

# **Alpha and Omega Semiconductor Limited**

## **Labor and Human Rights Policy**

**Adopted: May 9, 2024**

### **I. INTRODUCTION**

Alpha and Omega Semiconductor Limited (together with its consolidated subsidiaries, the “Company”) is a global company that works to uphold the labor and human rights of its employees, suppliers, managers and directors. As such, the Company respects international human rights and labor standards as well as international laws. This, our Labor and Human Rights Policy (the “Policy”) is a critical part of our commitment to fair and decent workplace values and signifies our commitment to treating our employee and non-employee workers with dignity, fairness and respect. The Policy applies to full-time, part-time and temporary employees, interns, suppliers, agents, representatives, consultants, advisors and other independent contractors.

### **II. LABOR COMMITMENTS**

As a global company that hires a diverse and geographically dispersed workforce, the Company is committed to upholding the basic and essential human rights of all of our workers and employees, which includes treating them with dignity and respecting them according to the standards and best practices adopted and understood by the international community. The Company seeks to conduct its business operations in accordance with international human rights principles including UN Guiding Principles on Business and Human Rights, while upholding all relevant local labor laws in our countries of operation and in many cases go beyond compliance.

The following details the various labor commitments that we uphold for our employees and suppliers.

#### **A. Prohibition on Forced or Compulsory Employment or Labor**

The Company is committed to ensuring that all work is voluntary in our Company and throughout our supply chain. We strictly prohibit forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery or trafficking of persons, which includes the transportation, harboring, recruitment, transfer, or receiving vulnerable persons by means of threat, force, coercion, abduction or fraud for the purpose of exploitation or forced labor. Workers’ or employees’ movement shall not be restricted with regards to the Company facilities. We seek to ensure that the terms of employment are clear, as are the terms of termination of employment, which includes our commitment to not destroying, concealing, confiscating or denying access by employees to their identity or immigration documents (if relevant), such as government-issued forms of identification, passports or work permits, unless such holdings are required by law. In addition, employees and workers are not required to pay recruitment fees or other related fees regarding their employment, and when it is found that such fees have been paid, the worker shall be reimbursed.

#### **B. Prohibition of Child Labor**

We strictly prohibit the use of child labor. We do not consider anyone for employment under the minimum age for employment established by local laws. We will cease work with all suppliers or subcontractors that are found to use child labor, and the relevant supplier will be required to take a number of steps in order to assure that it no longer engages in child labor practices henceforth.

#### **C. Fair and Transparent Employment Practices**

All of our employees are afforded wages and benefits according, at least, to the minimum standards or better set up in our countries of operation. Compensation paid to workers complies in all material aspects with all applicable labor and wage laws, including those governing minimum wage, overtime hours and legally mandated benefits such as pension, retirement, health care and parental leave, among others.

#### **D. Human Rights and Non-Discrimination in the Workplace and Conflict Minerals Commitment**

As we work to uphold high standards of ethical behavior and human rights, we also ensure that there is no harsh and inhumane treatment of our employees including unlawful sexual harassment, abuse, corporal punishment, mental or physical coercion or verbal abuse, or that any threats are issued.

We uphold a strict policy of non-discrimination in the workplace, including ensuring a workplace that is free of unlawful harassment, and we strive to uphold and protect equal rights for minority groups and women. We do not engage in any forms of unlawful discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, veteran status, protected genetic information or marital status in our hiring and employment practices including wages, promotions, rewards and access to training.

We are committed to ethical sourcing and work to ensure that our suppliers uphold humane employment and sourcing practices. As such, we established a conflict minerals policy which has been posted on our website for third party references.

#### **E. Freedom of Association and Collective Bargaining**

We respect the rights of all of our workers to organize collectively, in accordance with the local laws. Our employees are free to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly, in each case to the extent permitted under applicable law, while also respecting the rights of workers to refrain from such activities.

### **III. HEALTH AND SAFETY**

#### **A. Occupational Safety**

We work to ensure that our workers and employees are not unlawfully exposed to any safety hazards (e.g. chemical, electrical and other energy sources, fire, vehicles and fall hazards) and that, to the extent required under applicable law, any and all relevant hazards are identified, assessed and controlled for through proper design and management of health and safety risks. As part of this effort, we uphold a management system for ensuring engineering and administrative controls, preventative maintenance and safe work procedures, as well as safety training for our employees. Where relevant, all employees and workers are provided with any legally required protective gear or personal protective equipment, and educational materials on how to use the equipment, in an effort to address any potential hazards.

#### **B. Emergency Preparedness**

We work to identify, assess and prepare for emergency situation in order to minimize impacts and improve response times. This includes mechanisms for developing emergency reporting, notifying employees, developing evaluation procedures, implementing training and drills for employees, ensuring proper fire detection and suppression equipment, that exits are properly marked and that recovery plans are established.

#### **C. Occupational Injury and Illness**

We have procedures in place to prevent, manage, track and report on relevant occupational injuries and illnesses, in accordance with applicable law, including promotion of casualty reporting, classification and reporting of injuries and illnesses, provision of necessary medical equipment, investigation of cases and implementation of corrective action plans.

#### **D. Facilities for Our Employees**

Workers and employees are provided access to clean toilet and sanitation facilities, potable water and sanitary food preparation, storage and eating facilities (where relevant) in accordance with applicable law. Furthermore, we work to ensure that workers are not exposed to environmental health risks such as chemical, biological or physical agents, which are regularly identified, evaluated and controlled for through a hierarchy of controls that is administered by the Company in accordance with applicable law. Hazards are reasonably maintained through our management system, and in accordance with applicable law, employees are provided personal protective equipment to minimize risks or hazards. In addition, we are committed to ensure security and safety to all employees in our working environment, including our factories, offices and other facilities, by implementing entry security protocols and protections against unauthorized access to our physical premises.

We reasonably accommodate employees with known mental or physical disabilities to help them fulfill the essential functions of their jobs (to the extent requested by such employees, and to the extent such accommodations do not create an undue hardship) in accordance with applicable law.

#### **E. Communication on Health and Safety Matters**

We strive to provide our employees and workers with the appropriate workplace health and safety information and training, in their native language, so that all can understand the identified workplace hazards that employees may be exposed to. These hazards include, but are not limited to, mechanical, electrical, chemical, fire and physical hazards. All relevant information is posted in the facility or in clearly identifiable locations. All employees are encouraged to raise safety concerns.

### **IV. REPORTING AND ACCOUNTABILITY**

Consistent with the Company's Whistleblower Policy, any stakeholder of the Company may report known, suspected or potential violations of any laws or regulations governing the Company's business, this Policy, or any other Company policy through Lighthouse Services, the third-party service provider retained by the Company, in either of the following ways:

- a. On-line Reporting:
  - English Website (standard): [www.lighthouse-services.com/aosmd](http://www.lighthouse-services.com/aosmd)
  - Simplified Chinese Language Website: [www.LighthouseGoTo.com/aosmd/csm](http://www.LighthouseGoTo.com/aosmd/csm)
  - Traditional Chinese Language Website: [www.LighthouseGoTo.com/aosmd/ctr](http://www.LighthouseGoTo.com/aosmd/ctr)
- b. Toll-free Telephone Reporting (24 hours a day/7 days a week):
  - English speaking USA and Canada: (855) 864-0007 (not available from Mexico)
  - Employees outside of North America: (800) 603-2869 (request can be made for a Chinese translator). Refer to separate toll-free dialing instructions with access code.
- c. Alternative Reporting:
  - E-mail: [reports@lighthouse-services.com](mailto:reports@lighthouse-services.com) (must include the Company name with report)
  - Fax for written documents: 215-689-3885 (must include the Company name with report)

Reports may also be made anonymously by emailing either the General Counsel, Head of Internal Audit, or the Head of the Board's Audit Committee.

## **V. GOVERNANCE**

This Policy was approved by our Board of Directors (the "Board"). The Board oversees implementation of this Policy, and management oversight of this Policy rests with our Legal and Human Resources departments. The Board may establish a separate committee and delegate its authority of implementation and oversight of this Policy to such committee.

We periodically receive and consider input and feedback from our employees, customers, and other advisors with respect to our efforts to observe, maintain and enhance human rights, and we strive to incorporate such input and feedback into our practices, including any potential amendment to this Policy. The Board will periodically review and evaluate compliance with this Policy. Amendments to this Policy require Board approval.