

COMPANY OVERVIEW					
Market Cap. (Mil USD)	\$3,217		B	A+	B
Revenue (Mil USD)	\$1,662		ESG Score	ESG Controversies Score	ESG Combined Score
No. of Employees	8,635				
D&I Index Ranking	Not Ranked				
TRBC Ind. Group	Semiconductors & Semiconductor Equipment				
Countries/ Region	United States of America		B+	B+	B-
Fiscal Yr. End	2022-12-31		Environmental Pillar Score	Social Pillar Score	Governance Pillar Score
ESG Reporting Scope	100%				

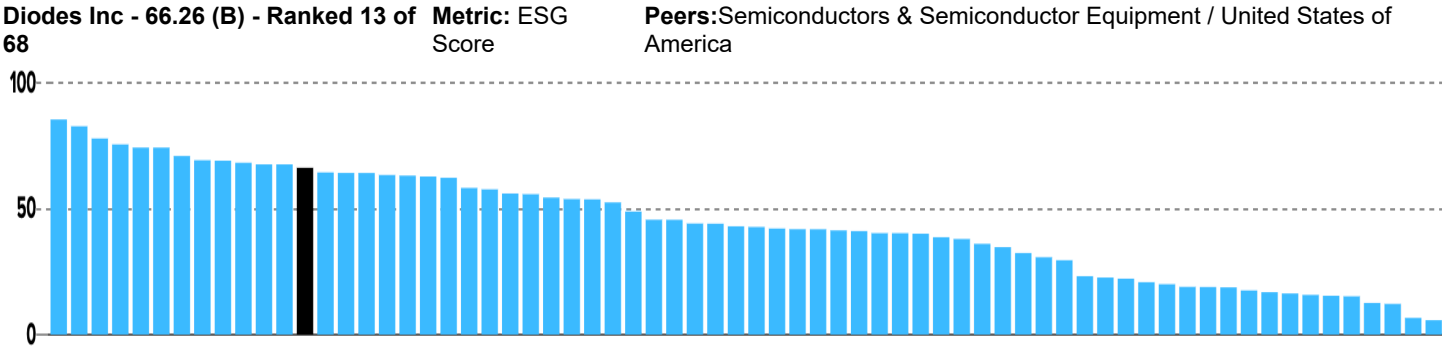
**ESG SUMMARY**

Diodes Inc is a(n) Semiconductors & Semiconductor Equipment company headquartered in the United States of America. For the fiscal year ended in December 2022, DIOD.O received an ESG score of 66.26 (Grade: B).

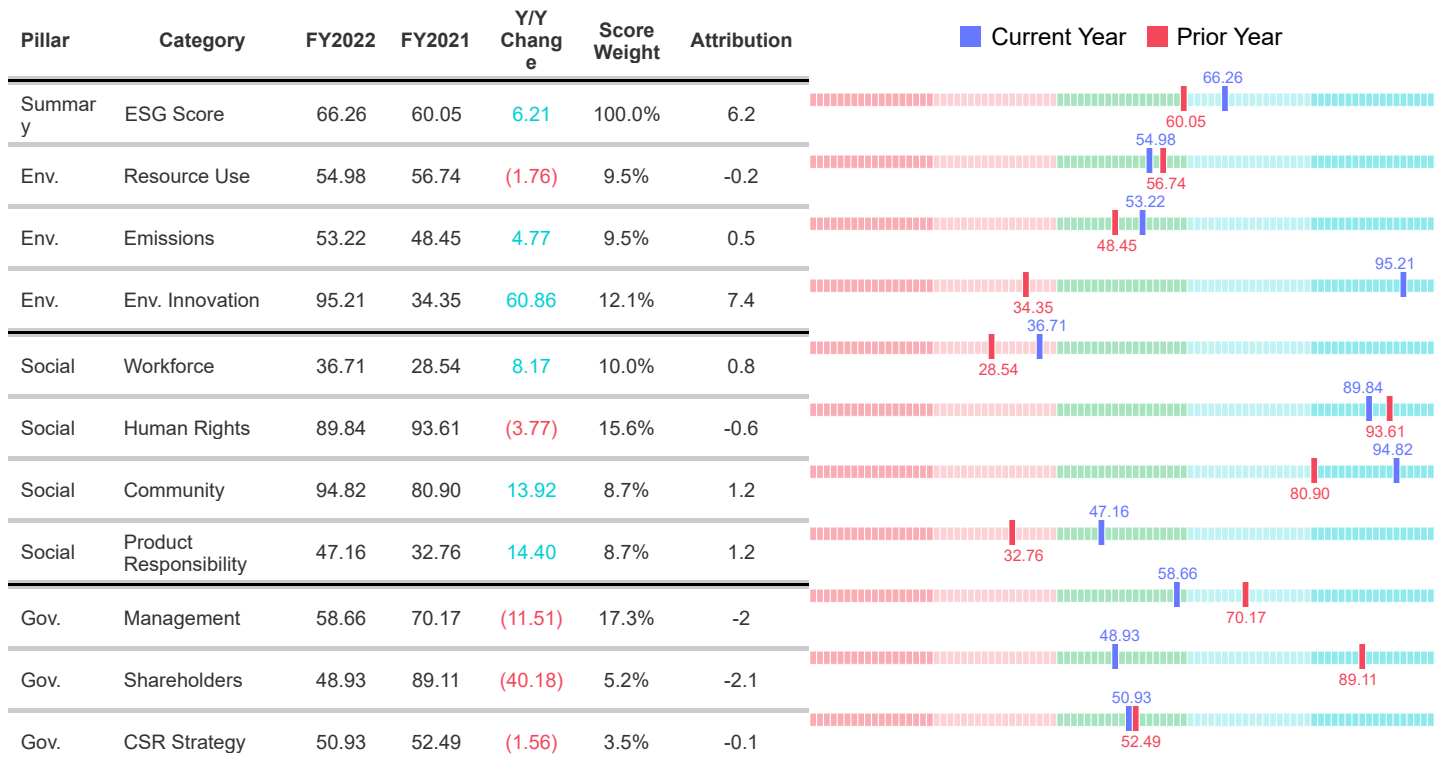
Over the last 5 years, the company has an average ESG score of 54.41, and a median ESG score of 58.72. Refinitiv ESG score is calculated as a sum of weighted individual pillar scores. For DIOD.O, Environmental, Social, and Governance pillars are weighted 31.17%, 42.86%, and 25.97% respectively in ESG score weighting, consistent with companies within the Semiconductors & Semiconductor Equipment industry groups.

DIOD.O's controversy score of 100.00 (Grade: A+) is calculated based on total count of controversies related to the company, as collected by Refinitiv ESG team and normalized based on company's market capitalization. Discounted by its controversies, DIOD.O received an ESG Combined score of 66.26 (Grade: B) for the year.

COMPANY RELATIVE PERFORMANCE					
Company Ranking Compared to	Refinitiv ESG Universe	Refinitiv ESG Universe	Semiconductors & Semiconductor Equipment	United States of America	Semiconductors & Semiconductor Equipment / United States of America
Number of Companies	11748		222	3401	68
ESG Combined Score	1652	<div></div>	32	269	6
ESG Score	2131	<div></div>	41	446	13
Environmental Pillar Score	1859	<div></div>	27	326	8
Social Pillar Score	2371	<div></div>	50	486	11
Governance Pillar Score	4887	<div></div>	113	1339	40
ESG Controversy Score	1	<div></div>	1	1	1



## YEAR-OVER-YEAR ESG PERFORMANCE - ATTRIBUTION



## YEAR-OVER-YEAR ESG PERFORMANCE - MATERIAL FACTORS

Changes in company's year-over-year ESG scores are driven by two factors: Company's relative ranking against its peers, and changes in underlying data as reported by company. In the table below, "Metric Score" section identifies material changes in scores and the "Metric Value" section highlights any changes in the underlying values. Materiality is defined as any directional changes in scores greater than 8.33 (approximately one letter grade).

			Metric Score			Metric Value		
Pillar	Category	Metric Name	FY2022	FY2021	YoY Change	FY2022	FY2021	YoY Change
Env.	Resource Use	Water Use To Revenues USD in million	32.44	--	32.44	1,802.52	--	1,802.52
Env.	Emissions	Environmental Partnerships	88.96	0.00	88.96	TRUE	FALSE	Yes
Env.	Environmental Innovation	Hybrid Vehicles	95.27	0.00	95.27	TRUE	FALSE	Yes
Env.	Environmental Innovation	Renewable/Clean Energy Products	91.89	0.00	91.89	TRUE	FALSE	Yes
Social	Workforce	Women Employees	80.45	--	80.45	42.57%	--	42.57%
Social	Workforce	Women Managers	76.21	--	76.21	25.70%	--	25.70%
Social	Workforce	Flexible Working Hours	0.00	82.08	(82.08)	FALSE	TRUE	(Yes)
Social	Workforce	Injuries To Million Hours	17.89	--	17.89	2.91	--	2.91
Social	Workforce	Supplier ESG training	79.28	0.00	79.28	TRUE	FALSE	Yes
Social	Community	Policy Fair Competition	64.41	0.00	64.41	TRUE	FALSE	Yes
Social	Community	Total Donations To Revenues in million	43.63	--	43.63	131.45	--	131.45
Social	Product Responsibility	QMS Certified Percent	21.97	--	21.97	50.00%	--	50.00%
Gov.	Management	Board Size More Ten Less Eight	42.63	76.68	(34.05)	1	0	1
Gov.	Shareholders	Non-audit to Audit Fees Ratio	--	90.93	(90.93)	--	0.00%	0.00%

## PERFORMANCE DRIVER SUMMARY

DIOD.O's ESG score changed from previous year's 60.05 to 66.26, improving marginally, driven by changes in 10 of the 10 ESG categories.

Relative improvements in Env. Innovation, Product Responsibility, Community categories were partially offset by relative deteriorations in Shareholders, Management, Human Rights categories (See Year-Over-Year ESG Performance - Attribution section for details)

At the metrics level, changes in 94 out of 152 number of metric scores are the primary drivers for category and summary score changes.

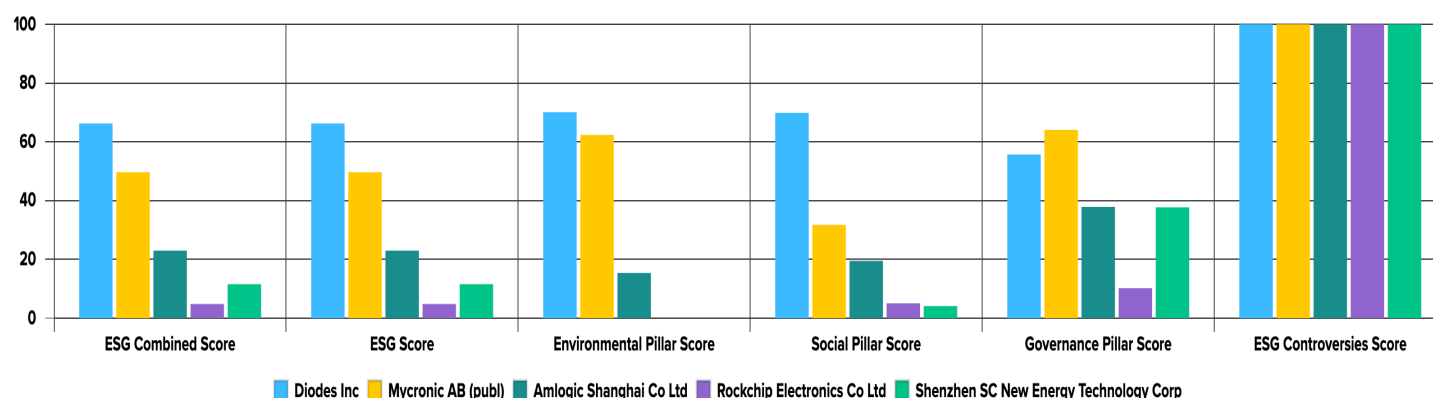
Of the 94 metrics identified, changes in relative ranking against peers drove 71 number of changes while changes in underlying reported metric values drove the rest (See Year-Over-Year ESG Performance - Material Factor section for details)

Please note changes in ESG scores are driven by two primary factors: Changes in underlying company-reported metric values and/or their relative ranking to the peer group.

## PEER SUMMARY

### Closest four peers by market capitalization and Semiconductors & Semiconductor Equipment

	DIOD.OQ	MYCR.ST	688099.SS	603893.SS	300724.SZ
	Diodes Inc	Mycronic AB (publ)	Amlogic Shanghai Co Ltd	Rockchip Electronics Co Ltd	Shenzhen SC New Energy Technology Corp
Company Market Cap (Mil USD)	\$3,217	\$3,255	\$3,221	\$3,198	\$3,168
Total Revenue (Mil USD)	\$1,662	\$567	\$804	\$294	\$871
ESG Combined Score	66.26	49.67	22.99	4.82	11.56
ESG Score	66.26	49.67	22.99	4.82	11.56
Environmental Pillar Score	70.08	62.34	15.39	0.00	0.00
Social Pillar Score	69.88	31.72	19.51	5.06	4.12
Governance Pillar Score	55.69	64.07	37.86	10.20	37.72
ESG Controversies Score	100.00	100.00	100.00	100.00	100.00

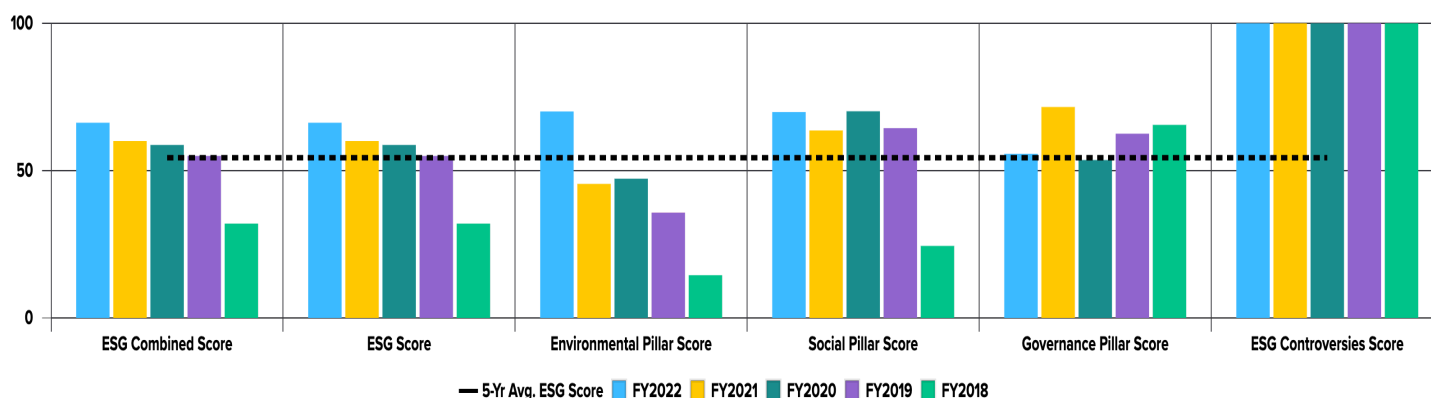


## PEER DETAIL

	DIOD.OQ	MYCR.ST	688099.SS	603893.SS	300724.SZ
	Diodes Inc	--	--	Rockchip Electronics Co Ltd	Shenzhen SC New Energy Technology Corp
Policy Water Efficiency	TRUE	--	--	FALSE	FALSE
Policy Energy Efficiency	TRUE	--	--	FALSE	FALSE
Targets Water Efficiency	FALSE	--	--	FALSE	FALSE
Targets Energy Efficiency	FALSE	--	--	FALSE	FALSE
Total Energy Use To Revenues USD in million	--	--	--	--	--
Renewable Energy Use Ratio	--	--	--	--	--
Water Use To Revenues USD in million	1,802.52	--	--	--	--
Water Recycled	--	--	--	--	--

## HISTORIC PERFORMANCE

	FY2022	FY2021	FY2020	FY2019	FY2018
Period End Date	2022-12-31	2021-12-31	2020-12-31	2019-12-31	2018-12-31
Historic Market Cap (Mil USD)	\$3,462	\$4,943	\$3,121	\$2,887	\$1,620
Total Revenue (Mil USD)	\$2,001	\$1,805	\$1,229	\$1,249	\$1,214
ESG Combined Score	B	B	B	B-	C-
ESG Score	B	B	B	B-	C-
Environmental Pillar Score	B+	C+	C+	C	D
Social Pillar Score	B+	B	B+	B	D+
Governance Pillar Score	B-	B+	B-	B	B
ESG Controversies Score	A+	A+	A+	A+	A+



## HISTORIC PERFORMANCE SUMMARY

Over the last 5 reporting periods, DIOD.O has an average ESG score of 54.41, ranging from a high of 66.26 (FY2022) to a low of 32.02 (FY2018).

Of the three pillars that make up the overall ESG score, Governance pillar performed the best, with an 5-year average score of 61.79, followed by Social pillar (Average score: 58.51) and then Environmental pillar (Average score: 42.62).

By category and on average, Human Rights, Shareholders, and Community are the three best performing categories over the last 5 years while Workforce, Product Responsibility, and CSR Strategy are the three laggard categories during the same period.

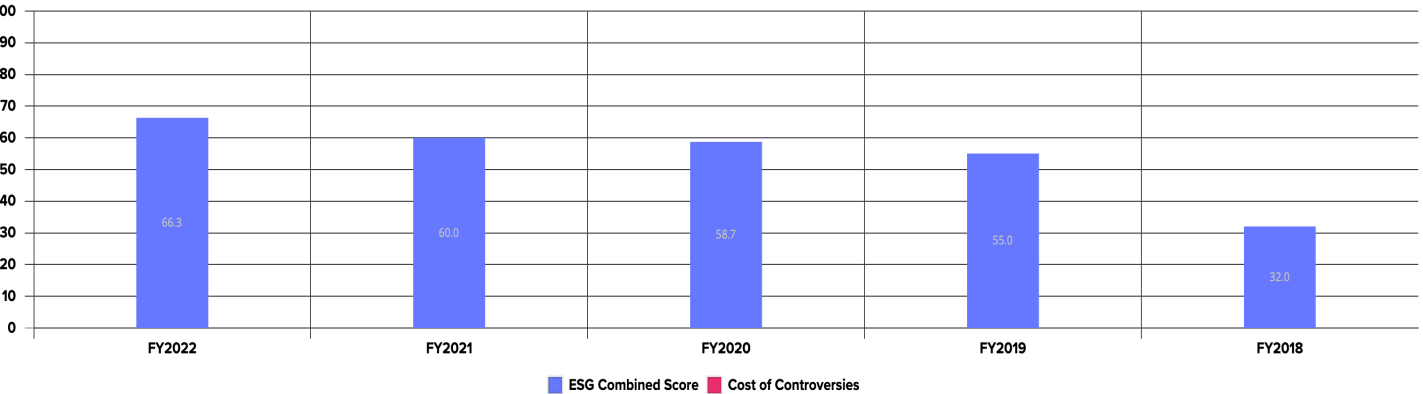
CONTROVERSIAL BUSINESS PRACTICES

Does the company engage in any controversial business activities?No

Did the company have any controversies in violation of the Ten Principles of the UN Global Compact?No

ESG CONTROVERSIES

Bad press can be costly to companies. Controversies reported in the media can bring damages to reputation, future business opportunities, and ultimately the bottom line. ESG controversies score aims to recognize these potential damages, and account for these factors in the scoring of a company's overall ESG performance. From a scoring perspective, controversies could significantly impact a company's overall rating in a negative way. Below is a list of controversies collected from the public domain.



ESG METHODOLOGY

Refinitiv's ESG Scores are designed to transparently and objectively measure a company's relative ESG performance across ten themes based on company reported data. Below document provides detailed information on ESG scoring methodology. [ESG Scores Methodology](#)

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