

Power Integrations, Inc. Human Rights Policy

The Power Integrations Human Rights Policy (“the Policy”) formalizes the company’s commitment to preserving and promoting the fundamental rights of the stakeholders with whom we interact as we conduct our business around the world. The Policy aligns with the Responsible Business Alliance (RBA) Code of Conduct, which in turn aligns with the UN Guiding Principles on Business and Human Rights and is based on international principles and norms. Included in these principles are the United Nations (UN) Universal Declaration of Human Rights, the International Labor Organization’s (ILO) International Labor Standards and Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, the UN General Comment No. 15 on the right to water, and ISO standards.

Our commitment to international human rights standards and local laws is reinforced by our [Code of Conduct and Business Ethics](#), and the principles of this policy are applied to Power Integrations’ major suppliers through the Power Integrations [Supplier Code of Conduct](#). The Policy applies to all Power Integrations employees and partners regardless of geographic location. Possible violations of the Policy should be reported using the process described below.

Rights Covered

Diversity and non-discrimination

Power Integrations seeks to promote an inclusive work environment and is committed to maintaining a workplace free of discrimination. We do not engage in or tolerate discrimination based on race, color, ancestry, national origin, religion, creed, age (40 and over), disability (mental and physical), sex, gender (including pregnancy, childbirth, breastfeeding or related medical conditions), sexual orientation, gender identity, gender expression, medical condition, genetic information, marital status, military or veteran status or any other characteristic provided by applicable law.

Anti-harassment

We are committed to providing a work environment free of inappropriate and unlawful discrimination and harassment. We promote a safe and productive workplace free of sexual, physical, verbal and psychological harassment. Proscribed harassment will not be tolerated by the company. All employees are to receive periodic training in prevention of sexual harassment and abusive conduct in the workplace.

Prevention of human trafficking and forced labor

We forbid the use of forced labor, bonded labor, indebted labor, indentured labor, involuntary prison labor, slavery or human trafficking within our own operations or that of our supply chain, as discussed in our [Slavery and Human Trafficking Statement](#). Our employees and other stakeholders are encouraged to report any concerns they may have on human trafficking to a member of our senior management or human resources team.

Prohibition on child labor

We employ individuals who are at least 18 years of age by the first day of employment except for employees hired in China, where the legal minimum age for employment is 16 years old. Employees below the age of 18 may not perform hazardous work, work overtime hours or work night shifts. We expect the same from our labor agencies and suppliers.

Minimum wage and working hours

We pay wages at or above the legally mandated minimum wage requirements, including the legal overtime rate for hourly employees. Employees are also entitled to, at a minimum, legally mandated benefits and are not required to pay fees, deposits or incur debt as a result of employment. Except in an emergency or unusual situation, working hours for hourly employees are not to exceed the maximum set by local law or no more than 60 hours per week, whichever is stricter. Working overtime hours is voluntary. Hourly workers should also not work longer than six consecutive days without at least one day of rest.

Freedom of association

In accordance with applicable law, we recognize the freedom of employees to establish or join an organization of their choosing, to bargain collectively, to engage in peaceful assembly, or to refrain from such activities. We respect the right of our employees to associate without fear of pressure, retaliation or reprisal. We also encourage open communication on work-related topics, guidance or concerns with direct managers, human resources and/or members of our senior management team.

Workplace safety

We are dedicated to providing a safe and healthy workplace by complying, at a minimum, with local requirements and developing programs that strengthen our safety culture and prevent unsafe conditions. More information on our health and safety initiatives can be found in our [Environmental, Health and Safety Policy](#). In compliance with California law, and to promote a safe workplace, the Company maintains an [Injury and Illness Prevention Program](#).

Anti-corruption

We abide by all anti-corruption laws everywhere we do business. This includes the U.S. Foreign Corrupt Practices Act (FCPA), which applies to our businesses globally and other similar applicable laws in countries where we do business. Officers, directors, employees, business partners or any other third party acting on our behalf are forbidden from paying bribes or other prohibited payments to government officials and private individuals who interact with Power Integrations. We protect our employees against retaliation for refusing to do anything against the highest standards of integrity.

Product Responsibility

Power Integrations designs, assembles and delivers products of high quality with the assistance of manufacturing partners that embrace our policies (see Supplier Responsibility below). We cannot know all of the end uses of our products, but we do not promote or condone uses that violate or threaten human rights. We believe our products make a positive contribution to society by reducing electricity consumption and through their use in the generation and transmission of renewable energy; according to the International Energy Agency, efficiency and renewable energy are to be responsible for more than two-thirds of the reduction in carbon-dioxide emissions needed to achieve a sustainable future. Our products also reduce the amount of materials used in the manufacture of electronic products. Information about the environmental benefits of our products can be found on our [website](#).

Supplier Responsibility

The principles of this Policy and the RBA Code of Conduct are applied to our suppliers through our [Supplier Code of Conduct](#). Also, as a member of the [Responsible Minerals Initiative](#), Power Integrations is committed to ensuring that all of our products containing metals such as cobalt, tungsten, gold, tantalum and tin are conflict-free or sourced from compliant smelters and refiners. Information on sourcing of materials used in our products can be found in our annual [Conflict Minerals report](#) to the Securities and Exchange Commission.

Reporting Process

We encourage employees and anyone else with information regarding a possible violation of the Policy to report such information to Misconduct-Reporting@power.com or our hotline number, 1-408-414-8567. Reports filed through these channels are directed solely to the chairman of the Compensation Committee of our Board of Directors. Except as restricted by law, such reports can be made anonymously. We prohibit any form of retaliation against employees who make a report or raise a concern in good faith. Reports of potential violations will be investigated and, if substantiated, remedial action will be taken.

Review and Revision of Policy

The Power Integrations Human Rights Policy is reviewed periodically and updated as necessary. We accept input from all relevant groups including, but not limited to, those responsible for environmental, health and safety matters, human resources, legal affairs and our supply chain, and we accept input from any third-party stakeholders aware of material human rights issues and trends. Our Board of Directors is responsible for the Policy and must approve any significant revisions. Every individual and department at our company is responsible for understanding and implementing the rights covered in this policy.

[SIGNED]

Balu Balakrishnan

President and CEO, Power Integrations, Inc.

Revision History Revision	Description of Revision and Reason	Effective Date
1.0	Initial release of Power Integrations Human Rights Policy	January 1 st , 2023
1.1	Addition of telephonic reporting hotline, product responsibility, board responsibility for policy	March 14, 2023