



2025 Sustainability Report

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Forward-Looking Statements: This report contains forward-looking statements reflecting management's current expectations and beliefs. These statements are based on current information that is, by its nature, subject to rapid and even abrupt change. Due to risks and uncertainties associated with the company's business, actual results could differ materially from those projected or implied by these statements. Risk factors that may cause actual results to differ are explained under the caption "Risk Factors" in the company's most recent Annual Report on Form 10-K, filed with the Securities and Exchange Commission on February 6, 2026. The company is under no obligation (and expressly disclaims any obligation) to update or alter its forward-looking statements, whether because of new information, future events or otherwise, except as otherwise required by law.

.01

Introduction



A Message from Our CEO



At Power Integrations, sustainability is about more than how we operate; it's deeply embedded in what we do. Our products eliminate the need for billions of electronic components each year through integration, and for more than two decades our EcoSmart™ technology has set the standard for curbing standby power waste in products like appliances and computers. Our unique PowiGaN™ gallium-nitride technology is compounding those savings while helping customers achieve greater power density with products like our new TOPSwitchGaN™ integrated circuit family.

While we are proud of what our technology is doing for global sustainability today, I am confident that our biggest contributions are still to come. The burgeoning power requirements of AI data centers and the electrification of transportation—from e-bikes to passenger cars to rail—not only demand advanced power electronics but also a modern, dependable power grid. Power Integrations sits at the intersection of these important, generational trends.

As AI drives rapid growth in data-center power demand, Power Integrations has a crucial role to play from the grid to the rack. Our gate drivers are vital components in the generation, storage and transmission of renewable energy, and can be used in emerging solid-state transformers to deliver grid power efficiently into the data center. Inside the data center, PowiGaN technology offers an efficient solution for a variety of power stages in the rack.

We continue to advance the electrification of transportation, which depends on reliable, efficient high-voltage semiconductors. We have solutions today for e-bikes, electric passenger cars, heavy vehicles and electric rail, with a strong pipeline of new products to support evolving architectures and expand the range of sockets we can serve.

Beyond the positive impact of our products, we are committed to minimizing the environmental impact of our operations. We generate solar power at several of our major facilities, and in 2025 we added approximately a megawatt of new solar capacity at our Silicon Valley headquarters. We choose manufacturing partners with strong records of protecting the environment, and have strict policies on the sourcing of materials used in our products.

The drive to save power is deeply ingrained in the culture at Power Integrations. Thanks to that culture and the innovations it has produced, our customers depend on us to help them solve their toughest power challenges. As AI and electrification demand increasingly innovative power semiconductor technologies, I'm confident that we will deliver the right solutions for our customers and the environment.

A handwritten signature in cursive script that reads "Jennifer Lloyd".

Jennifer Lloyd
President & Chief Executive Officer
Power Integrations, Inc.

INTRODUCTION

About This Report

We are pleased to present our 2025 Sustainability Report, which outlines our approach to sustainability topics relevant to our business.

Sustainable innovation, with a focus on energy-efficient products, has been core to Power Integrations from the beginning, and we are proud that our solutions save electricity and enable clean technologies like renewable energy and electric transportation. The topics covered in this report are based on the disclosures recommended for our industry by the IFRS Foundation's SASB and TCFD standards as well as input from key stakeholders. Please see the [Appendix](#) for additional information on our SASB and TCFD standards alignment.

The report was assembled by our sustainability working group, which includes representatives of our human resources, quality, information technology, applications engineering, operations, facilities and finance teams. The report was reviewed by our Disclosure and Risk Management Committee, which is chaired by our chief financial officer and includes our CEO and other members of our senior management team.



.02

Powering a Lower-Carbon Future

Improved energy efficiency and increased use of renewable energy and other clean technologies will continue to be critical drivers of reduced greenhouse gas emissions. Both are areas where our products have meaningful impact. Our innovative power-conversion chips and PowiGaN™ gallium-nitride technology make electronic products and systems more energy efficient, while our SCALE™ gate drivers are critical components in wind turbines, solar-energy systems, electric locomotives and efficient high-voltage DC transmission systems.

POWERING A LOWER-CARBON FUTURE

Helping Data Centers Use Less Energy with PowiGaN™ Technology

Since 2019, we have shipped hundreds of millions of energy-saving PowiGaN chips for use in applications such as appliances, TVs and mobile-device chargers.

Now, as data centers — especially those supporting artificial intelligence — consume growing amounts of electricity, the industry is turning to advanced technologies like PowiGaN, which converts power more efficiently than traditional silicon power switches.

PowiGaN products are in use today in auxiliary power supplies for servers, and we are collaborating with leaders in the AI data center industry on more-efficient, higher-density power architectures. Our unique 1250- and 1700-volt GaN technologies can support the 800-volt DC input that will power these next-generation data centers. (See our October 2025 [white paper](#) for more information.)



POWERING A LOWER-CARBON FUTURE

Advancing the Shift to Electric Vehicles

Efficient and reliable high-voltage power electronics are essential to electric vehicles. Power Integrations provides automotive-qualified power conversion chips that support 400- and 800-volt EV platforms.

While high-voltage battery packs drive the core propulsion systems in EVs, vehicles still rely on a 12-volt subsystem to power lighting, infotainment, sensors and safety electronics. Today, most of these 12-volt systems get their power from bulky lead-acid batteries like the ones found in traditional internal-combustion vehicles. Power Integrations is helping vehicle makers evolve their architectures to reduce reliance on these batteries.

Our automotive-qualified InnoSwitch™ chips enable highly efficient DC-DC conversion from the main battery pack to supply power to key subsystems and are also used in inverter emergency power supplies.

Power Integrations also offers gate drivers for heavy vehicles such as electric buses, construction equipment and locomotives. Heavy vehicles often operate in demanding conditions, and our gate drivers are designed with a high level of mechanical robustness to withstand vibration and other stresses to ensure that these advanced transportation technologies function reliably.



SPOTLIGHT

Pushing the Limits of Efficiency & Reliability

Every two years, innovative young minds from around the world gather in Australia for the [Bridgestone World Solar Challenge](#) where they push the boundaries of what's possible with solar energy, power electronics and human ingenuity. The race covers over 3,000 km of challenging terrain, providing a real-world test for the solar cars and their teams.

In 2025, for the second race in a row, the [ETH Zurich aCentauri team](#) used a PowiGaN™-based DC-DC converter provided by Power Integrations to power all the 12 V electronic systems in its solar race car.



POWERING A LOWER-CARBON FUTURE

Powering Renewable Energy & a Smarter Grid

Power Integrations products play an important role in renewable energy systems and in the modernization of power grid infrastructure.

Our SCALE™ gate drivers are used in the generation of solar and wind power, battery-storage systems, and high-voltage DC transmission lines used to carry renewable power to the grid. By improving efficiency and reliability in these applications, we help make the generation of renewable energy and delivery more effective and more widely accessible.

Our high-voltage power-conversion chips are critical components in smart utility meters, which eliminate manual meter reading, enable consumers to better manage their energy usage, and help utilities combat energy theft and respond more rapidly to outages.



POWERING A LOWER-CARBON FUTURE

Making Everyday Motors & Appliances More Efficient

From heating and cooling systems to household appliances, electric motors account for a large share of global electricity use.

Power Integrations' [BridgeSwitch™-2](#) motor-driver chips help these products use less energy by supporting the transition to highly efficient brushless DC motors, providing high reliability and low standby consumption. This helps manufacturers meet increasingly stringent energy-efficiency standards and reduces day-to-day energy consumption for end users.



POWERING A LOWER-CARBON FUTURE

Reducing Standby Waste with EcoSmart™ Technology

Devices such as household appliances, TVs, computers and mobile-device chargers continue to draw power as long as they are plugged in — even when idle.

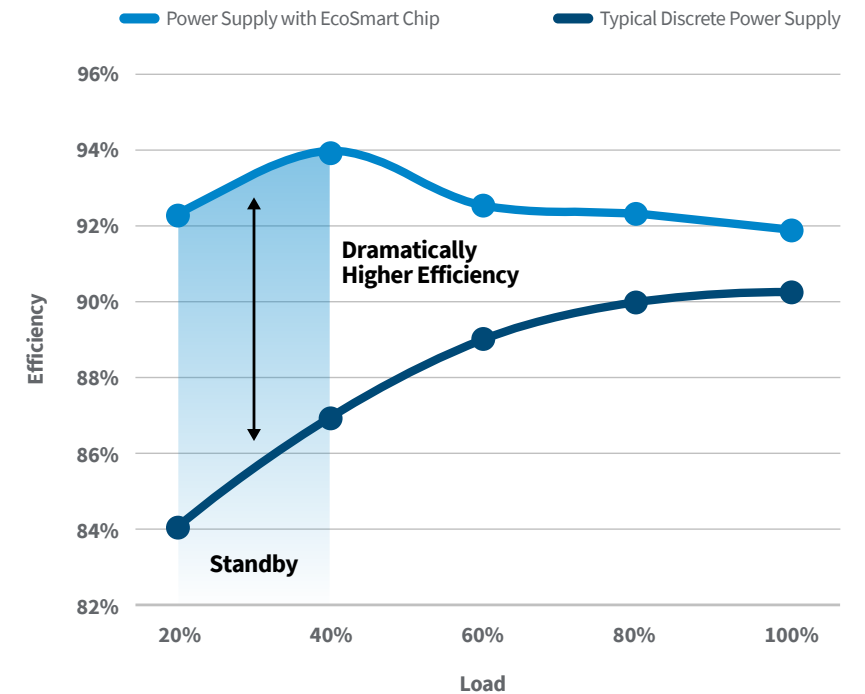
This standby power waste is a significant contributor to home and office electricity usage — a problem that threatens to grow as the number of electronic devices continues to expand. Smart speakers, electronic utility meters and USB charging ports are all connected to the grid 24/7.

Power Integrations’ EcoSmart technology reduces standby waste by intelligently managing power use and keeping efficiency high even at very light loads — cutting unnecessary energy draw without affecting performance.

Since 1998, we have shipped more than 22 billion chips featuring EcoSmart technology, saving billions of dollars’ worth of electricity and helping our customers meet increasingly strict global efficiency regulations.

How We Do It

EcoSmart Technology High Efficiency at Light Loads



Source: Power Integrations

.03

Responsible Sourcing & Sustainable Design

We recognize the economic opportunity in sustainable operations. We take a long-term approach to planning and decision-making, investing for sustainable growth and profitability. We work closely with certified manufacturing partners who share our commitment to quality and the environment.

RESPONSIBLE SOURCING & SUSTAINABLE DESIGN

Supply Chain Management

Power Integrations is committed to high standards in product quality and business integrity, including safe working conditions, fair treatment of workers, and environmentally and socially responsible manufacturing processes.

As a fabless semiconductor company, we regard our manufacturing partners as an extension of our operations and expect them, and all our suppliers, to uphold these same standards.

Conflict Minerals

Power Integrations is a member of the [Responsible Minerals Initiative](#) (RMI) and while we do not directly source them ourselves, we promote responsible sourcing of conflict minerals,

which include tin, tungsten, tantalum and gold (3TG). We require our manufacturing partners, including direct suppliers and distributors, to have a purchasing policy and supplier selection program to ensure that all products manufactured or sold by Power Integrations include minerals that are responsibly sourced from the list of RMI-conformant smelters and refiners.

For additional information, please refer to our [Conflict Minerals and Cobalt Sourcing Policy Statement for Integrated Circuits](#) and our [Conflict Minerals Report](#).



SUPPLY CHAIN MANAGEMENT

Supplier Code of Conduct

Our [Supplier Code of Conduct](#) outlines key expectations to safeguard quality and transparency throughout our value chain.

The Supplier Code of Conduct applies to all workers, including temporary, student, contract and direct employees, and outlines our expectations in the following areas:

- Labor standards, including compliance with the International Labour Organization Conventions for minimum age and child labor.
- Health and safety standards, including measures to control safety hazards and ensure safe machinery use.
- Environmental standards, including compliance with environmental laws, reduction of waste and efficient use of resources.
- Ethics, including zero tolerance for bribery, corruption and unethical business practices.
- Management systems, including risk management, compliance and training expectations.

*Power Integrations defines “Green” as products that comply with [RoHS](#) (Restriction of Hazardous Substances) standards set forth by the European Union and that are also halogen-free, as defined on our [Green Packaging](#) site.

Learn More

- Visit our [Green Packaging](#) site for additional information on the materials content of our products, including a complete list of our “green”* part numbers.
- Visit our [gate driver](#) product site for information on the materials used in our high-power products.



SUPPLY CHAIN MANAGEMENT

Manufacturing Partners' Sustainability Commitments

All of our foundry partners have roadmaps to reduce greenhouse gas (GHG) emissions:

	Key Environmental Certifications	GHG Reduction Plans
Foundry Partner 1	ISO 14001:2015 EMS Sony Green	Reduce scope 1 and 2 GHG emissions by 90% by FY 2030 compared to FY 2017 Reduce scope 1, 2 and 3 GHG emissions by 55% by FY 2030 compared to FY 2017
Foundry Partner 2	ISO 14001:2015 EMS Sony Green	Target 30% CO2 reduction by 2030 in two facilities
Foundry Partner 3	ISO 14001:2015 EMS Sony Green	By 2030, reduce GHG emissions in line with 1.5° pathway
Foundry Partner 4	ISO 14001:2015 EMS Sony Green	Reduce scope 1 and 2 carbon emissions by 40% by 2030 compared to 2021 (normalized to stepped mask layers)

In addition to our foundry partners, all assembly and test partners are certified Sony Green and ISO 14001.

SUPPLY CHAIN MANAGEMENT

Low-Impact Materials Use

Power Integrations is committed to the removal of hazardous materials from products and manufacturing processes:

- All products we have introduced since 2005 are lead-free and comply with the EU’s Restriction of Hazardous Substances (RoHS) directive. All products we have introduced since 2012 are also halogen-free. Read Power Integrations’ [RoHS/REACH Compliant and Halogen-Free Statement](#).
- All of our products comply with REACH, an EU regulation that assesses the risks of chemicals to human health and the environment and controls their inclusion in products. Read Power Integrations’ [Certification of REACH SVHC Non-Usage](#).

Through close collaboration with our manufacturing partners, we strive to ensure that wafer rejects, defective integrated circuits and other electronic waste are responsibly recycled. This effort helps recover valuable materials, minimize environmental impact and align with global electronic waste management standards.

Responsible Production

Power Integrations uses solar energy at its Silicon Valley headquarters and other major office facilities. We are also committed to increasing the use of renewable energy in our manufacturing process.

Renewable Energy Roadmap for a Major Customer

A major customer asked Power Integrations to commit to using 100% renewable energy to manufacture the products we sell to them by the end of 2025. Working closely with the customer and our manufacturing partners, we developed a plan to meet this request and are proud to report that it has successfully been implemented.

01. Initial Engagement

01. INITIAL ENGAGEMENT

- Identify executive sponsor
- Identify directly responsible individual

02. Education and Baseline Assessment

02. EDUCATION AND BASELINE ASSESSMENT

- Learn about renewable energy
- Tally electricity and renewables

03. Renewables Plan Development

03. RENEWABLES PLAN DEVELOPMENT

- Assess options
- Create execution plans
- Obtain executive buy-in

04. Procurement Plan Execution

04. PROCUREMENT PLAN EXECUTION

- Collect annual data from manufacturing partners
- Submit data to customer platform to track progress

 100% Renewable Energy

RESPONSIBLE SOURCING & SUSTAINABLE DESIGN

Product Quality & Safety

Our commitment to product quality and safety is a foundational aspect of our operations.

Quality Management Systems

Our quality management system is certified as ISO 9001, an international standard that ensures consistent production of high-quality products. This certification includes our sites in San Jose, California; Branchburg, New Jersey; Penang, Malaysia; Biel, Switzerland; and Ense, Germany. These locations collaborate to maintain the quality and reliability of our products.

We have a rigorous supplier qualification process and select established wafer foundries and assembly-and-test subcontractors who are ISO 14001 certified for environmental compliance. We ensure that the manufacturing partners who produce our automotive products are certified to International Automotive Task Force (IATF) 16949 standards, which are specifically designed for the automotive industry.

In addition, in 2025, our team completed VDA 6.3 training to ensure we met the expectations of key automotive customers.

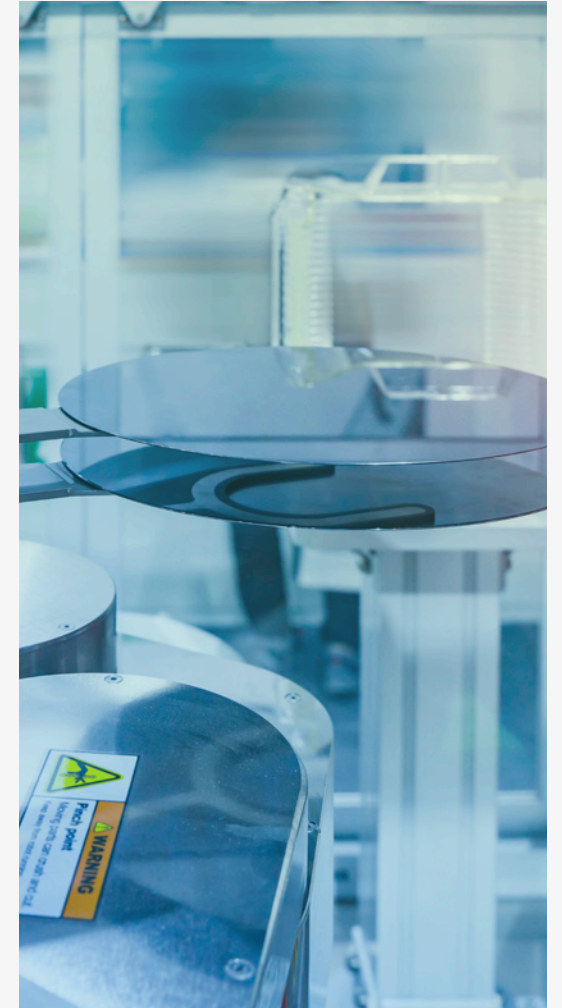
Audits and Compliance

We conduct regular audits of our manufacturing partners to ensure compliance with our quality standards. New suppliers undergo an initial audit to verify their quality management systems and production capabilities. Annual audits are conducted for high-volume sites, while lower-volume sites are audited based on need and performance history.

Product Traceability

We maintain a robust traceability system to ensure the quality and reliability of our products. Each product is marked with a part number, lot number and date code, enabling us to trace back to the specific production details in case of any issues. This system allows us to track products from the manufacturing stage to the end user.

Our product life-cycle management system helps in managing the bill of materials and specifications for each product order. In the event of a customer complaint, our traceability system enables us to quickly identify and address the issue by reviewing production histories and verifying compliance with our stringent quality standards. This system ensures that any discrepancies are promptly and effectively resolved.



RESPONSIBLE SOURCING & SUSTAINABLE DESIGN

Public Policy Engagement & Advocacy

Power Integrations engages with a broad spectrum of global regulatory agencies to influence and stay ahead of evolving energy-efficiency standards.

Our involvement spans various regions, including North America, Europe and Asia, establishing us as a proactive participant and industry leader in the regulatory landscape. The key agencies we engage with include the following:

North America

- U.S. Department of Energy
- U.S. Environmental Protection Agency
- California Energy Commission
- Natural Resources Canada
- Mexican General Directorate of Standards

Europe

- European Commission
- Netherlands Enterprise Agency
- Department for Business, Energy & Industrial Strategy (UK)

Asia-Pacific

- China National Institute of Standardization
- Korea Energy Agency
- Energy Conservation Center, Japan
- Indian Bureau of Energy Efficiency

Global

- International Energy Agency



SPOTLIGHT

Supporting Dialogue on Energy Efficiency and Standards

Power Integrations uses its media platforms to share information and support informed dialogue on energy efficiency, regulatory developments and energy standards.

The company’s [Green Room](#) website serves as a global resource for tracking energy-efficiency standards, while [Mr. Green’s Blog](#) provides updates and perspectives on regulatory changes and developments in energy standards.



.04

Minimizing Our Environmental Impact

Our dedication to reducing negative environmental impacts extends beyond our products and encompasses all of our business operations.

Driving Sustainability Within Our Operations

2010

Installed a 600 kW solar array at our Silicon Valley headquarters

2020

Installed 43 kW of solar capacity at our facility in Ense, Germany

2021

Opened a new facility in Biel, Switzerland, featuring a 25 kW rooftop solar array

2025

Brought an additional 1 MW of solar capacity online at our headquarters

MINIMIZING OUR ENVIRONMENTAL IMPACT

Developing Climate Resilience

In 2024, we took the first steps in aligning our business operations with the recommendations of the Taskforce on Climate-Related Financial Disclosures (TCFD) and the International Financial Reporting Standards (IFRS) S2 Sustainability Standards.

In alignment with these frameworks, we assessed our Scope 1 and 2 greenhouse gas (GHG) emissions to better understand the climate-related impacts of our operations and associated climate transition risks.

Through a third-party assessment of our current business practices, we also evaluated our processes for identifying, assessing and managing climate-related risks, opportunities and business impacts.



Please see our [TCFD/IFRS S2 DISCLOSURE](#) in the Appendix for more information.

MINIMIZING OUR ENVIRONMENTAL IMPACT

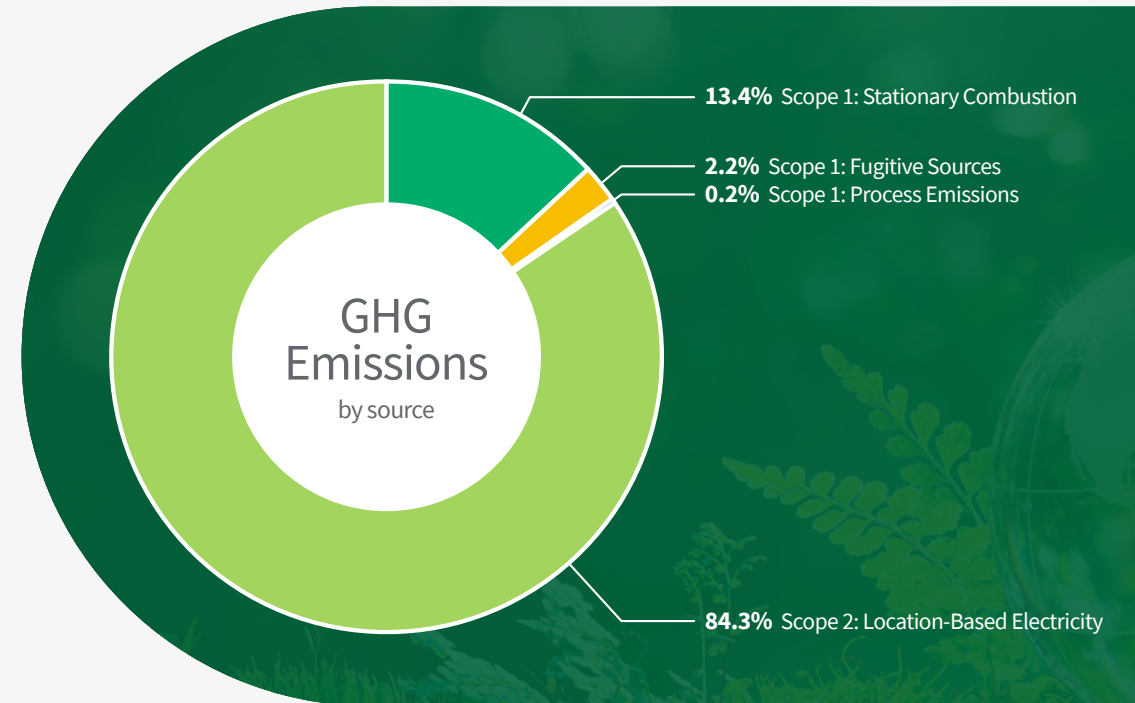
Greenhouse Gas Management

We began annual assessments of our Scope 1 and 2 greenhouse gas emissions in 2024.

Each annual assessment follows the GHG Protocol’s calculation methodology and uses publicly available U.S. Environmental Protection Agency (EPA) emissions factors to quantify GHG emissions within our operational control. We also use the EPA’s eGRID data and other location-specific factors to calculate emissions from purchased electricity.

For our 2025 assessment, we used primary data to calculate approximately 77% of our market-based Scope 2 emissions. When primary data was not available, we leveraged the most recent Commercial Buildings Energy Consumption Survey and other country-specific sources to estimate electricity and natural gas consumption.

The increase in total location-based Scope 1 and Scope 2 emissions from 2024 to 2025 is primarily attributable to our Ithaca facility operating for the full year in 2025, compared to a partial year of operations in 2024.



Scope	Category	2024 Emissions (MTCO2e)*	2025 Emissions (MTCO2e)
Scope 1	Total Scope 1	1,086	1,240
	Location-based electricity	5,734	6,642
Scope 2	Market-based electricity	6,342	6,042
	Total Scope 1 and Scope 2 location-based	6,820	7,882
Scope 1 and Scope 2 Total	Total Scope 1 and Scope 2 market-based	7,428	7,282

*Process emissions were not included in our 2024 inventory.

MINIMIZING OUR ENVIRONMENTAL IMPACT

Facilities Management

Power Integrations has integrated sustainability into its operations through significant investments in solar energy, energy-efficiency measures, and water and waste management.

Energy

Power Integrations has utilized renewable energy in its operations since 2010, when we installed 600 kilowatts of solar-generating capacity at our Silicon Valley headquarters. Our facilities in Biel, Switzerland, and Ense, Germany, also feature on-site solar, and in 2025, we added one megawatt of generating capacity to our headquarters in Silicon Valley. To limit energy consumption, we employ automatic management of heating, cooling and lighting in our offices.

Waste & Water

As a fables company, our operations have limited waste and water impacts. However, we ensure compliance with all relevant environmental laws to properly manage waste and water treatment.

We recycle electronic waste from our operations through a third-party vendor and are committed to diligently stewarding water resources as our operations expand.

With the addition of one megawatt of new generating capacity at our headquarters in 2025, we now have more than 1.6 MW of solar capacity across three locations in the US and Europe.



25 kW system at our Biel, Switzerland, facility



43 kW system at our Ense, Germany, facility

Energy & Water Usage	2022	2023	2024*	2025*
Grid Electricity (MWh)	13,910	15,184	16,624	19,119
Natural Gas (therms)	185,236	143,419	171,214	198,565
Total Energy Consumption (MWh)	19,337	19,386	22,488	26,213
Solar Power Generated (MWh)	898	870	848	1,338
Total Water Consumption (HCF)	5,391	5,210	5,544	8,079

*2024 and 2025 energy figures include locations not evaluated in prior years. Water figures exclude sales offices.

.05

Empowering Our Employees

Innovation drives our company, and our employees are key to maintaining our competitive edge.

At Power Integrations, we believe sustainable performance begins with people. Our employees drive the innovation, collaboration, and operational excellence that enable us to create technologies that power a more efficient and sustainable world.

Technology has the power to transform how the world lives and works, but it is the talent, curiosity, and commitment of our people that make that transformation possible.

We are committed to building an environment where employees can grow, contribute meaningfully, and do their best work; fostering a culture grounded in integrity, inclusion, accountability, and continuous learning. As our industry evolves, we recognize that long-term success depends not only on the products we create, but on how we support our people, strengthen our communities, and operate responsibly.

By investing in talent, leadership, wellbeing, and innovation, we are building a company that is resilient, future-focused, and positioned to create lasting impact for our customers, employees, shareholders, and society.

Julie Currie
Chief People and Transformation Officer



EMPOWERING OUR EMPLOYEES

Employee Engagement & Retention

We conduct an annual survey to gauge employee satisfaction. In the U.S., we utilize the Great Place To Work® engagement survey, while globally, we conduct tailored employee surveys.

In 2025, we received the Great Place To Work certification for the fourth consecutive year, recognizing that 78% of our employees regard Power Integrations as a great place to work, 21 points higher than the average U.S. company. We review survey feedback to identify common themes and prioritize both immediate and long-term improvements.

Several initiatives have been implemented based on employee feedback, including the expansion of training programs through workshops, online platforms, skill development opportunities and leadership development training.

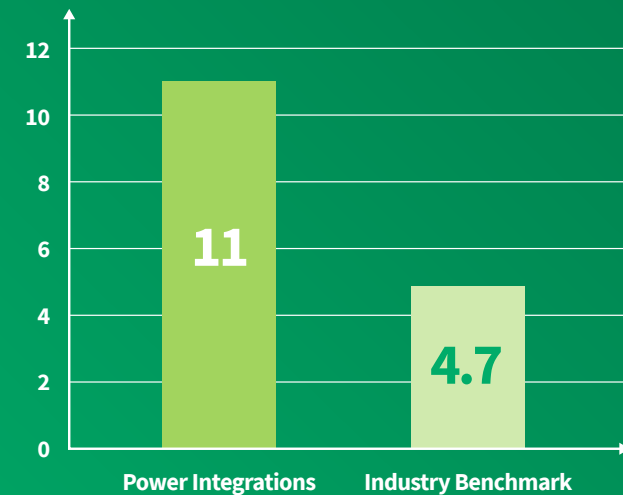
Additionally, we have a “Talk to HR” feedback box to allow for confidential employee feedback. And in 2025, we launched a new “Ask Me Anything”

initiative through which employees are invited to a virtual session with our CEO and can bring up any topics that are top of mind.

In March 2026, we hosted a virtual panel discussion in recognition of Women’s History Month, bringing together employees across all regions. Members of our leadership team—including President and CEO Jennifer Lloyd, Chief People and Transformation Officer Julie Currie, and CFO Nancy Erba—shared career reflections from their early roles to today, including perspectives on navigating growth opportunities and balancing work and family responsibilities. The session also included time for employees to share their perspectives on Power Integrations’ culture and ask our leadership team for career development advice.

We conduct turnover analysis and gather feedback from departing employees via exit questionnaires and interviews. **Turnover reports are shared with our CEO quarterly, and company performance is benchmarked using industry data.**

2025 U.S. Employee Tenure (in Years)



Source: U.S. Bureau of Labor Statistics, average of computer and electronic products industry as of January 2024

EMPOWERING OUR EMPLOYEES

Training & Development

We provide our employees with the tools and training they need to grow as individuals. Power Integrations offers a comprehensive employee training program through the SumTotal learning management system (LMS).

This platform provides access to over 5,000 online courses on topics such as communication, leadership, software skills, project management and time management. In addition, mandatory training programs, including sexual harassment prevention, cybersecurity training, safety training for working around high-voltage power sources and other courses recommended by managers are also available. The platform includes a reporting tool to help track course completion.

Additionally, we provide technical and certification training, host a global field applications engineer conference, offer sales training, and support professional coaching to ensure our employees have the skills and knowledge they need to succeed in the semiconductor industry.

Sales Team Training 2025*

16 hours

Average training hours per employee

3,612

Total training hours



*Defined by use of Skilljar LMS.

TRAINING & DEVELOPMENT

Performance Management

We believe in continuous development through formal feedback and real-time coaching. Our performance management process begins with employees setting annual goals with their managers' guidance.

This is followed by midyear verbal feedback and end-of-year written appraisals, including self-assessments. These self-assessments help shape year-end career discussions and planning for the next year.

Additionally, periodic informal check-ins between employees and managers ensure progress, alignment and recognition of positive contributions.



PERKS @ POWER

Educational Assistance

Eligible employees can receive up to \$5,250 each year to assist with qualifying educational expenses such as tuition.

EMPOWERING OUR EMPLOYEES

Talent Attraction

As an innovation-driven company, attracting top talent is crucial to maintaining our competitive edge and ensuring long-term, sustainable growth.

We are dedicated to building talent pipelines globally to attract the next generation of innovators to Power Integrations. Through our partnership with **Handshake** in the U.S., we post job and internship openings at universities, connecting with students and recent graduates to offer them career opportunities. Our internship program is designed to give college students and recent graduates the opportunity to integrate knowledge and hands-on learning in real-world challenges.

In Malaysia, we collaborate with Universiti Teknologi Malaysia and engage with Universiti Tunku Abdul Rahman and Universiti Teknologi Petronas to provide **internship opportunities** for students. Interns work on projects such as data collection and analysis, test program execution, software development, and hardware debugging. In the past couple of years, two interns have returned after

graduation to become full-time employees at Power Integrations.

To strengthen its long-term talent pipeline in Europe, Power Integrations launched a formal **EMEA Apprenticeship Program in 2026**, complementing existing working-student and internship pathways. The program is designed to attract and develop early-career technical talent by aligning with established education systems and providing structured, vocational training leading to recognized qualifications. Apprenticeships are offered in Germany and Switzerland, focused on electronics-related professions. By combining classroom instruction with hands-on, company-based training, the program supports workforce sustainability, reduces long-term recruitment dependency and enhances Power Integrations' attractiveness as an employer in key EMEA talent markets.



EMPOWERING OUR EMPLOYEES

Benefits & Compensation

To attract and retain the best talent, we offer competitive compensation with generous benefits for full- and part-time employees, their dependents and domestic partners, and contractors on long-term assignments.

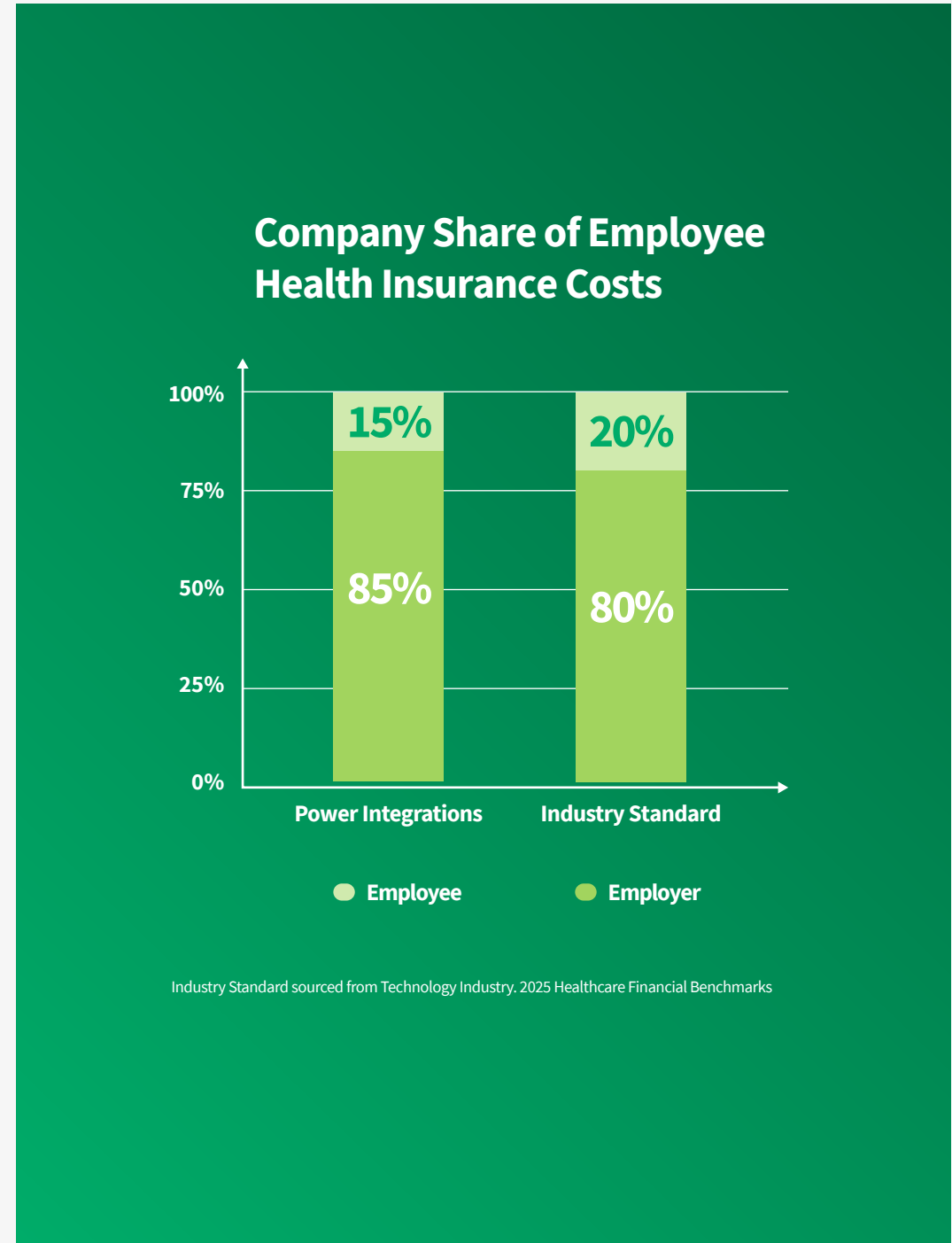
Key benefits offered include:

- Comprehensive health, dental and vision insurance.
- A 401(k) plan with matching contributions.
- An educational assistance program.
- Charitable donation matching.
- An employee stock purchase plan. More than half of eligible employees participated in the most recent offering period.
- Restricted stock grants with time-based vesting.
- Incentive-based pay in the form of performance-based restricted stock for all director-level and above employees. This benefit is also available for certain employees below the director level who meet specific goals or objectives.

Learn more about our [benefits programs](#).

Commitment to Pay Parity

Pay parity is a priority at Power Integrations. We review our compensation structure twice a year to ensure that the company remains able to attract and retain top talent. Based on our analysis, we adjust salary ranges, bonuses and other compensation elements to align with local



BENEFITS & COMPENSATION

market standards. Our goal is to ensure that our compensation practices are fair and consistently applied across our employee base for similar roles and experience levels.

Wellness Programs

We recognize that there are many facets of well-being, and we strive to offer programs and resources that support the overall physical, financial, mental and emotional health of our employees.

Physical Activity & Healthy Lifestyle Subsidy

Power Integrations provides up to a \$250 annual subsidy for full-time U.S. employees to support an active and healthy lifestyle. This subsidy can be used for health club membership, exercise equipment, weight management programs and more.

Employee Assistance Program (EAP)

Power Integrations offers a free, confidential counseling service for all employees and their

immediate family members through our EAP. Experienced professional counselors are available to assist in dealing with a wide range of personal problems (including with addictions, parenting, stress, financial problems and mental health) through short-term counseling and referrals.

Family Care & Medical Leave

Eligible employees are entitled to up to 12 work weeks of family care and medical leave per year. This leave may be taken for the birth, adoption or foster care placement of a child; a serious health condition; or the serious health condition of the employee's spouse, parent or child.

Well-being Education

Employees at Power Integrations can attend well-being webinars organized by our partner, Concern Health. Some topics covered in the 2025 webinars included stress management and self-care, estate planning, financial strategies and productivity tips.



PERKS @ POWER

Nonprofit Gift Matching

Employees are encouraged to donate to the nonprofit organizations of their choice. Power Integrations matches employees' monetary gifts on a dollar-for-dollar basis up to \$750 per calendar year.

SPOTLIGHT

Earth Day

In 2025, our team was once again proud to volunteer to plant trees at Pinewood Park in Milpitas, California.



SPOTLIGHT

Community Impact in Action

We are always on the lookout for ways to give back to our local communities. In 2025, our U.S. team was proud to collect and deliver 1,812 pounds of food during our annual food drive.

EMPOWERING OUR EMPLOYEES

Employee Health & Safety

Power Integrations is strongly committed to employee health and safety. In keeping with its safety commitment, the company has established an Injury and Illness Prevention Program and a comprehensive accident prevention program.

All employees receive initial safety training as part of the orientation program.

We have also implemented an Environmental, Health and Safety Policy aligned with the ISO 14001 framework. The policy guides safety management and compliance with local regulations and internal safety objectives with oversight by the Director of Quality.

Safety Committee

Our Safety Committee evaluates workplace safety and identifies training needs. It is jointly managed by Operations, Facilities and Human Resources and meets twice a year. Additionally, the committee conducts an annual safety audit to ensure compliance with safety policies.

We also have an Emergency Response Team that responds to workplace emergencies, including medical emergencies, natural disasters and building evacuations.

Power Integrations Safety Performance in 2025

740,800 Total Hours Worked

Zero Fatalities

High-Consequence Injuries

Total Recordable Injury Rate

Lost Time Injury Rate

Days Away, Restricted or Transferred Rate

.06

Operating with Integrity

Power Integrations is committed to upholding high standards of business ethics and implementing robust governance and risk management systems, including policies and practices to safeguard our company's information systems and intellectual property.



OPERATING WITH INTEGRITY

Board Composition

We recognize that board independence and diversity are critical components of effective governance and thoughtful decision-making.

Our directors have a wide variety of relevant skills, professional experience and backgrounds and collectively bring to our board of directors viewpoints and perspectives that strengthen its ability to represent the interests of all corporate stakeholders, such as shareholders, creditors, employees, customers and suppliers.

We actively seek out qualified candidates who bring unique viewpoints and experiences to the table.

We also implement training and development programs for our board members to ensure they remain informed about current best practices, industry trends and regulatory requirements.

Power Integrations' Board of Directors*

9
Directors

78%
Independent

44%
Female

56%
Male

*As of May 2026. See our [website](#) for current board membership.



For more information, including our board skills matrix, see our latest [Proxy Statement](#).

OPERATING WITH INTEGRITY

Risk Management & Business Continuity

Power Integrations completes an annual enterprise risk review to evaluate material business risks, including any risks associated with key sustainability topics.

This review is conducted by our Disclosure and Risk Management Committee, which is chaired by our Chief Financial Officer and includes our CEO and other members of our senior management team.

This group evaluates risk factors and inputs from other departmental risk management processes. It then prepares a report that is reviewed by our full executive leadership team and the appropriate board-level committees. Risk owners are assigned to develop management and mitigation plans for top risk factors.



RISK MANAGEMENT & BUSINESS CONTINUITY

Business Continuity

Our Risk Mitigation Committee (RMC) oversees Power Integrations' business continuity plan (BCP) and Business Continuity Strategy. The RMC includes representatives from key departments, including quality, foundry engineering, packaging engineering, planning, customer service and sourcing management. The RMC completes an annual review of our business continuity plan, strategy and execution.

Our Business Continuity Strategy outlines plans and standard operating procedures that safeguard continuity in several ways.

Geographic diversity. We maintain geographic diversity across manufacturing locations and ensure multiple sites are qualified for each fabrication, assembly and test process to mitigate risks stemming from natural disasters and geopolitics.

Production planning strategy. To bolster continuity of operations and mitigate supply chain disruptions, we work with our partners to strategically plan, secure and maintain a buffer inventory of raw materials and finished goods. We conduct quarterly reviews to ensure appropriate capacity buffers are maintained.

Supplier business continuity plans. We require that all major manufacturing partners have business continuity plans, and we conduct an annual BCP review with our partners to identify potential risks and opportunities.



OPERATING WITH INTEGRITY

Information Security

Maintaining the security of our systems and protecting our intellectual property are paramount at Power Integrations. Please see our latest [Annual Report](#) for more information on our approach to cybersecurity.

In 2025, our board established a Cybersecurity Committee that is charged with assisting the board in fulfilling its oversight responsibilities with respect to the company's information technology use and data security, including enterprise cybersecurity. Our Chief Information Security Officer reports to the Cybersecurity Committee quarterly, or more frequently as needed.

We have implemented robust data security policies and procedures to safeguard sensitive information against unauthorized access, breaches and cyber threats.

Our multilayered security program is based on the National Institute of Standards and Technology cybersecurity framework and the ISO 27001 standard.

Manufacturing partners must complete security questionnaires and meet system requirements during onboarding.

We partner with third parties for continuous monitoring and risk awareness, and we deliver quarterly cybersecurity awareness training to all employees. In addition, all employees must complete IT Security Policy training.



INFORMATION SECURITY

Responsible Use of Artificial Intelligence

Power Integrations recognizes the potential of artificial intelligence in optimizing our operations, and we are committed to harnessing AI safely and ethically.

We have a Generative AI-Based Tools Usage Policy that applies to all employees, contractors and other personnel who use or have access to generative AI-based tools. In 2025, this policy was

updated to reflect the adoption of an enterprise-approved generative AI tool for productivity and business use cases. The use of all other generative AI tools requires approval from the Corporate AI Committee, which evaluates the proposed use of the AI tool and ensures that it aligns with legal, compliance and data protection standards.

In addition, all employees using generative AI-based tools must complete training on each tool's functionality, capabilities and limitations.

SPOTLIGHT

Boosting Our Cybersecurity

During 2025, we continued to invest in protecting our information technology. Key updates during the year included:

- Implementing AI-enabled email security controls to enhance detection and response to advanced threats, helping prevent account compromise and unauthorized access and supporting continuity of critical business operations.
- Enhancing our incident response capabilities by implementing 24/7, near-real-time monitoring and response for security threats, improving escalation handling, reducing cyber risk, and supporting business continuity and critical operations.

OPERATING WITH INTEGRITY

Business Ethics & Compliance

Our Code of Business Conduct and Ethics sets company expectations on key topics including conflicts of interest, insider trading, confidential information, fair dealing and more. Acknowledgment of the code is required for all employees upon hire and annually thereafter.

Nondiscrimination Policy

Power Integrations ensures equal employment opportunities for all applicants and employees, regardless of race, color, religion, sex, sexual orientation, age, disability, marital status or any other protected classification under applicable laws. Please see our [Human Rights Policy](#) for more details.

We conduct biennial training sessions focusing on the prevention of sexual harassment and abusive conduct. Managers participate in a two-hour training course, while nonsupervisory employees complete one hour of training.

Whistleblower Policy

Our [Whistleblower Policy](#) encourages employees to report any suspected violations or concerns related to compliance with laws, regulations or company policies. Reports can be made anonymously and are promptly investigated with strict confidentiality. We prohibit retaliation against employees who report in good faith, safeguarding their rights and promoting a culture of accountability.

Lobbying & Government Relations

Power Integrations does not have a political action committee, and we refrain from making political contributions.

As a recognized leader in energy-efficient technology, we engage with regulators and standard setters to advocate for best practices and share our expertise.

The Conflicts of Interest Policy within our Code of Conduct sets forth guidelines for ethical interactions with external stakeholders. For more information on our advocacy work, please see the [Public Policy Engagement & Advocacy](#) section of this report.

For the latest metrics, please see the [Metrics Table](#) in the appendix.

OPERATING WITH INTEGRITY

Intellectual Property & Competitive Behavior

Power Integrations' intellectual property (IP) is crucial to our value, keeping us at the forefront of technology innovation. We use a combination of patents, trademarks, copyrights, trade secrets and confidentiality procedures to protect our IP rights.

We ensure our system, network and access management are aligned with our security policies.

All data exchanges with foundries and other vendors are fully encrypted.

Only authorized individuals have access to IP data, which is fully segmented and isolated from the corporate network.

**PERKS @ POWER**

Patent Award Program

Power Integrations has a patent award program to encourage employees to create new intellectual property to enhance the company's value.

610 patents

**held worldwide,
as of Dec. 31, 2025**

.07



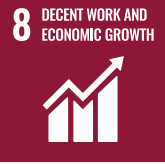

Appendix

PERCENT




BUDGET

APPENDIX

UN SDGs

SDG	Description	Power Integrations Alignment	Report Section
 <p>4 QUALITY EDUCATION</p>	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	We provide comprehensive employee training programs through the SumTotal Learning Platform, technical and certification training, and internship opportunities.	Training & Development Talent Attraction
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	Ensure access to affordable, reliable, sustainable and modern energy for all	Power Integrations' products, such as PowiGaN™ and EcoSmart™ technologies, contribute to energy efficiency and the transition to renewable energy sources.	Powering a Lower-Carbon Future
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	The company offers competitive compensation and benefits packages and promotes pay equity. We also promote responsible sourcing and safe working conditions within our operations and supply chain.	Benefits & Compensation Employee Engagement & Retention Supply Chain Management
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	Power Integrations adheres to stringent environmental standards, promotes the use of environmentally friendly materials and aims to ensure responsible production practices with our suppliers.	Powering a Lower-Carbon Future Facilities Management

UN SDGs

SDG	Description	Power Integrations Alignment	Report Section
	<p>Ensure sustainable consumption and production patterns</p>	<p>Our products enable sustainable infrastructure and clean technologies, including energy-efficient products. Where possible, we leverage renewable energy installations in our facilities.</p>	<p><u>Responsible Sourcing & Sustainable Design</u> <u>Supply Chain Management</u></p>
	<p>Take urgent action to combat climate change and its impacts</p>	<p>Power Integrations aims to calculate and manage our greenhouse gas emissions, utilize renewable energy when possible, and align with TCFD recommendations to manage climate-related risks and opportunities.</p>	<p><u>Developing Climate Resilience</u> <u>Greenhouse Gas Management</u></p>
	<p>Strengthen the means of implementation and revitalize the global partnership for sustainable development</p>	<p>We engage with global regulatory agencies and customers to advance progressive energy-efficiency initiatives and standards.</p>	<p><u>Public Policy Engagement & Advocacy</u></p>

APPENDIX

SASB Table

Topic	Accounting Metric	SASB Code	Power Integrations Response or Report Section
Greenhouse Gas Emissions	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	TC-SC-110a.1	<u>Developing Climate Resilience</u>
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets	TC-SC-110a.2	<u>Developing Climate Resilience</u>
Energy Management in Manufacturing	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	TC-SC-130a.1	(1) 26,213 MWh (2) 72.9% (3) 3.2%
Water Management	(1) Total water withdrawn (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SC-140a.1	<u>Facilities Management</u>
Waste Management	(1) Amount of hazardous waste from manufacturing (2) percentage recycled	TC-SC-150a.1	<u>Facilities Management</u>

SASB TABLE

Workforce Health & Safety	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	TC-SC-320a.1	<u>Employee Health & Safety</u>
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	TC-SC-320a.2	\$0 in FY 2025
Recruiting & Managing a Global & Skilled Workforce	Percentage of employees that require a work visa	TC-SC-330a.1	As of December 31, 2025, 6.5% of our worldwide employees were foreign nationals, defined as individuals requiring employment visas in the countries where they are employed.
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	TC-SC-410a.1	For more information, please see Power Integrations RoHS/REACH Compliant and Halogen Free Statement and Certification of REACH SVHC Non-Usage .
	Processor energy efficiency at a system level for: (1) servers, (2) desktops and (3) laptops	TC-SC-410a.2	As a fabless semiconductor company that does not design processors, we do not track system-level energy efficiency.
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TC-SC-440a.1	<u>Supply Chain Management</u>
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SC-520a.1	\$0 in FY 2025

APPENDIX

TCFD Table

TCFD Pillar	TCFD Disclosure	Power Integrations Response or Report Section
<p>Governance</p>	<p>a. Describe the board’s oversight of climate-related risks and opportunities.</p>	<p>Power Integrations oversees environmental, social and governance (ESG), including relevant climate risks and opportunities, at the board level through its Nominating and Governance Committee. ESG oversight is integrated into the committee’s charter.</p> <p>Our leadership team oversees the incorporation of climate considerations into our business strategy with a primary focus on climate-related product opportunities.</p>
	<p>b. Describe management’s role in assessing and managing climate-related risks and opportunities.</p>	<p>Our Disclosure and Risk Management Committee oversees the identification and assessment of enterprise risks, including related risks.</p> <p>Our sustainability working group oversees ESG and climate-related strategy.</p>
<p>Strategy</p>	<p>a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</p>	<p>Index A and Index B on pages 48 and 49, respectively contain examples of climate-related risks and opportunities that could impact our business operations.</p>
	<p>b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.</p>	<p>For additional information on risks related to our business and industry, including climate-related risks, please see our latest Annual Report on Form 10-K.</p> <p>We allocate resources to climate risks related to our supply chain and business continuity.</p>
	<p>c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>We also consider climate-related opportunities related to products and services within our financial planning process.</p>

TCFD TABLE**Risk Management**

a. Describe the organization's processes for identifying and assessing climate-related risks.

Our risk management strategy necessitates the engagement of the board, executive management and employees.

b. Describe the organization's processes for managing climate-related risks.

Each party is responsible for developing a balanced and prudent approach to managing risks, encompassing climate and other environmental risks.

c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

Our Disclosure and Risk Management Committee oversees the identification and assessment of enterprise risks, including climate. We also identify, assess and manage high-level climate risk through various business unit-level risk management processes. Specifically, we have robust processes in place to identify and mitigate risks throughout our value chain to ensure business continuity.

Metrics & Targets

a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

Please see the [Metrics Table](#) for Scope 1 and 2 GHG reporting. Power Integrations does not currently track Scope 3 emissions.

b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.

Power Integrations has not yet set specific company-wide GHG emissions targets. In 2025, we successfully implemented a plan to use 100% renewable energy to manufacture products for one of our major customers. For more information, please see the [Supply Chain Management](#) section of this report.

c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

APPENDIX**TCFD Index A: Climate-Related Risks****Risk Type / Driver****Description**

Acute Physical /
Extreme weather events

In the event of an earthquake, fire, pandemic, or other disaster, including with respect to climate change, our operations may be interrupted, and our business would be harmed. Our principal executive offices and operating facilities are situated near San Francisco, California, and most of our major suppliers, which are wafer foundries and assembly houses, are located in areas that have been subject to severe earthquakes, such as Japan. Our manufacturing partners may also be susceptible to other disasters, such as tropical storms, typhoons, tsunamis or other catastrophic events, including those caused by climate change. In the event of a disaster, we or one or more of our major suppliers may be temporarily unable to continue operations and may suffer significant property damage. Any interruption in our ability, or that of our major suppliers, to continue operations could delay the development and shipment of our products and have a substantial negative impact on our financial results.

Chronic Physical /
Changing temperatures

Changes in environmental laws and regulations, including with respect to energy consumption and climate change, may have a negative impact on our business. Changing environmental regulations and the timetable to implement them continue to impact our customers' demand for our products. Currently, we have limited visibility into our customers' strategies to implement these changing environmental regulations into their businesses. The inability to accurately determine our customers' strategies could increase our inventory costs related to obsolescence. The semiconductor industry is subject to environmental regulations, particularly those that control and restrict the sourcing, use, transportation, storage and disposal of certain minerals, chemicals and materials used in the semiconductor manufacturing process. We expect the heightened worldwide awareness regarding climate change and the environmental impact to continue, which may result in new environmental laws and regulations that could affect us, our suppliers and/or our customers. New environmental laws and regulations could require us or our suppliers to obtain alternative materials that might increase our costs that might be less available, which may adversely affect our operating results.

Emerging Regulation /
Enhanced reporting obligations

APPENDIX

TCFD Index B: Climate-Related Opportunities

Opportunity Type / Driver**Description****Products and Services /**

Development and/or expansion of goods and services

Our products are key building blocks in the clean-power ecosystem, enabling the generation of renewable energy as well as the efficient transmission and consumption of power in a vast range of applications, including appliances, mobile devices, computers and countless industrial applications. Energy-saving technologies, such as our PowiGaN™ gallium-nitride technology and our EcoSmart™ energy-efficiency technology, prevent billions of kilowatt-hours of energy waste each year, while our highly integrated chips save billions of electronic components each year. Reflecting the environmental benefits of our products as of the close of FY 2025, Power Integrations' stock was a component of clean-technology stock indexes such as the Nasdaq Clean Edge Green Energy Index and the Etho Climate Leadership Index.

APPENDIX

Metrics Table

Metric	Unit of Measure	FY 2024	FY 2025
Human capital			
Total employees	number	865	877
U.S.		336	339
Non-U.S.		529	538
Employees by region	percentage		
North America		40%	39%
EMEA		14%	13%
APAC		46%	48%
Employees by gender (U.S.)	percentage		
Female		25%	24%
Male		75%	76%

METRICS TABLE

Metric	Unit of Measure	FY 2024	FY 2025
Employees by race (U.S.)	percentage		
African American or Black		2%	2%
Asian or Pacific Islander		63%	65%
Hispanic or Latino		6%	6%
Native Hawaiian/Other Pacific Islander		2%	2%
Two or more races		1%	1%
White		26%	24%
Average employee tenure (U.S.)	years	10.8	11
Safety			
Total hours worked	number	750,300	740,800
Fatalities	number	0	0
High-consequence injuries	number	0	0
Total recordable injury rate	OSHA recordable injuries per 200,000 work hours	0	0
Lost time injury rate	OSHA recordable injuries per 200,000 work hours	0	0
Days away, restricted or transferred rate	OSHA recordable injuries per 200,000 work hours	0	0

METRICS TABLE

Metric	Unit of Measure	FY 2024	FY 2025
GHG emissions			
Scope 1	metric tons of CO2 equivalent	1,086*	1,240
Scope 2 (location-based)	metric tons of CO2 equivalent	5,734	6,642
Scope 2 (market-based)	metric tons of CO2 equivalent	6,342	6,042
Scope 1 & 2 GHG intensity (location-based)	metric tons of CO2 equivalent/million USD	16.28	17.77
Scope 1 & 2 GHG intensity (market-based)	metric tons of CO2 equivalent/million USD	17.73	16.42
Board of directors			
Total directors	number	8	9
Independent		7	6
Non-independent		1	3
Directors by gender	number		
Female		3	4
Male		5	5
Average director tenure	years	11	11
Average age	years	65	65
Information security			
Employee completion of annual cybersecurity training	percentage	100%	100%

*Process emissions were not included in our 2024 inventory.

APPENDIX

Employee Benefits

Category	Benefit
Core Benefits	<ul style="list-style-type: none"> Medical Dental Vision Paid sick leave Paid time off Basic life insurance Critical illness insurance AD&D insurance Health savings account Business travel insurance Salary continuation (offered to disability claims) Short-term and long-term disability Flexible spending accounts Employee Assistance Program 401(k) and after-tax contributions with Roth in-plan conversions Employee stock purchase plan (offered to all employees where legally permitted)
Additional Benefits	<ul style="list-style-type: none"> Employee referral program U.S. wellness program Transit commuter account Legal services Pet insurance Credit union Educational assistance Nonprofit gift matching program Optional life benefits and supplemental AD&D benefits Fresh fruit, bagels and pastries every Friday Benefit opt-out incentive



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