



**Bourns, Inc. Code of Ethics and Conduct**  
**(Effective September 24, 2024)**

**Bourns, Inc. Code of Ethics and Conduct (this “Code”):**

**Our Policy**

It is the policy of Bourns, Inc. and its subsidiaries (“Bourns”) to conduct all business affairs in accordance with the highest business ethical standards, to comply with applicable laws, and to be a good corporate citizen worldwide. This policy applies to all employees, officers and directors of Bourns.

**Our Customers**

Bourns is committed to maintaining the trust and respect of its customers. Bourns competes fairly, honestly and by delivering superior products and services to its customers. Bourns does not authorize, condone, encourage or promote, directly or indirectly through others, unlawful or unethical behavior, such as bribery, kick-backs, pay-offs, promises to pay cash or things of value, or any other activities that may be construed or perceived as being corrupt, unlawful or unethical.

**Our Competitors**

Bourns competes vigorously but fairly and in compliance with applicable competition laws to ensure its goods and services are provided on their merits. Bourns uses only lawful means to obtain competitive information.

**Our Business Partners**

Bourns uses only authorized consultants, contractors, distributors, representatives, resellers, sales and marketing agents and suppliers (collectively, “Bourns’ Business Partners”) who have met or exceeded Bourns’ high standards and have entered into appropriate written agreements in compliance with Bourns’ global policies and procedures.

**Conflicts of Interest**

Bourns employees are required to avoid business decisions, conduct, or other outside activities that create an actual or potential conflict of interest with their obligations or duties to Bourns. Bourns employees must decline to engage in conflicting behavior or seek guidance and approval from the appropriate Bourns officials prior to engaging in behavior that could be considered as a potential conflict of interest. Bourns’ assets, including its computers and computer systems and other electronic systems or devices, may not be used for an employee’s personal gain.

**Protection and Appropriate Use of Confidential Data and Data Relating to Individuals**

Bourns employees may not exploit Bourns’ financial or non-financial data for personal gain. Bourns and its employees must protect the confidential and proprietary nature of (i) Bourns’ own data, and (ii) the data of others disclosed to Bourns in confidence. The privacy of data entrusted into Bourns’ care, including data provided by customers and Bourns’ Business Partners, as well as data relating to individual employees or other individuals, must be protected at all times in accordance with applicable legal and contractual requirements. Data relating to individuals may be used only in accordance with instructions set forth in applicable Bourns policies and guidelines and only if, and to the extent, necessary to fulfil legitimate purposes, such as assigned work responsibilities. If specific identifying information is not necessary, Bourns will strive to present the information in aggregated form or by some other anonymous means.

**Responsible Financial and Non-Financial Recordkeeping**

Each Bourns employee is responsible for the accurate recordkeeping and reporting of financial data and the integrity of Bourns’ financial data and records. Bourns preserves all business records for their required retention periods, whether in paper or electronic form, to ensure that global and local requirements are met.

### **Respect for Diverse Culture and Commitment to Safe Workplace**

Bourns is a single company comprising many diverse and differing cultures; thus each Bourns employee must strive to appreciate, benefit from, respect and understand other cultures and customs. Bourns employees must not discriminate against one another, including for reasons of race, color, creed, religion, national origin, ancestry, citizenship, age, sex or gender, gender identity or expression, sexual orientation, marital status, military and veteran status, physical or mental disability, protected medical condition, genetic information, or any other characteristic protected by applicable law. Bourns is committed to a bullying-free and violence-free work environment. No one is permitted to bring a weapon into a Bourns workplace. If you become aware of a violation of this provision, you should report it immediately to Human Resources and/or Bourns' security service.

### **Commitment to Human Rights, the Environment and Social Responsibility**

Bourns supports and respects, within its reasonable ability to influence, the protection of international human rights set out in the United Nations' ("UN") Universal Declaration of Human Rights, the International Labor Organization's fundamental conventions and in the Ten Principles of the UN Global Compact. In particular, Bourns supports the eradication of slavery and human trafficking worldwide and the effective elimination of all forms of forced labor and child labor in violation of international standards. To that effect Bourns strives to eliminate from its supply chain any use of labor that is not voluntary or that does not permit workers freedom of movement such as prison, bonded or indentured labor. Bourns will use this objective as a criterion in the selection and management of Bourns' Business Partners. Bourns endeavors to undertake initiatives to promote environmental responsibility and encourage the development and implementation of environmentally friendly technologies, processes and products. Bourns is committed to reducing its environmental impact across its supply chain. Bourns encourages its employees to exhibit a strong sense of social responsibility by serving to enhance the communities in which they live and work.

### **Accountability**

Bourns' employees are accountable, individually and collectively, for their behavior and actions. All employees are required to comply with this Code and failure to do so will result in appropriate disciplinary action. Bourns employees have an obligation to report unethical business conduct, any violation of Bourns' policies, or any undertaking of dishonest, destructive or illegal action. Bourns does not retaliate against employees or others, who in good faith, report what the person believes is or may be a violation of law, or a violation of this Code or other Bourns policies. Any employee who has questions or concerns regarding the application or interpretation of this Code should consult with the employee's supervisor or other member of management, Human Resources or the Bourns Ombudsman.

### **Biodiversity**

Bourns understands that support of the variety of all life on Earth—animals, plants, fungi, and micro-organisms like bacteria—is critical to maintaining a healthy and sustainable planet. Bourns supports the halting of deforestation and restoring the use of terrestrial ecosystems by reducing its waste and emissions in an effort to help protect such biodiversity globally.

### **Deprivation of Land**

Bourns will not unlawfully evict a tenant/lessee and will refrain from any unlawful deprivation of land, waters, or forests in its leasing, acquisition, or development of properties.

### **Use of Security Forces**

Certain Bourns facilities use third-party guards to secure the perimeter of Bourns facilities for the safety of their employees and as part of Bourns' obligation as a Customs-Trade Partnership Against Terror (C-TPAT) and Authorized Economic Operator (AEO) member. Bourns does not and will not use its guards for the inhumane treatment of persons or for the prohibition of persons demonstrating their legal right to freedom of association.

### **Animal Testing**

Bourns does not use animal testing in its manufacturing nor its research and development. Bourns expects its supply chain to similarly abstain from and eliminate all forms of animal testing in their operations.

### **Indigenous Populations**

Bourns respects the rights of indigenous populations and will not illegally dispossess them of their lands or prevent them from practicing their traditions.

### **Environmental Stewardship**

- **Water and Water Quality:** Bourns complies with all applicable statutory provisions pertaining to water and water quality and endeavors to reduce its water consumption and the unnecessary creation of wastewater in all its facilities.
- **Air and Soil Quality:** Bourns complies with all applicable statutory provisions pertaining to air and soil quality and endeavors to reduce any polluting emissions and contamination of soil at its facilities.
- **Materials and waste disposal:** Bourns complies with all applicable statutory provisions pertaining to materials and waste disposal and endeavors, where feasible, to reduce, reuse and/or recycle such materials.

### **Compliance, Training, and Education**

Bourns adheres to environmental regulations and standards applicable to Bourns and its operations. Bourns is committed to implementing programs to educate employees and management about environmental, social and governance issues.

### **Social Responsibility**

Bourns is committed to fair labor practices, upholding standards for ethical behavior and decision making within the organization, and engagement with local communities, including through philanthropy and volunteerism.

### **Continuous Improvement**

Bourns will regularly review and update its environmental, social and governance policies and process through engagement with its stakeholders, including customers, business partners and its employees.

### **Suppliers and Subcontractors**

Bourns requires its suppliers and subcontractors to comply with this Code, which may involve higher standards than required by local laws. Upon Bourns request, a supplier must promptly (i) provide relevant information to Bourns, (ii) allow Bourns or its representative to have access to the supplier's premises for inspection and evaluation, and/or (iii) verify to Bourns' reasonable satisfaction, that the supplier and its subcontractors and sub-suppliers reasonably comply with the standards and expectations of this Code.

All Bourns employees worldwide are required to either (1) sign the statement below and provide a scanned or hard copy to the head of the local Human Resources department, or (2) send an email to the head of the local Human Resources department which contains the statement below.

I have read and understand this Code, which has an effective date of September 24, 2024, and I agree to adhere to all aspects of it. I understand that this Code supersedes and replaces the "Bourns, Inc. Code of Ethics and Conduct" which was released on April 3, 2020.

Employee Name: \_\_\_\_\_

Employee Signature: \_\_\_\_\_

Date: \_\_\_\_\_