

# 2019 Material Topics Map

Category	Dialog Material Issue	GRI Standard	
Economic	Economic performance and impact	<b>GRI 201:</b> Economic performance <b>GRI 207:</b> Tax <b>GRI 203:</b> Indirect economic impacts	
Environment	Product impacts	<b>GRI 301:</b> Materials <b>GRI 302:</b> Energy <b>GRI 305:</b> Emissions	
	Corporate governance and compliance	<b>GRI 307:</b> Environmental compliance <b>GRI 308:</b> Supplier environmental assessment	
Social	Recruitment of professionals and graduates	<b>GRI 401:</b> Employment	
	Retention, moral and engagement	<b>GRI 402:</b> Labour management relations	
	Employee development	<b>GRI 404:</b> Training and education	
	Diversity and equality	<b>GRI 405:</b> Diversity and equal opportunity <b>GRI 405:</b> Diversity and equal opportunity	
	Labour rights and human rights (supply chain)		<b>GRI 412:</b> Human rights assessment <b>GRI 406:</b> Non-discrimination <b>GRI 407:</b> Freedom of association and collective bargaining <b>GRI 408:</b> Child labour <b>GRI 409:</b> Forced or compulsory labour
			<b>GRI 414:</b> Supplier social assessment
			<b>GRI 414:</b> Supplier social assessment
			<b>GRI 414:</b> Supplier social assessment
			<b>GRI 205:</b> Anti-corruption
			<b>GRI 419:</b> Socio-economic compliance
Corporate governance and compliance	<b>GRI 414:</b> Supplier social assessment		
Compliance with customer standards		<b>GRI 416:</b> Customer health and safety <b>GRI 417:</b> Marketing and labelling <b>GRI 418:</b> Customer privacy <b>GRI 419:</b> Socio-economic compliance	

## GRI 102: General

## Key

● Fully reported    ● Partially reported    ● Not reported

Disclosure	Disclosure No.	Disclosure Title	Notes	Status	Reference	Material Disclosure?
<b>Organisational Profile</b>						
General disclosures	102-1	Name of the organisation		●	Front cover of AR	
	102-2	Activities, brands, products, and services		●	2–3, 37, 56–61	
	102-3	Location of headquarters	Dialog Semiconductor has three regional head offices in Reading (UK, also the Global HQ), Santa Clara (US) and Taipei (Taiwan).	●	197 Back cover of AR This table	
	102-4	Location of operations		●	03 Website	
	102-5	Ownership and legal form		●	82, 87	
	102-6	Markets served		●	2–3, 21, 56–61	
	102-7	Scale of the organisation		●	32, 33	
	102-8	Information on employees and other workers		●	32–34	
	102-9	Supply chain	Key steps in our value chain include the following, with Dialog Semiconductor's activities in bold: 1. Mining of minerals by mining companies 2. Smelting of silica and metals by smelters 3. Fabrication of semiconductors by foundries with input from Dialog Semiconductor with respect to <b>product design and R&amp;D</b> 4. <b>Distribution</b> of semiconductors by Dialog Semiconductor to electronic brands 5. Integration into electronics products by electronics brands and sale to consumers (with <b>marketing input</b> from Dialog Semiconductor)	●	44–47; this table	
	102-10	Significant changes to the organisation and its supply chain		●	44	
	102-11	Precautionary Principle or approach		●	28–29, 72–77; throughout	
	102-12	External initiatives		●	30–31, 40–41	
	102-13	Membership of associations	Dialog Semiconductor is represented on the Steering Board of the UK Electronics Skills Foundation. It is also an active partner of the WES – Women's Engineering Society and University Technical College Swindon (UTC Swindon)	●	40	
<b>Strategy</b>						
General disclosures	102-14	Statement from senior decision-maker		●	9	
	102-15	Key impacts, risks, and opportunities		●	20–21, 72–77	
<b>Ethics and Integrity</b>						
General disclosures	102-16	Values, principles, standards, and norms of behaviour		●	30–31, 37, 46–49	
	102-17	Mechanisms for advice and concerns about ethics	Dialog's Code of Business Conduct and Whistleblowing Policy identify various internal and external mechanisms for seeking advice on ethical and lawful behaviour, including a Business Conduct Hotline which is available internally and externally and which can be accessed and used anonymously. Full details of the hotline are available at <a href="https://wrs.expolink.co.uk/dialog">https://wrs.expolink.co.uk/dialog</a>	●	This table	

## GRI 102: General

## Key

● Fully reported

● Partially reported

● Not reported

Disclosure	Disclosure No.	Disclosure Title	Notes	Status	Reference	Material Disclosure?
<b>Governance</b>						
General disclosures	102-18	Governance structure		●	78	
	102-19	Delegating authority		●	31	
	102-20	Executive-level responsibility for economic, environmental, and social topics		●	30–31, 32, 38, 40, 42, 49	
	102-21	Consulting stakeholders on economic, environmental, and social topics		●	26, 29	
	102-22	Composition of the highest governance body and its committees		●	80–81, 87	
	102-23	Chair of the highest governance body	The Chairman of the Board is not an executive officer.	●	This table	
	102-24	Nominating and selecting the highest governance body		●	84	
	102-25	Conflicts of interest		●	86	
	102-26	Role of highest governance body in setting purpose, values, and strategy		●	26–28, 86	
	102-27	Collective knowledge of highest governance body		●	80–81, 86	
	102-28	Evaluating the highest governance body's performance		●	88	
	102-29	Identifying and managing economic, environmental, and social impacts		●	26–31	
	102-30	Effectiveness of risk management processes		●	72–77	
	102-31	Review of economic, environmental, and social topics		●	28–31, 38–39, 40–41	
	102-32	Highest governance body's role in sustainability reporting	Each department is responsible for the management of their respective sustainability issues, and are subject to the oversight of the Executive Committee.	●		
	102-33	Communicating critical concerns		●	28–31	
	102-34	Nominating and selecting the highest governance body		●	86	
	102-35	Remuneration policies		●	93–99	
	102-36	Process for determining remuneration		●	93–99	
	102-37	Stakeholders' involvement in remuneration		●	106	
	102-38	Annual total compensation ratio		●	100–106	
	102-39	Percentage increase in annual total compensation ratio		●	103	

## GRI 102: General

## Key

● Fully reported

● Partially reported

● Not reported

Disclosure	Disclosure No.	Disclosure Title	Notes	Status	Reference	Material Disclosure?
<b>Stakeholder engagement</b>						
General disclosures	102-40	List of stakeholder groups		●	26–28	
	102-41	Collective bargaining agreements	The nature of the electronics engineering sector and the professional that work in it means a small percentage of our personnel are covered by collective bargaining agreements.	●	This table	
	102-42	Identifying and selecting stakeholders		●	30	
	102-43	Approach to stakeholder engagement		●	26–28	Y
	102-44	Key topics and concerns raised		●	7, 26–28, 87	Y
<b>Reporting Practice</b>						
General disclosures	102-45	Entities included in the consolidated financial statements	All of the entities listed in our Group Directory and list of Related Undertakings in our Annual Report are included in our consolidated financial statements.	●	This table	
	102-46	Defining report content and topic boundaries		●	28–31; Appendix	
	102-47	List of material topics		●	30–31	
	102-48	Restatements of information		●	2	
	102-49	Changes in reporting		●	2	
	102-50	Reporting period	2019 calendar year	●	1; this table	
	102-51	Date of most recent report	April 2019	●	This table	
	102-52	Reporting cycle	Annual	●	29, this table	
	102-53	Contact point for questions regarding the report	jose.cano@diasemi.com/csr@diasemi.com	●	This table	
	102-54	Claims of reporting in accordance with the GRI Standards	This report makes a 'GRI-referenced' claim against the GRI Standards	●	This table	
	102-55	GRI content index		●	This table	
	102-56	External assurance	The content of this report is not subject to external assurance	●	29, this table	

## GRI 200: Economic

## Key

● Fully reported    ● Partially reported    ● Not reported

Disclosure	Disclosure No.	Disclosure Title	Notes	Status	Reference	Material Disclosure?
<b>GRI Standard 201: Economic performance (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●	28–31, 40–41	
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	201-1	Direct economic value generated and distributed		●	40–41	Y
	201-2	Financial implications and other risks and opportunities due to climate change	Although not currently believed to be material, Dialog is exposed to some extent to the regulatory and physical risks associated with climate change. The nature of our business as a fabless manufacturer, means that Dialog's own operations are unlikely to face any specific material risks as a result of the physical impacts of climate change such as property damage due to extreme weather events. Dialog's key assets are our employees, and our intellectual property both of which are mobile and no Dialog locations are prone to flood or windstorm. Dialog's manufacturing partners have implemented multiple initiatives to reduce their carbon footprint, review water and energy usage and to understand and manage the effects of climate change on their own operations. Regulations addressing greenhouse gas emissions are evolving in many markets which could impact our business indirectly. In the longer term, changes in these regulations could result in increased costs in our supply chain due to higher compliance, raw materials or energy costs to our suppliers. However, improving energy efficiency for end customers is a key element of many of Dialog's products and this mitigates some of the risks associated with climate change as well as underlining the company's commitment to being part of the solution to the challenge that climate change represents.	●	72; this table	Y
	201-3	Defined benefit plan obligations and other retirement plans		●	159	Y
	201-4	Financial assistance received from government	R&D expenditure credits 2019: US\$5.7 million; 2018: US\$5.2 million	●		Y
<b>GRI Standard 202: Market presence (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●	26–29, 33, 40–41	
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	202-1	Ratios of standard entry level wage by gender compared to local minimum wage		●	33	–
	202-2	Proportion of senior management hired from the local community		●		–

## GRI 200: Economic

## Key

● Fully reported    ● Partially reported    ● Not reported

Disclosure	Disclosure No.	Disclosure Title	Notes	Status	Reference	Material Disclosure?
<b>GRI Standard 203: Indirect economic impacts (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●	26–29, 40–41	Y
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	203-1	Infrastructure investments and services supported		●	40–41	Y
	203-2	Significant indirect economic impacts		●	40–41	Y
<b>GRI Standard 204: Procurement practices (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●	26–29, 37, 48	–
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	204-1	Proportion of spending on local suppliers		●		–
<b>GRI Standard 205: Anti-corruption (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●	26–29, 48–49	
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	205-1	Operations assessed for risks related to corruption	No significant risks related to corruption were identified in 2019.	●	48–49	Y
	205-2	Communication and training about anti-corruption policies and procedures	All personnel are required to complete online compliance training which includes a global antibribery module as well as the Dialog Semiconductor Code of Business Conduct, which includes extensive anti-corruption and bribery elements	●	48–49; this table	–
	205-3	Confirmed incidents of corruption and actions taken	No cases of material suspected or actual corruption were identified in 2019.	●	This table	Y

## GRI 200: Economic

## Key

● Fully reported

● Partially reported

● Not reported

Disclosure	Disclosure No.	Disclosure Title	Notes	Status	Reference	Material Disclosure?
<b>GRI Standard 206: Anti-competitive behaviour (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●	<a href="#">48–49 Website</a>	–
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	We do not consider our technologies to engage in anti-competitive or monopoly practices. No actions in this regard were identified in 2019.	●	<a href="#">This table</a>	–
<b>GRI Standard 207: Tax</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary				–
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
	207-1	Approach to tax				
	207-2	Tax governance, control, and risk management				
	207-3	Stakeholder engagement and management of concerns related to tax				–
Topic-specific disclosures	207-4	Country-by-country reporting				–

## GRI 300: Environmental

## Key

● Fully reported

● Partially reported

● Not reported

Disclosure	Disclosure No.	Disclosure Title	Notes	Status	Reference	Material Disclosure?
<b>GRI Standard 301: Materials (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●	38–39, 44–47	
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	301-1	Materials used by weight or volume		●		–
	301-2	Recycled input materials used	Not applicable	●		Y
	301-3	Reclaimed products and their packaging materials	Negligible: The amount of gold and silver reclaimed was not assessed because figures became insignificant due to changeover to WLCSP and CU-wire technologies. As such we do not currently reclaim products (or packaging).	●	This table	Y
<b>GRI Standard 302: Energy (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●	29–31, 40–43	
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	302-1	Energy consumption within the organisation		●		–
	302-2	Energy consumption outside of the organisation		●		–
	302-3	Energy intensity		●		–
	302-4	Reduction of energy consumption		●		–
	302-5	Reduction in energy requirements of products and services		●	29–31, 40–43	–
<b>GRI Standard 303: Water and effluents (2018)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary	The nature of our fabless model means that management of water beyond our office facility needs (which we do not currently measure) is limited. We maintain oversight of this within our supply chain however through our supplier audits and respective verification processes. This is disclosed in the context of GRI Standard 414.	●	26–29, 30–39	
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
		303-1	Interactions with water as a shared resource	●		
		303-2	Management of water discharge-related impacts	●		
Topic-specific disclosures	303-3	Water withdrawal		●		–
	303-4	Water discharge		●		–
	303-5	Water consumption		●		–



## GRI 300: Environmental

## Key

● Fully reported    ● Partially reported    ● Not reported

Disclosure	Disclosure No.	Disclosure Title	Notes	Status	Reference	Material Disclosure?
<b>GRI Standard 304: Biodiversity (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary	Not a material topic for Dialog in 2019	●		
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		●		–
	304-2	Significant impacts of activities, products, and services on biodiversity		●		–
	304-3	Habitats protected or restored		●		–
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		●		–
<b>GRI Standard 305: Emissions (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●	38–39	
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	305-1	Direct (Scope 1) GHG emissions		●	38–39	–
	305-2	Energy indirect (Scope 2) GHG emissions		●	38–39	–
	305-3	Other indirect (Scope 3) GHG emissions		●	38–39	–
	305-4	GHG emissions intensity		●		–
	305-5	Reduction of GHG emissions		●	38–39	–
	305-6	Emissions of ozone-depleting substances (ODS)		●		–
	305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions		●		–
<b>GRI Standard 306: Effluents and waste (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●		–
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				

## GRI 300: Environmental

## Key

● Fully reported

● Partially reported

● Not reported

Disclosure	Disclosure No.	Disclosure Title	Notes	Status	Reference	Material Disclosure?
Topic-specific disclosures	306-1	Water discharge by quality and destination		●		–
	306-2	Waste by type and disposal method		●		–
	306-3	Significant spills		●		–
	306-4	Transport of hazardous waste		●		–
	306-5	Water bodies affected by water discharges and/or runoff		●		–
<b>GRI Standard 307: Environmental compliance (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●	26–29, 37, 38–39	
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	307-1	Non-compliance with environmental laws and regulations	There were no material sanctions or fines for non-compliance with applicable laws and regulations in 2019.	●	This table	Y
<b>GRI Standard 308: Supplier environmental assessment (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●	26–29, 44–47	Y
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	308-1	New suppliers that were screened using environmental criteria	In 2019 we audited eleven suppliers (31 audits in total) against the regular standards.	●	44–47 This table	Y
	308-2	Negative environmental impacts in the supply chain and actions taken	There were no negative environmental impacts in the supply chain identified or reported in 2019.	●	44–47	Y

## GRI 400: Social

## Key

● Fully reported    ● Partially reported    ● Not reported

Disclosure	Disclosure No.	Disclosure Title	Notes	Status	Reference	Material Disclosure?
<b>GRI Standard 401: Employment (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●	26–31, 32–35	Y
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	401-1	New employee hires and employee turnover		●	32–33	Y
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	We offer employees a strong total reward package that includes: Competitive base salaries, annual bonus and recognition plans, employee share award plan, employee benefits including protection for illness and disability, retirement and life insurance. We regularly benchmark our employees' pay and benefits against the employment markets in which we operate. This includes close analysis of packages offered by our competitors to ensure that our own offering remains attractive. We also implement a number of initiatives aimed at promoting employee morale and wellbeing. These include generous time off policies, employee volunteering opportunities, workplace social events, as well as incentive programmes and employee recognition initiatives.	●	Website	Y
	401-3	Parental leave		●		Y
<b>GRI Standard 402: Labour management relations (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●	32–35	Y
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	402-1	Minimum notice periods regarding operational changes	<i>Dialog adheres to information and consultation requirements under applicable laws prior to implementation of any significant operational changes that may impact on its workforce. The statutory periods differ from country to country.</i>	●	This table	Y

## GRI 400: Social

## Key

● Fully reported    ● Partially reported    ● Not reported

Disclosure	Disclosure No.	Disclosure Title	Notes	Status	Reference	Material Disclosure?
<b>GRI Standard 403: Occupational health and safety (2018)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary	The nature of our fabless model means that exposure to occupational health and safety risks in our own operations is limited. We maintain oversight of this within our supply chain however through our supplier audits and respective verification processes. This is disclosed in the context of GRI Standard 414.	●	This table	–
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
	403-1	Occupational health and safety management system		●		–
	403-2	Hazard identification, risk assessment, and incident investigation		●		–
	403-3	Occupational health services		●		–
	403-4	Worker participation, consultation, and communication on occupational health and safety		●		–
	403-5	Worker training on occupational health and safety		●		–
Topic-specific disclosures	403-6	Promotion of worker health	●	–		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	●	–		
	403-8	Workers covered by an occupational health and safety management system	●	–		
	403-9	Work-related injuries	●	–		
	403-10	Work-related ill health	●	–		
<b>GRI Standard 404: Training and education (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●	26–29, 32–35, 48–49	Y
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	404-1	Average hours of training per year per employee		●		
	404-2	Programs for upgrading employee skills and transition assistance programs	We do not provide systematic transition assistance programmes to support the management of career endings resulting from retirement or termination of employment.	●	This table	Y
	404-3	Percentage of employees receiving regular performance and career development reviews	All employees receive at least annual performance and career development reviews, irrespective of gender and employee category.	●	This table	Y

## GRI 400: Social

## Key

● Fully reported    ● Partially reported    ● Not reported

Disclosure	Disclosure No.	Disclosure Title	Notes	Status	Reference	Material Disclosure?
<b>GRI Standard 405: Diversity and equal opportunity (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●	26–29, 32–35,	Y
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	405-1	Diversity of governance bodies and employees		●	33, 34–35	Y
	405-2	Ratio of basic salary and remuneration of women to men		●	33	Y
<b>GRI Standard 406: Non-discrimination (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●	34–35, 48	Y
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	406-1	Incidents of discrimination and corrective actions taken		●	34	Y
<b>GRI Standard 407: Freedom of association and collective bargaining (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary	Across our business and throughout our external suppliers, Dialog is committed to fair wages, healthy and safe working conditions, respect for human and labour rights, and honest relationships. We have adopted the Responsible Business Alliance (RBA) standard as part of our own Supplier Code of Conduct to ensure that working conditions for both external suppliers and employees are safe and that all workers are treated with respect and dignity. This is in addition to adopting principles from the International Labour Organisation Standards (ILO), Universal Declaration of Human Rights (UDHR), Social Accountability International (SAI), and the Ethical Trading Initiative (ETI).	●	26–29, 46–48 This table	Y
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None of our own operations were found to pose a significant risk in this respect.	●	This table	Y
<b>GRI Standard 408: Child labour (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary	See response to GRI Standard 407 – Management approach disclosures	●	26–29, 46–47	Y
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	408-1	Operations and suppliers at significant risk for incidents of child labour	None of our own operations were found to pose a significant risk in this respect throughout the audits and surveys.	●	This table	Y

## GRI 400: Social

## Key

● Fully reported

● Partially reported

● Not reported

Disclosure	Disclosure No.	Disclosure Title	Notes	Status	Reference	Material Disclosure?
<b>GRI Standard 409: Forced or compulsory labour (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary	See response to GRI Standard 407 – Management approach disclosures	●	26–29, 46–47	Y
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	None of our own operations were found to pose a significant risk in this respect throughout the audits and surveys.	●	This table	Y
<b>GRI Standard 410: Security practices (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●		–
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	410-1	Security personnel trained in human rights policies or procedures		●		–
<b>GRI Standard 411: Rights of indigenous peoples (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●		–
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	411-1	Incidents of violations involving rights of indigenous peoples		●		–
<b>GRI Standard 412: Human rights assessment (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●	26–29, 42–43, 46–47	
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	412-1	Operations that have been subject to human rights reviews or impact assessments		●	44–47	–
	412-2	Employee training on human rights policies or procedures	No formal/specific human rights training is carried out (i.e. zero hours). However, all personnel are required to do annual online training on the Dialog Semiconductor Code of Business Conduct, which includes some labour rights elements.	●	This table	Y
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		●	44–47	Y

## GRI 400: Social

## Key

● Fully reported    ● Partially reported    ● Not reported

Disclosure	Disclosure No.	Disclosure Title	Notes	Status	Reference	Material Disclosure?
<b>GRI Standard 413: Local communities (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●	26–31, 40–41	–
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	413-1	Operations with local community engagement, impact assessments, and development programs		●	40–41	–
	413-2	Operations with significant actual and potential negative impacts on local communities		●	40–41	–
<b>GRI Standard 414: Supplier social assessment (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●	26–29, 44–47	
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	414-1	New suppliers that were screened using social criteria	In 2019 we audited eleven suppliers (31 audits in total) against the regular standards.	●	44–47 This table	Y
	414-2	Negative social impacts in the supply chain and actions taken	Corrective actions identified during the audits have been implemented by the subcontractors	●	44–47	Y
<b>GRI Standard 415: Public policy (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●		–
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	415-1	Political contributions		●		–
<b>GRI Standard 416: Customer health and safety (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●	37 This table	
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	416-1	Assessment of the health and safety impacts of product and service categories	Each product designed and manufactured by Dialog and our subcontractors undergoes a chemical analysis by accredited laboratories to ensure compliance to relevant environmental rules and regulations (RoHS, REACH, customer specific requirements). No impacts to health and safety have been identified in 2019.	●	37 This table	–
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents identified or reported by customers	●		Y

## GRI 400: Social

## Key

● Fully reported    ● Partially reported    ● Not reported

Disclosure	Disclosure No.	Disclosure Title	Notes	Status	Reference	Material Disclosure?
<b>GRI Standard 417: Marketing and labelling (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary	All materials involved in manufacturing in our products are designed to be compliant with relevant environmental rules and regulations. All products designed and manufactured by Dialog Semiconductors and its subcontractors undergo a chemical analysis by accredited laboratories to ensure compliance to environmental rules and regulations (including RoHS, REACH and customer-specific requirements). All Dialog products have been certified without any exemptions.	●	37 <a href="#">This table</a>	
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	417-1	Requirements for product and service information and labelling	All consignments of semiconductors delivered by Dialog Semiconductor must be accompanied by labels confirming their compliance with RoHS. All Dialog Semiconductor products are verified accordingly and packaging is marked as per industry standard (JEDEC StD J-STD-609B).	●	37 <a href="#">This table</a>	Y
	417-2	Incidents of non-compliance concerning product and service information and labelling	There were no incidents of non-compliance concerning product and service labelling in 2019.	●	<a href="#">This table</a>	Y
	417-3	Incidents of non-compliance concerning marketing communications	There were no incidents of non-compliance concerning marketing communications in 2019.	●		–
<b>GRI Standard 418: Customer privacy (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●	36–37, 42–43	Y
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2019 we had no complaints relating to breaches of customer privacy, losses of customer data or the misuse of customers' intellectual property.	●	42–43 <a href="#">This table</a>	Y
<b>GRI Standard 419: Socioeconomic compliance (2016)</b>						
Management approach disclosures	103-1	Explanation of the material topic and its boundary		●	36–37, 42–43	Y
	103-2	Management approach and its components				
	103-3	Evaluation of management approach				
Topic-specific disclosures	419-1	Non-compliance with laws and regulations in the social and economic area	There were no material sanctions or fines for non-compliance with applicable laws and regulations in 2019.	●	<a href="#">This table</a>	Y



# GRI Standards Material Topics

GRI Standard	Material	Page
<b>101: Foundation</b>	Y*	<b>28–31, 70–75, GRI table</b>
<b>102: General disclosures</b>	Y*	<b>Throughout the report</b>
<b>103: Management approach disclosures</b>	Y*	<b>Throughout the report</b>
<b>201: Economic performance</b>	Y	Value generation and distribution <b>40–41, 54–55, 62–69, GRI table</b>
202: Market presence		
<b>203: Indirect economic impact</b>	Y	Value generation and distribution <b>41</b>
204: Procurement practices		
<b>205: Anti-corruption</b>	Y	Corruption/bribery <b>48–49, GRI table</b>
206: Anti-competitive behaviour		
<b>207: Tax</b>	Y	Corporate governance and compliance Corruption/bribery <b>65–67, 71, 74, GRI table</b>
301: Materials		Product impacts Compliance with customer standards
302: Energy		
303: Water and effluents		
304: Biodiversity		
305: Emissions		
306: Effluents and waste		
<b>307: Environmental compliance</b>	Y	Corporate governance and compliance Compliance with customer standards <b>38–39, 43, 44–47, GRI table</b>
<b>308: Supplier environmental assessment</b>	Y	Corporate governance and compliance <b>44–47, GRI table</b>

GRI Standard	Material	Page
<b>401: Employment</b>	Y	Recruitment of professionals and graduates Retention, morale and engagement <b>32–35 GRI table</b>
402: Labour/management relations		
403: Occupational health and safety		
<b>404: Training and education</b>	Y	Retention, morale and engagement Employee development <b>32, 34, 40, GRI table</b>
<b>405: Diversity and equal opportunity</b>	Y	Diversity and equality <b>34–35, 46, 48</b>
<b>406: Non discrimination</b>	Y	Diversity and equality <b>34–35, 83</b>
<b>407: Freedom of association and collective bargaining</b>	Y	Labour rights and human rights (supply chain) <b>34–35, 46, GRI table</b>
<b>408: Child labour</b>	Y	Labour rights and human rights (supply chain) <b>46, GRI table</b>
<b>409: Forced or compulsory labour</b>	Y	Labour rights and human rights (supply chain) <b>46, GRI table</b>
410: Security practices		
411: Rights of indigenous peoples		
<b>412: Human rights assessment</b>	Y	Corporate governance and compliance Labour rights and human rights (supply chain) <b>44–47, 48, GRI table</b>
413: Local communities		
<b>414: Supplier social assessment</b>	Y	Corporate governance and compliance <b>44–47, GRI table</b>
415: Public policy		
<b>416: Customer health and safety</b>	Y	Corporate governance and compliance <b>36–37, GRI table</b>
<b>417: Marketing and labelling</b>	Y	Corporate governance and compliance <b>36–37, GRI table</b>
<b>418: Customer privacy</b>	Y	Corporate governance and compliance <b>36–37, GRI table</b>
<b>419: Socioeconomic compliance</b>	Y	Corporate governance and compliance <b>36–37, GRI table</b>

\* Applicable for the material topics identified by Dialog in 2019