c. the policies and procedures of the person that employs the Compensation Consultant that are designed to prevent conflicts of interest;



- d. any business or personal relationship of the Compensation Consultant with a member of the Committee;
- e. any stock of the Company owned by the Compensation Consultant; and
- f. any business or personal relationship of the Compensation Consultant or the person employing the Compensation Consultant with an executive officer of the Company.

3.5. Nothing in this Charter shall be construed: (i) to require the Committee to implement or act consistently with the advice or recommendations of the Compensation Consultant to the Committee; (ii) to affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties; (iii) to require a Compensation Consultant to be independent; or (iv) to require the Committee to conduct an independence assessment for a Compensation Consultant that acts in a role limited to the activities set forth in the rules of Nasdaq.

4. MEETINGS AND MINUTES

4.1. The Committee shall meet at least twice per year and will also meet as required in response to the needs of the Board and as necessary to fulfill its responsibilities. The Chair of the Committee or any member of the Committee may call a meeting of the Committee. A majority of the members of the Committee shall constitute a quorum, and the vote of a majority shall constitute the act or decision of the Committee.

4.2. All directors who are not members of the Committee may attend meetings of the Committee but may not vote on any matter presented to the Committee; provided, however, that the CEO may not be present during voting on, or discussion of, his or her compensation. Additionally, the Committee may invite to its meetings any director, any member of the management of the Company, or such other persons as it deems appropriate in order to carry out its responsibilities. Notwithstanding the foregoing, the Committee may exclude from its meetings any person it deems appropriate in its sole discretion.

4.3. The Committee will regularly prepare reports to the Board summarizing the Committee's proceedings and recommend to the Board any necessary action. The Committee will maintain written minutes of its meetings, which will be filed with the minutes of the meetings of the Board.