



2024 Sustainability Report

Powering a Greener World

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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 7, 2025. 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



In 1997, I read a [research paper](#) explaining that billions of dollars are wasted each year by computers, TVs and other electronic devices that are plugged in but not in use. One of the culprits behind this “standby” waste was the power supplies that convert the high voltage from a wall outlet into the lower voltage needed by most electronics. These power supplies tended to be highly inefficient when it came to supplying just enough watts to power a remote-controlled sensor, LED display or some other standby function. At that time, Power Integrations was developing a new power-supply chip called TinySwitch™, featuring an innovative switching technique that enabled high efficiency at reduced levels of output. It was a “light bulb” moment for us; what we had thought would be a side benefit of our new product was not only a solution to a major economic and environmental problem but also a great business opportunity.

More than two decades later, we have now shipped more than 22 billion chips with EcoSmart™ technology, and we estimate that these chips are saving enough electricity annually to power about 1.6 million homes. They do this without adding cost and without any change in behavior on the part of end users. I believe the impact of EcoSmart™ technology will expand as billions of new electronic devices are deployed in the years ahead, such as USB charging ports, smart utility meters, networked thermostats and other “IoT” and smart-home devices.

In 2019, we achieved another energy-saving breakthrough with the introduction of [PowiGaN™](#), our proprietary gallium-nitride technology, offering a more efficient alternative to traditional silicon power transistors. PowiGaN technology is a cornerstone of our product roadmap. We expect products containing GaN transistors to account for more than 10% of our sales in 2025, and we are developing a range

of new products featuring this important new technology, including chips that will address the power demands of AI data centers and improve the range and charging efficiency of electric vehicles. We are also working to make GaN a lower-cost and more sustainable alternative to silicon carbide in EV drivetrain inverters; we bolstered these efforts with our acquisition of Odyssey Semiconductor in 2024.

Our products contribute to a more sustainable future, and we have made sustainability an integral part of our culture and operations. We use renewable energy to help power our facilities, and we foster stable, long-term relationships with manufacturing partners holding widely recognized quality and environmental certifications.

We work hard to foster a culture of innovation, and while attracting talent is crucial to our success, we place even greater emphasis on retaining our people. We do that not just with

competitive compensation and generous benefits, but also by giving employees the freedom to take risks and to grow as individuals. Retention is supported by the company maintaining a consistent mission to deliver products that drive profitable growth while also making a difference to our planet. It’s especially gratifying that in our most [recent survey](#), 89% of our employees reported feeling a sense of pride in the company’s accomplishments.

I share that feeling of pride, not only in what our technology has done to benefit the world but also the responsible way in which we conduct our business. I invite you to read more about it here in our inaugural sustainability report.

Balu Balakrishnan
Chairman & Chief Executive Officer
Power Integrations Inc.

INTRODUCTION

Sustainability at Power Integrations

Sustainability reporting at Power Integrations is carried out by our sustainability working group, which includes representatives of the human resources, quality, information technology, applications engineering, operations and finance teams.

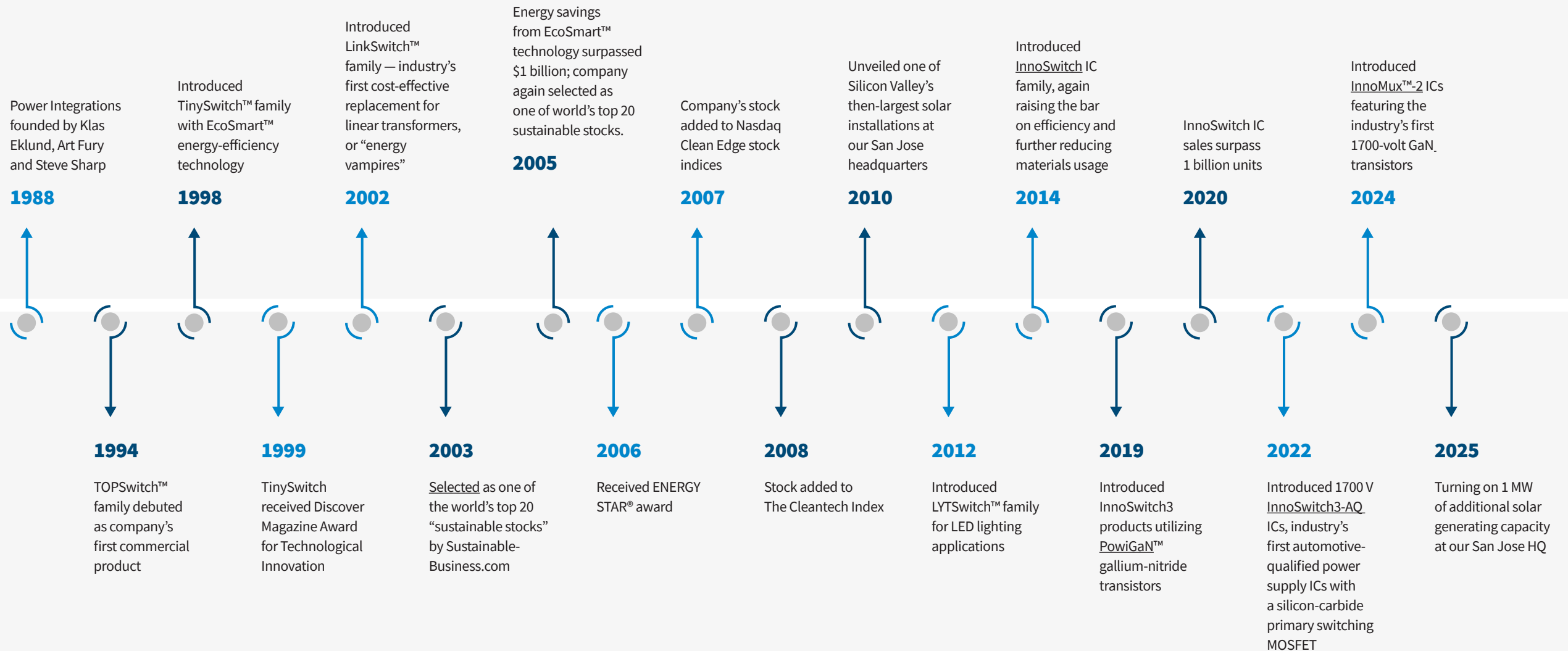
The working group reports to our Disclosure and Risk Management (DRM) Committee, which is chaired by our chief financial officer and includes our CEO and other members of our senior management team. Our CEO in turn conveys pertinent sustainability-related updates and progress to our board of directors quarterly or otherwise as needed.

Regular and transparent dialogue with our stakeholders is a key source of input for our business strategy and operations.

	How We Engage	What We Discuss
Employees	<ul style="list-style-type: none">• Intranet• Quarterly townhalls with CEO• Annual engagement survey	<ul style="list-style-type: none">• Benefits and compensation• Engagement, training & development• Health and safety• Business ethics• Financial results
Customers	<ul style="list-style-type: none">• Mr. Green Blog• Social media• Power ProsSM live online tech support• Sustainability questionnaire• Electronic direct mail• Customer tech days and tradeshow• White papers and presentations	<ul style="list-style-type: none">• Product/service innovation• Energy-efficiency regulations & trends• Supply chain practices/ impact
Investors	<ul style="list-style-type: none">• Analyst Day• Annual shareholders’ meeting• Investor website• Quarterly earnings calls, investor conferences, non-deal roadshows	<ul style="list-style-type: none">• Financial results• Product/service innovation• Cybersecurity• Human rights
Suppliers	<ul style="list-style-type: none">• Supplier Code of Conduct• Regular meetings, site visits & audits	<ul style="list-style-type: none">• Business continuity• Responsible sourcing• Human rights• Environmental compliance• Product quality and safety• Intellectual property protection
Regulatory Agencies	<ul style="list-style-type: none">• Comment letters• Interviews and R&D discussions• Conferences	<ul style="list-style-type: none">• Product/service innovation• Responsible sourcing

OUR STORY

A Legacy of Sustainable Innovation



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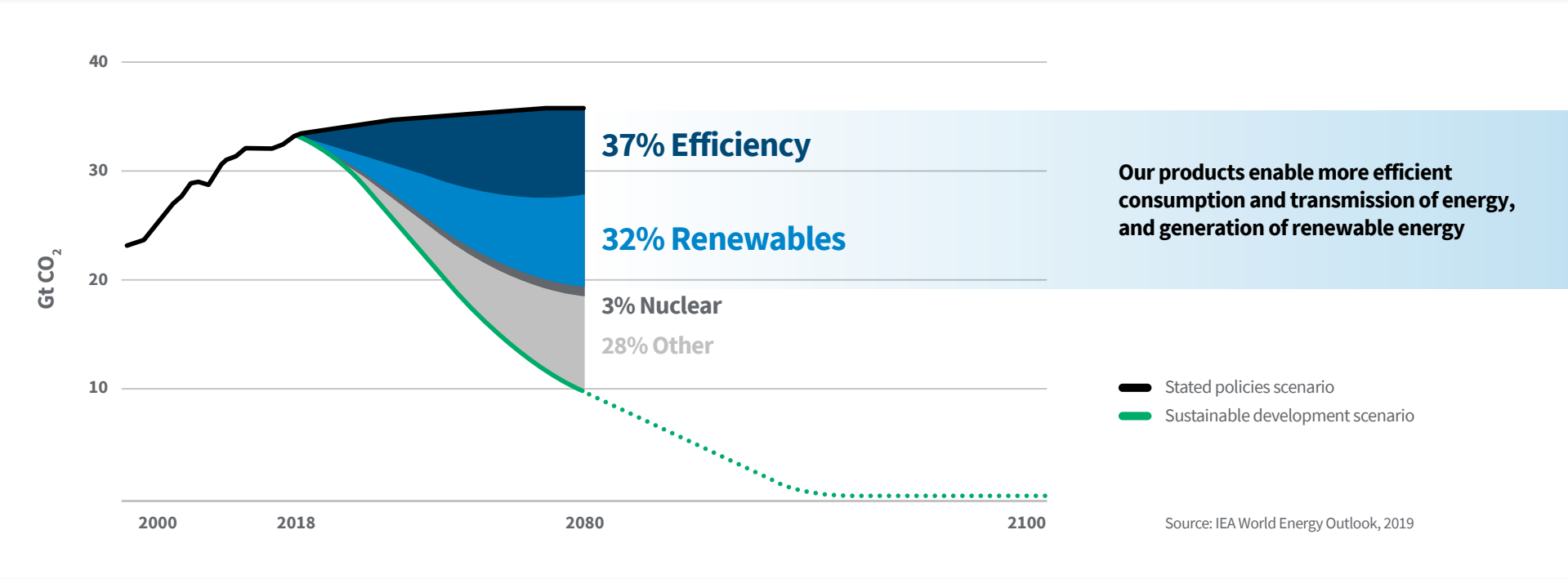
Products That Are Good for the Planet



PRODUCTS THAT ARE GOOD FOR THE PLANET

High-Voltage Semiconductors Are Crucial to a Lower-Carbon Future

Efficiency and renewable energy hold the key to reducing carbon emissions.



PRODUCTS THAT ARE GOOD FOR THE PLANET

A Recognized Leader in Energy Efficiency

The average home contains dozens of devices that spend the vast majority of their time in standby or no-load conditions. Due mainly to inefficient power supplies, the energy wasted by these devices adds up to a massive burden on our economy and our environment.

In fact, a [2015 study](#) found that in an average U.S. home, products in standby or other idle conditions consumed \$165 worth of electricity per year. Nationwide, this added up to an amount of power equivalent to the production of 50 large power plants.

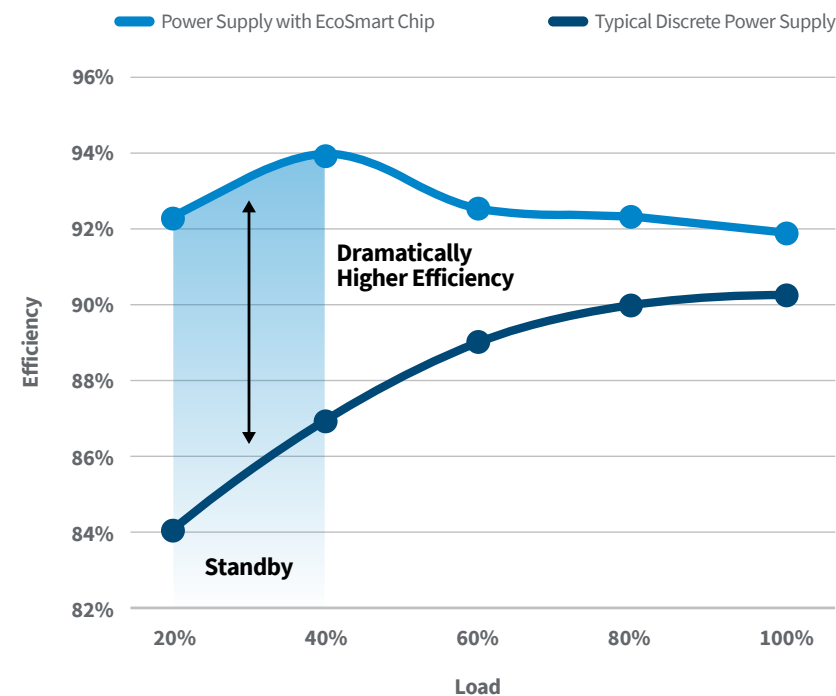
Policymakers are implementing increasingly stringent [efficiency standards](#) in order to reduce waste. But because the electronics industry is intensely competitive, manufacturers are seeking innovative ways to reduce energy consumption without adding cost.

Power Integrations' EcoSmart™ technology offers a solution. EcoSmart chips act as a brain for the power supply, not only delivering the voltage and current needed to run the product, but also intelligently managing the flow of power to maintain high efficiency even at light loads.

When there is no load, EcoSmart technology effectively shuts down the power supply, resulting in near-zero consumption.

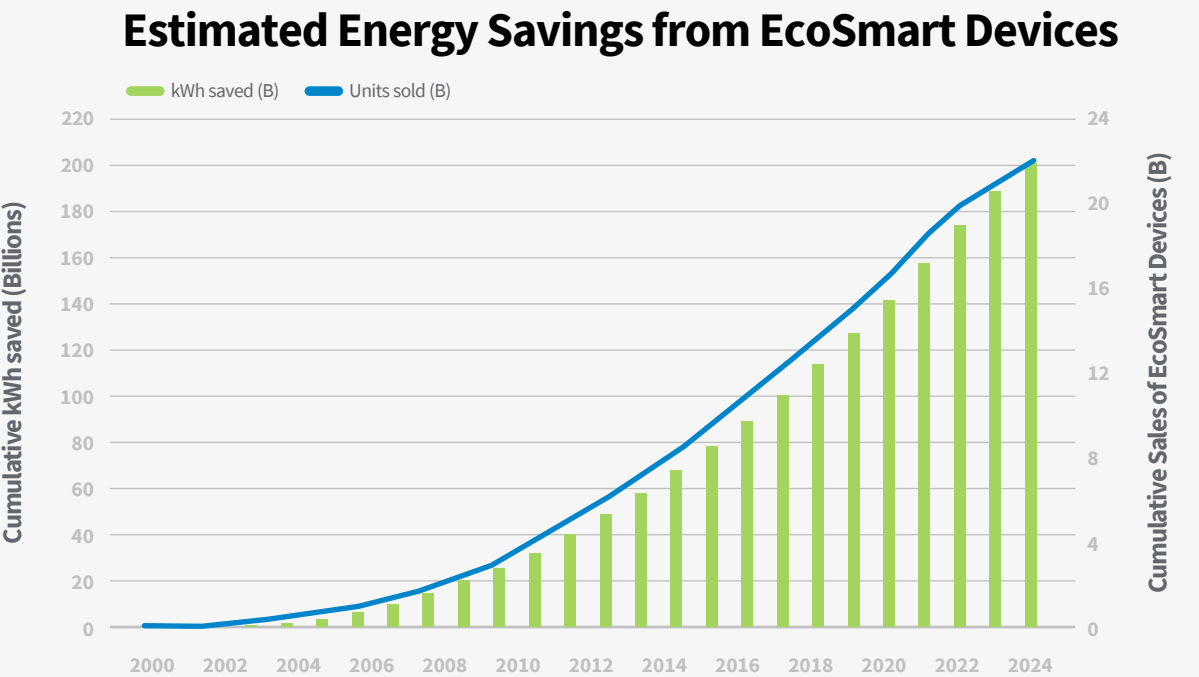
How We Do It

EcoSmart Technology High Efficiency at Light Loads



PRODUCTS THAT ARE GOOD FOR THE PLANET

EcoSmart™ Technology Slashes Standby Waste



Note on methodology: Chips assumed to enter service 8 weeks after sale and remain in service for 5 years. Standby consumption of EcoSmart chips varies by product family, with a range of 0.05 W to 0.3 W. Competing power supplies include line-frequency transformers, RCC discretes, standard PWM control and low-standby PWM control, with standby consumption ranging from 1.5 W to 0.1 W.

22 Billion
EcoSmart ICs sold since 1998

~11.5 TWh
of Standby Energy Saved in 2024

- Equivalent to annual electricity usage of 1.6M homes*
- Saved > 8M tons of CO2 emissions*

* Source: U.S. EPA Greenhouse Gas Equivalencies Calculator



PRODUCTS THAT ARE GOOD FOR THE PLANET

Next-Level Efficiency: PowiGaN™ Technology

In 2019, Power Integrations was the first semiconductor company to begin high-volume shipments of high-voltage power-conversion chips featuring gallium-nitride (GaN) transistors.

Our proprietary PowiGaN technology significantly boosts active-mode efficiency compared to silicon transistors, saving energy and reducing heat. In many applications this eliminates the need for metal heatsinks, saving raw materials and reducing the shipping weight of electronic products.

We expect products incorporating PowiGaN transistors to account for an increasing proportion of our sales over time, with greater than ten percent of sales expected in 2025. PowiGaN is a cornerstone of our product development efforts, and we have numerous products in the pipeline to address applications such as data centers, electric vehicles and many more.



PRODUCTS THAT ARE GOOD FOR THE PLANET

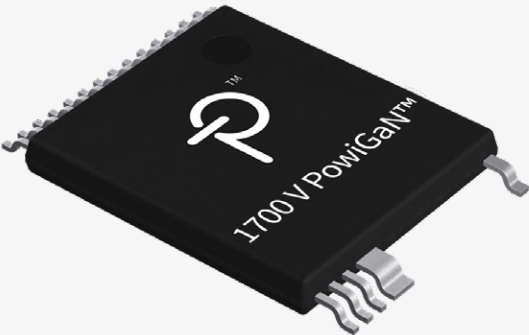
Innovations in GaN Products & Technology



GaN-based InnoMux-2 Family

InnoMux-2 chips combine an efficient PowiGaN transistor with a proprietary control scheme that delivers multiple DC outputs. This enables designers to eliminate energy losses from downstream DC-DC stages and dramatically enhance system efficiency.

[LEARN MORE →](#)

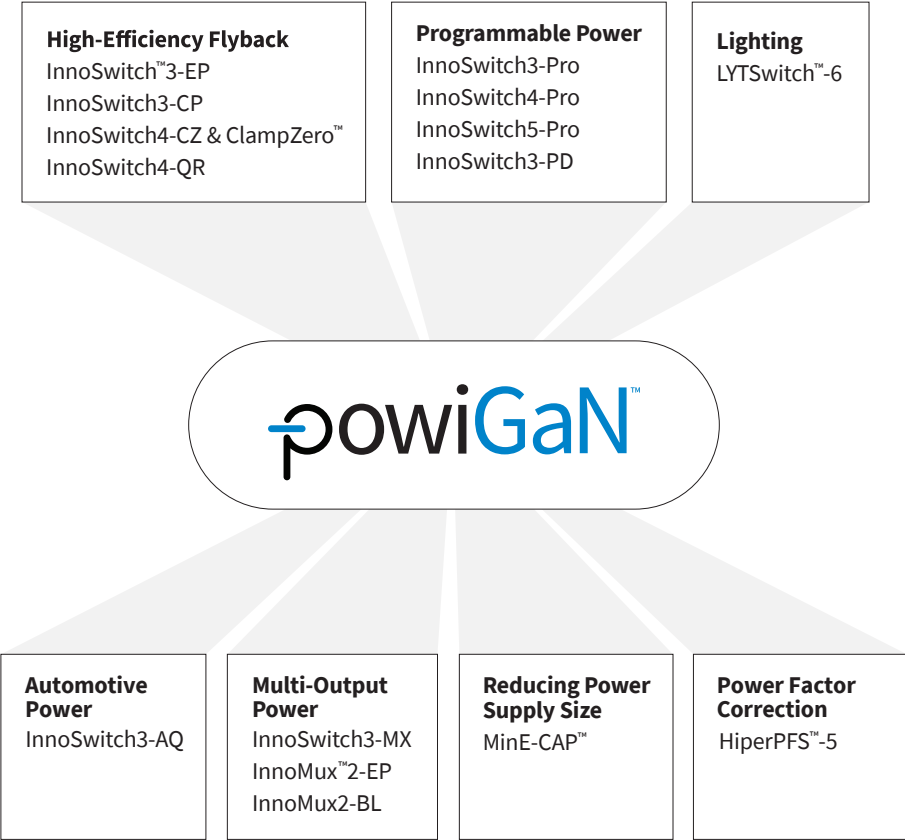


The Industry’s First 1700 V GaN Switch

In 2024 we introduced chips featuring the industry’s first 1700-volt GaN switch, which will enable GaN to replace costly, energy-intensive silicon-carbide (SiC) switches in applications such as EV power supplies.

[LEARN MORE →](#)

Product Families Featuring PowiGaN Technology



PRODUCTS THAT ARE GOOD FOR THE PLANET

Powering the Energy Transition

Beyond AC-DC power supplies, we offer products for a range of clean technologies. Our BridgeSwitch™ motor drivers offer exceptional efficiency for brushless DC motors in appliances and industrial applications. Our SCALE gate drivers support solar and wind energy, high-voltage DC transmission lines and electric transportation, and our LYTSwitch™ LED drivers are used in efficient lighting.

LED Drivers for Commercial/
Industrial & Smart Lighting

Drivers for Brushless DC Motors

Gate Drivers for Renewable Energy,
Locomotives, High-Voltage DC Transmission

Reliable, Efficient Power Supplies
& Gate Drivers for EVs



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Responsible Sourcing & Sustainable Design

As a producer of environmentally beneficial technologies, we recognize the economic opportunities 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

As a fabless semiconductor company, we regard our manufacturing partners as an extension of our operations. All of our foundry partners have roadmaps to reduce greenhouse-gas/CO2 emissions.

Power Integrations commits to high standards in product quality and business integrity, ensuring safe working conditions, fair treatment of workers, and environmentally and socially responsible manufacturing processes and expects its suppliers to uphold these values.

Conflict Minerals

Power Integrations is committed to responsible sourcing of conflict minerals, which include tin,

tungsten, tantalum and gold (3TG). While we do not purchase these materials directly, we require our manufacturing partners, including the direct suppliers and distributors, to have a purchasing policy/supplier selection program to ensure that all products manufactured or sold by Power Integrations that contain these minerals are conflict-free or sourced from the list of Responsible Minerals Initiative (RMI) conformant smelters and refiners.

Our conflict minerals policy and annual Conflict Minerals Report can be found on our website.

Power Integrations is a member of the RMI and seeks to align its practices with leading industry standards.



SUPPLY CHAIN MANAGEMENT

Manufacturing Partners’ Sustainability Commitments

	Certifications	Carbon Reduction Plans
Foundry Partner 1	ISO 14001:2015 EMS Sony Green	Reduce scope 1 & 2 GHG emissions by 34% by FY2025 compared to FY2017 Reduce scope 3 emissions from category 1 and category 11 as a percentage of value added by 44% by FY2025 compared to FY2017
Foundry Partner 2	ISO 14001:2015 EMS ISO 45001:2018 Occupational Health & Safety Sony Green	Targeting CO2 30% 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°
Foundry Partner 4	ISO 14001:2015 EMS Sony Green	Reduce scope 1 & 2 carbon emissions by 40% by 2030 compared to 2021 (normalized to stepped mask layers)

All assembly & test partners certified Sony Green, ISO14001 (EMS) and ISO 45001:2018 (Occupational Health & Safety).

SUPPLY CHAIN MANAGEMENT

Supplier Code of Conduct

We expect our manufacturing partners to subscribe to our Supplier Code of Conduct (Supplier Code) and regularly audit our suppliers to ensure compliance. It outlines key expectations to safeguard quality and transparency throughout our value chain.

The Supplier Code applies to all workers including temporary, migrant, student, contract, direct employees and any other type of worker, and emphasizes expectations in the following areas:

- Labor standards including compliance with International Labour Organization (ILO) 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.

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.
- Read Power Integrations’ [RoHS/REACH Compliant and Halogen Free Statement](#)
- Read Power Integrations’ [Certification of REACH SVHC Non-Usage](#)



SUPPLY CHAIN MANAGEMENT

Low-Impact Materials Use

Power Integrations is committed to environmental, health and safety excellence and is an industry leader in 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.
- 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.

Through close collaboration with our manufacturing partners, we strive to ensure that wafer rejects, defective integrated circuits, and other e-scrap are responsibly recycled.

This effort helps recover valuable materials, minimize environmental impact, and align with global e-waste management standards.

Responsible Production

Power Integrations uses solar energy extensively at its Silicon Valley headquarters and other major office facilities (see page 25). We are also committed to increasing the use of renewable energy in our manufacturing process.

The roadmap at right illustrates our commitment to using renewable energy to manufacture products for one of our major customers. The agreement entails consuming, developing, investing in and/or procuring electrical power from renewable sources equal to 100% of the power used for the customer's products by the end of 2025.

Renewable Energy Roadmap for a Major Customer



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 to 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; and Penang, Malaysia. 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.

Audits and Compliance

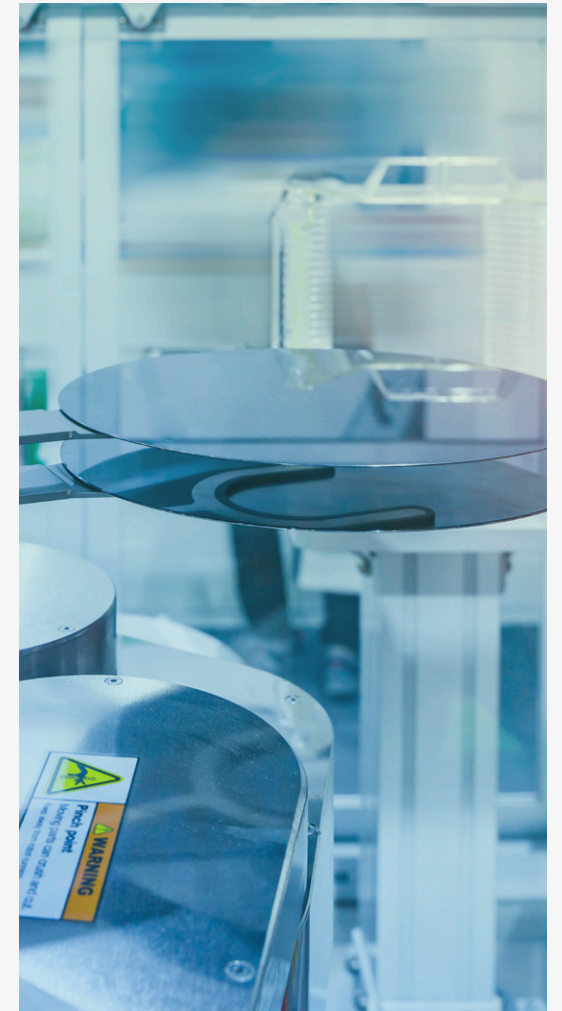
We conduct regular audits of our manufacturing partners to ensure compliance with our quality standards. New suppliers undergo an initial audit to verify their quality management systems and production capabilities. Annual audits are conducted for high-volume sites, while lower-volume sites are audited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

During the pandemic, we adapted our audit processes to include remote audits through surveys and web conferencing tools, ensuring continuous compliance despite travel restrictions.

Product Traceability

We maintain a robust traceability system to ensure the quality and reliability of our products. This system allows us to track products from the manufacturing stage to the end user. 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.

Our product-lifecycle 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:

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

Engagement & Advocacy through Media

Power Integrations leverages various media platforms to share insights and advocate for progressive energy policies.

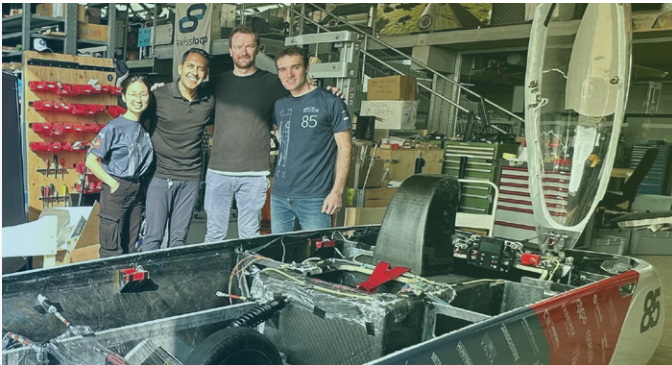
Our [Green Room](#) website offers a comprehensive guide to worldwide energy-efficiency standards. [Mr. Green's Blog](#) serves as a key channel for sharing information on regulatory changes and advancements in energy standards.



SPOTLIGHT

Investing in the Next Generation of Engineers

In 2023 Power Integrations sponsored Team aCentauri of Switzerland in the bi-annual Bridgestone World Solar Challenge, a 3,000 km race across the Australian Outback. We provided technical expertise and financial support in the team’s design of an efficient power converter utilizing InnoSwitch™3-EP ICs with PowiGaN technology. We will be supporting the team again in 2025!



.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-kilowatt solar array at 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

Additional 1 MW of solar capacity coming online at San Jose HQ

MINIMIZING OUR ENVIRONMENTAL IMPACT

Building 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.





SPOTLIGHT

Earth Day 2024

In April, Power Integrations employees planted trees at Pinewood Park in Milpitas, California.



MINIMIZING OUR ENVIRONMENTAL IMPACT

Greenhouse Gas Management

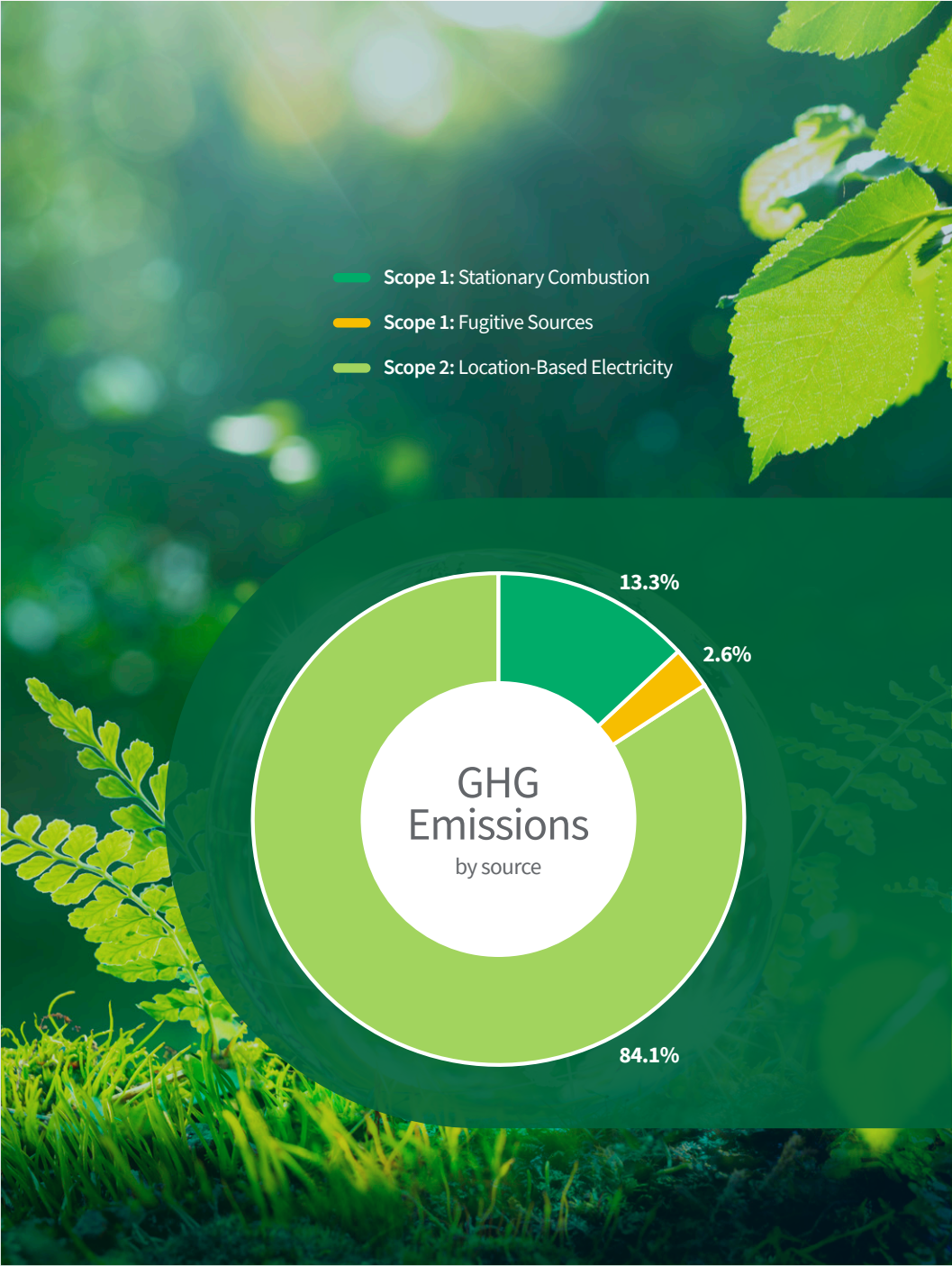
In 2024, Power Integrations completed an initial assessment of its Scope 1 and 2 emissions.

The assessment followed the GHG Protocol’s calculation methodology and used publicly available U.S. Environmental Protection Agency (EPA) emissions factors to account for GHG emissions within our operational control. We also used the EPA’s eGRID and other location-specific factors to calculate emissions from grid electricity.

We used primary data to calculate more than 75% of market-based emissions. We leveraged the most recent Commercial Buildings Energy Consumption Survey (CBECS) and other country-specific data to estimate electricity, and natural gas consumption when actual data was not available.

Scope	Category	2024 Emissions (MT CO2e)
Scope 1	Stationary combustion	909
	Fugitive sources	176
	Total Scope 1*	1,086
Scope 2	Location-based electricity	5,734
	Market-based electricity	6,342
Scope 1 and Scope 2 Total	Total Scope 1 and Scope 2 location-based	6,820
	Total Scope 1 and Scope 2 market-based	7,428

*Process emissions associated with our research and development operations were excluded from this inventory. We intend to calculate process emissions in future years.



MINIMIZING OUR ENVIRONMENTAL IMPACT

Facilities Management

Power Integrations has integrated sustainability into its operations through significant investments in solar energy, energy-efficiency measures, and maintaining a low environmental impact. Our initiatives not only mitigate GHG emissions and energy costs but also demonstrate a strong commitment to sustainable practices and environmental stewardship.

Energy

Power Integrations has utilized renewable energy in its operations since 2010. We have more than 660 kilowatts of on-site solar across three locations to reduce our reliance on fossil fuels, with one megawatt of additional solar capacity scheduled to come online in 2025 at 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 fabless 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.

We have more than 660 kilowatts of on-site solar across three locations to reduce our reliance on fossil fuels, with one megawatt of additional solar capacity scheduled to come online in 2025 at our headquarters in Silicon Valley.



25 kW system at our Biel, Switzerland facility



43 kW system at our Ense, Germany facility

Energy & Water Usage	2019	2020	2021	2022	2023	2024*
Grid Electricity (MWh)	12,049	12,338	11,751	13,910	15,184	16,624
Natural Gas (therms)	212,831	181,842	202,227	185,236	143,419	171,214
Total Energy Consumption (MWh)	18,285	17,666	17,676	19,337	19,386	22,488
Solar Power Generated (MWh)	743	839	866	898	870	848
Total Water Consumption (HCF)	5,210	4,570	3,438	5,391	5,210	5,544

*2024 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.

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:

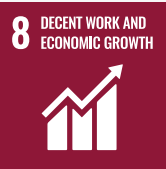
- Comprehensive health, dental and vision insurance.
- 401(k) plan with matching contributions.
- Educational assistance program.
- Charitable donation matching.
- Employee stock purchase plan (ESPP).
Approximately 64% of eligible employees participated in the most recent offering period.

- 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 analyses, 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 memberships, 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 issues of 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 2024 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.

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 2024, we received the Great Place To Work certification for the third consecutive year, recognizing that 87% of our employees regard Power Integrations as a great place to work — 30 points higher than the average U.S. company. Eighty-nine percent of employees reported feeling a sense of pride in the company’s accomplishments. We review survey feedback to identify common themes and prioritize both immediate and long-term improvements.

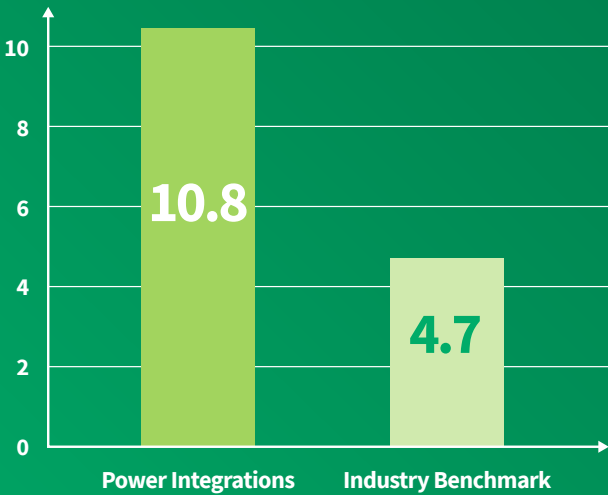
We plan to roll out the Great Place To Work survey across our global locations in 2025.

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

Additionally, a “Talk to HR” feedback box was introduced to allow for confidential employee feedback. Other employee engagement initiatives were also expanded, such as team-building activities, festive celebrations, health talks, fitness roadshows and mental health awareness talks.

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

2024 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 application 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 2024 (Skilljar LMS)

13 hours
average training hours per employee

3,101
total training hours



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 mid-year 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.

Human Resources Staff Development

Our HR staff development program ensures comprehensive growth through:

- Mentorship with on-the-job training.
- Due diligence and analysis training for acquisitions and mergers.
- Database training on tools like our learning management and applicant tracking systems.
- Teamwork and technical HR updates.
- Participation in the Global HR Forum for legal updates.
- Cross-training in compensation, HRIS, benefits, immigration and employee relations.
- Vendor contract review.
- Training and internships.



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.

In 2024, we implemented several automated processes to streamline employee onboarding and offboarding across different platforms, enhancing efficiency and productivity.

Enhancements to the applicant tracking system have facilitated tracking candidates throughout the recruiting and hiring process, including employee referrals.

Creating Talent Pipelines

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 openings at universities, connecting with students and recent graduates to offer them career opportunities.



PERKS @ POWER

Employee Referral Program

If a referral leads to the hiring of a full-time employee, the referring employee can earn up to a \$3,000 bonus. Employee referrals boost company culture and cut recruitment costs by reducing external agency fees.

In 2024, approximately 32% of our hires were from employee referrals.



SPOTLIGHT

Internship Programs in Southeast Asia

In Malaysia, we collaborate with University Teknologi Malaysia 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.

In the Philippines, we collaborate with universities that require students to complete internships as part of their degree requirements. Interns are considered priority candidates for entry-level positions after they graduate. We also reach out to former interns for higher-level positions.



EMPOWERING OUR EMPLOYEES

Employee Health & Safety

Power Integrations is strongly committed to employee health and safety (EHS). In keeping with its safety commitment, the company has established an Injury and Illness Prevention Program (IIPP), a comprehensive accident prevention program for the company's U.S. facilities.

All employees receive initial safety training as part of the orientation program. In 2024, employees completed additional training on electrical safety with high-voltage equipment.

We have also implemented an EHS 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

The 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.

Emergency Response Team (ERT)

The ERT responds to workplace emergencies including medical emergencies, natural disasters and building evacuations.

Power Integrations Safety Performance in 2024

750,300 Total Hours Worked

Zero Fatalities

- High-Consequence Injuries
- Total Recordable Injury Rate (TRIR)
- Lost Time Injury Rate (LTIR)
- Days Away, Restricted or Transferred Rate (DART)

.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.

As required under Nasdaq listing standards, a majority of the members of our board must qualify as independent, as affirmatively determined by the board of directors.

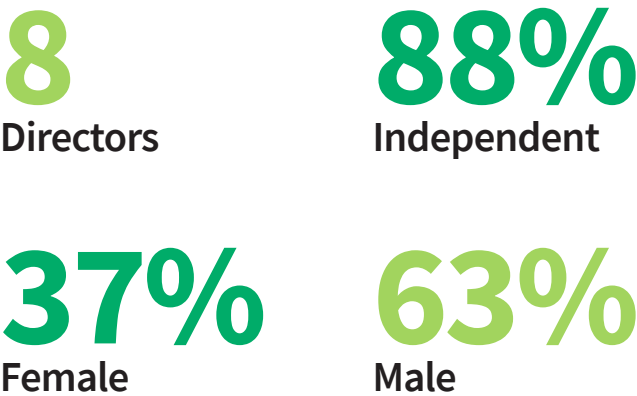
Our directors have a wide variety of relevant skills, professional experience and backgrounds, and collectively bring to our board viewpoints and perspectives that strengthen its ability to represent the interests of all corporate stakeholders, such as shareholders, creditors, employees, customers and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

Our board’s composition encompasses various dimensions, including ethnicity, experience and skills. 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.

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

Power Integrations’ Board of Directors*



*As of March 31, 2025



OPERATING WITH INTEGRITY

Risk Management & Business Continuity

Power Integrations completes an annual enterprise risk review to evaluate material business risks.

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. They then prepare 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 the PI business continuity plan (BCP) and Business Continuity Strategy. The RMC includes representatives from key departments including quality, fab 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:

Geographical diversity. We maintain geographic diversity across manufacturing locations to mitigate disaster risk and ensure multiple sites are qualified for each fabrication and assembly process.

Production planning strategy. We work with our partners to strategically plan, secure and maintain a buffer inventory of raw materials and finished goods to bolster continuity and mitigate the impacts of supply chain disruptions.

Supplier business continuity plans. We require that all major suppliers have business continuity plans, and we complete an annual BCP review with our suppliers to identify potential risks and opportunities. We also complete a quarterly review to ensure appropriate capacity buffers are maintained.



OPERATING WITH INTEGRITY

Information Security

Maintaining the security of our systems and protecting our intellectual property are paramount at Power Integrations.

The full board of directors oversees the company’s information technology (IT) and cybersecurity policies, procedures and risk assessments, led by the Lead Director – Cybersecurity (Anita Ganti). Our chief information security officer reports to the board on information security matters 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 (NIST) cybersecurity framework and ISO 27001.

Suppliers 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.

Responsible Use of Artificial Intelligence

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

In 2024, we developed 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.

As outlined in the policy, employees must receive approval from the Corporate AI Committee before using any generative AI-based tool. The committee 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 complete training on the tool’s functionality, capabilities and limitations.

We aim to have
100%
of employees complete annual cybersecurity training

For the latest metrics, please see the [METRICS TABLE](#) in the appendix.

OPERATING WITH INTEGRITY

Business Ethics & Compliance

Our Code of Business Conduct and Ethics (Code) 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 (PAC), 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 align 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.

655 patents



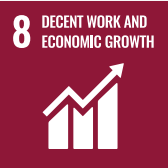

**held worldwide,
as of Dec. 31, 2024**

.07




Appendix

APPENDIX

UN SDGs

SDG	Description	Alignment to Power Integrations	Report Section
	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
	Ensure access to affordable, reliable, sustainable and modern energy for all	Power Integrations' products, such as PowiGaN™ and EcoSmart™ technologies, significantly contribute to energy efficiency and the transition to renewable energy sources.	Powering the Energy Transition Products That are Good for the Planet
	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
	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.	Products That are Good for the Planet Facilities Management

UN SDGs

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

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>Greenhouse Gas Management</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	
Energy Management in Manufacturing	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	TC-SC-130a.1	(1) 80,957.63 (2) 96.2% (3) 3.8%
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	Please see the Employee Health & Safety section of this report for information on how we mitigate safety risks in our operations.
	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 2024
Recruiting & Managing a Global & Skilled Workforce	Percentage of employees that require a work visa	TC-SC-330a.1	As of December 31, 2024, 6% 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	Supply Chain Management
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 2024

APPENDIX

TCFD Table

TCFD Pillar	TCFD Disclosure	Power Integrations Response or Report Section
Governance	a. Describe the Board’s oversight of climate-related risks and opportunities.	Power Integrations oversees 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 .
	b. Describe the management’s role in assessing and managing climate-related risks and opportunities.	The Chairman and CEO also demonstrates ESG and climate oversight and demonstrates climate-related competencies. Our leadership team oversees the incorporation of climate considerations into our business strategy with a primary focus on climate-related product opportunities. Our Disclosure and Risk Management Committee oversees the identification and assessment of enterprise risks, including climate. Our Sustainability Working Group oversees ESG and climate-related strategy.
Strategy	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Index A and Index B below contain examples of climate-related risks and opportunities that could impact our business operations.
	b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	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 .
	c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	We allocate resources to climate risks related to our supply chain and business continuity. We also consider climate-related opportunities related to products and services within our financial planning process.

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. Each party is responsible for developing a balanced and prudent approach to managing risks, encompassing climate and other environmental risks.
	b. Describe the organization’s processes for managing climate-related risks.	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.
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	Please see the Risk Management & Business Continuity section of this report for more information on our risk management process.
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. However, we have developed a renewable energy roadmap for our suppliers and have committed to utilizing 100% renewable energy to manufacture products for one of our major customers by the end of 2025. 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, other pandemics, natural or other disasters, 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. Many of our suppliers are also 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	
Emerging Regulation / Enhanced reporting obligations	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 business. 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 may increase our costs more or be less available, which may adversely affect our operating results.

APPENDIX

TCFD Index B: Climate-Related Opportunities

Opportunity Type / Driver	Description
Products and Services / Development and/or expansion of goods and services	<p>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.</p> <p>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, Power Integrations’ stock is a component of clean-technology stock indices such as the Nasdaq Clean Edge Green Energy Index and the Etho Climate Leadership Index, and our Green Room provides a comprehensive guide to energy-efficiency standards around the world.</p>

APPENDIX

Metrics Table

Metric	Unit of Measure	FY 2024
Human capital		
Total employees	number	865
U.S.		336
Non-U.S.		529
Employees by region	percentage	
N. America		40%
EMEA		14%
APAC		46%
Employees by gender	percentage	
Female		25%
Male		75%

METRICS TABLE

Metric	Unit of Measure	FY 2024
Employees by race – U.S. only	percentage	
African American or Black		2%
Asian or Pacific Islander		63%
Hispanic or Latino		2%
Native American		6%
Two or more races		1%
White		26%
Average employee tenure (U.S.)	years	10.8
Safety		
Total hours worked	number	750,300
Fatalities	number	0
High-consequence injuries	number	0
Total Recordable Injury Rate (TRIR)	OSHA recordable injuries per 200,000 work hours	0
Lost Time Injury Rate (LTIR)	OSHA recordable injuries per 200,000 work hours	0
Days Away, Restricted or Transferred Rate (DART)	OSHA recordable injuries per 200,000 work hours	0

METRICS TABLE

Metric	Unit of Measure	FY 2024
GHG emissions		
Scope 1	metric tons of CO2 equivalent	1,086 ²
Scope 2 (location-based)	metric tons of CO2 equivalent	5,734.23
Scope 2 (market-based)	metric tons of CO2 equivalent	6,342
Scope 1 & 2 GHG intensity (location-based)	metric tons of CO2 equivalent/ million USD	16.28
Scope 1 & 2 GHG intensity (market-based)	metric tons of CO2 equivalent/ million USD	17.73
Board of directors		
Total directors	number	8
Independent		7
Non-independent		1
Directors by gender	number	
Female		3
Male		5
Average director tenure	years	11
Average age	years	65

2 This Scope 1 figure excludes process emissions associated with our research and development efforts. We plan to account for process emissions in future years.

METRICS TABLE

Metric	Unit of Measure	FY 2024
Information security		
Employee completion of annual cybersecurity training	percentage	100%
Business ethics & compliance		
Employee acknowledgement of code of conduct	percentage	100%

APPENDIX

Employee Benefits

Category	Benefit	
Core Benefits	Medical Dental Vision Paid sick leave Paid time off Basic life insurance Critical illness insurance AD&D insurance	Health Savings Account (HSA) Business travel insurance Salary continuation (offered to disability claims) Short-term and long-term disability Flexible Spending Accounts (FSA) Employee Assistance Program (EAP) 401k and after-tax contributions with Roth in-plan conversions ESPP (offered to all employees where legally permitted)
Additional Benefits	Employee referral program US wellness program Transit commuter account Legal services Pet insurance Credit union Educational assistance	Non-profit gift matching program Optional life benefits and supplemental AD&D benefits Fresh fruit, bagels, and pastries every Friday Benefit opt-out incentive



Power Integrations, Inc. 5245 Hellyer Avenue, San Jose, CA 95138 www.power.com

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