

HIMAX TECHNOLOGIES, INC.

Code of Business Conduct and Ethics

Amended and Adopted March 12, 2025

1. Introduction

This Code of Business Conduct and Ethics (“Code”) has been adopted by our Board of Directors and summarizes the standards that must guide the actions of all employees, officers, and directors of Himax Technologies, Inc. and its subsidiaries (collectively, “Company”). While covering a wide range of business practices and procedures, these standards cannot and do not cover every issue that may arise, or every situation where ethical decisions must be made, but rather set forth key guiding principles that represent Company policies and establish conditions for employment at the Company.

We must strive to foster a culture of honesty and accountability. Our commitment to the highest level of ethical conduct should be reflected in all of the Company’s business activities, including, but not limited to, relationships with our employees, customers, suppliers, competitors, and shareholders and the government and the public. All of our employees, officers, and directors must conduct themselves according to the language and spirit of this Code and seek to avoid even the appearance of improper behavior. Even well-intentioned actions that violate the law or this Code may result in negative consequences for the Company and for the individuals involved.

One of our Company’s most valuable assets is our reputation for integrity, professionalism, and fairness. We should all recognize that our actions are the foundation of our reputation, and adhering to this Code and applicable law is imperative.

2. Conflicts of Interest

Our employees, officers, and directors have an obligation to conduct themselves in an honest and ethical manner and act in the best interest of the Company. All employees, officers, and directors should endeavor to avoid situations that present a potential or actual conflict between their interest and the interest of the Company.

A “conflict of interest” occurs when a person’s private interest interferes in any way, or even appears to interfere, with the interest of the Company and affiliates. A conflict of interest can arise when an employee, officer, or director takes an action or has an interest that may make it difficult for him or her to perform his or her work objectively and effectively. Conflicts of interest may also arise when an employee, officer, or director (or his or her family members) receives improper personal benefits as a result of the employee’s, officer’s, or director’s position in the Company.

Although it would not be possible to describe every situation in which a conflict of interest may arise, the following are examples of situations that may constitute a conflict of interest:

- Working, in any capacity, for a competitor, customer, or supplier while employed by the Company.
- Accepting gifts of more than modest value or receiving personal discounts (if such discounts are not generally offered to the public) or other benefits as a result of a position in the Company from a competitor, customer, or supplier.
- Competing with the Company for the purchase or sale of property, products, services, or other interests.
- Having an interest in a transaction involving the Company, a competitor, customer, or supplier (other than as an employee, officer, or director of the Company and not

- including routine investments in publicly traded companies).
- Receiving a loan or guarantee of an obligation as a result of your position within the Company.
- Directing business to a supplier owned or managed by, or which employs, a relative or friend.

Situations involving a conflict of interest may not always be obvious or easy to resolve. You should report actions that may involve a conflict of interest to the Human Resource Department.

In the event that an actual or apparent conflict of interest arises between the personal and professional relationship or activities of an employee, officer, or director, the employee, officer, or director involved is required to handle such conflict of interest in an ethical manner in accordance with the provisions of this Code.

3. Labor, Health and Safety

All employees, officers and directors of the Company are committed to respect the human rights and treat its employees with dignity and respect. By observing and incorporating recognized international standards such as the Universal Declaration of Human Rights (UDHR) and the Responsible Business Alliance (RBA) guideline, the Company has created the Labor, Health and Safety standards as well as the systems to monitor and report.

4. Environment

All employees, officers and directors at the Company are committed to protect our environment and minimize the environmental impacts of our products, services and operations by promoting sustainability practices as well as complying with all applicable environmental laws and regulations wherever we do business. To accomplish such, the Company aims to design its products and monitors the process and materials used in them as sustainable as technically and commercially feasible through considerations of customer expectations, environment impacts and regulatory requirements.

5. Quality of Public Disclosures

All employees, officers and directors who are involved in the Company's disclosure process are required to know and understand the disclosure requirements applicable to the Company that are within the scope of their responsibilities and must endeavor to ensure that information in documents that the Company files with or submits to any governmental or regulatory entity, including the U.S. Securities and Exchange Commission ("U.S. SEC") and the Nasdaq Stock Market, Inc. ("Nasdaq"), or otherwise communicates publicly, is presented in a full, fair, accurate, timely, and understandable manner. Additionally, each individual involved in the preparation of the Company's financial statements must prepare those statements in accordance with our internal accounting principles, which comply with International Financial Reporting Standards as issued by the International Accounting Standards Board, other applicable accounting standards and rules, and applicable laws and regulations.

In connection with the preparation of the Company's financial statements, any filing with or submission to any governmental or regulatory entity, including the U.S. SEC and Nasdaq, or any other public communication, employees, officers, and directors are prohibited from knowingly (i) making or causing others to make a materially misleading, incomplete, or false statement to the Company's accountants or other professional advisers, or (ii) directly or indirectly taking action that could reasonably result in rendering the Company's financial statements, filings with or submissions to any governmental or regulatory authority, or other public communication misleading.

6. Protection and Proper Use of Company Assets

Employees, officers, and directors should protect the Company's assets and ensure their efficient use. The Company's assets, whether tangible or intangible, are to be used only by authorized employees or their designees and only for the legitimate business purposes of the Company.

7. Compliance with Laws, Rules, and Regulations

We are strongly committed to conducting our business affairs with honesty and integrity and in full compliance with all applicable laws, rules, and regulations. No employee, officer, or director of the Company shall commit an illegal or unethical act, or instruct others to do so, for any reason.

If you believe that any practice raises questions as to compliance with any applicable law, rule, or regulation or if you otherwise have questions regarding any law, rule, or regulation, please contact your supervisor and/or manager or the Human Resource Department.

8. Trading on Inside Information

Using non-public Company information to trade in securities, or providing a family member, friend or any other person with a "tip," is illegal. All such non-public information should be considered inside information and should never be used for personal gain. You are required to familiarize yourself and comply with the Company's policy against insider trading (when adopted), copies of which are, or will be, distributed to all employees, officers, and directors and are, or will be, available from the Legal Department. You should contact the Legal Department with any questions about your ability to buy or sell securities.

9. Protection of Confidential Proprietary Information

Confidential proprietary information generated and gathered in our business is a valuable Company asset. Protecting this information plays a vital role in our continued growth and ability to compete. Employees, officers, and directors must maintain the confidentiality of confidential information they obtain from or through the Company, its customers, or suppliers, except where disclosure is mandated by applicable laws, rules, or regulations or authorized by the Company's executive officers.

Proprietary information includes all non-public information that might be useful to competitors or that could be harmful to the Company, its customers or its suppliers if disclosed. Intellectual property such as trade secrets, patents, trademarks, and copyrights, as well as business, research, and new product plans, objectives, and strategies, records, databases, salary, and benefits data, employee medical information, customer, employee and supplier lists, and any unpublished financial or pricing information must also be protected.

Unauthorized use or distribution of proprietary information violates Company policy and could be illegal. Such use or distribution could result in negative consequences for both the Company and the individuals involved, including potential legal and disciplinary actions. We respect the property rights of other companies and their proprietary information and require our employees, officers and directors to observe such rights.

10. Compliance with This Code and Reporting of Any Illegal or Unethical Behavior

All employees, officers, or directors are expected to comply with all of the provisions of this Code. The Code will be strictly enforced, and violations will be dealt with immediately. Individuals who fail to comply with this Code, including supervisors who fail to report wrongdoing, may be subject to disciplinary action, including the possibility of dismissal.

Process For Raising A Concern

Situations which may involve a violation of ethics, laws, rules, regulations, or this Code may not always be clear and may require difficult judgment. Serious concerns relating to financial reporting or unethical or illegal conduct, including violations of this Code or any laws, rules, or regulations, should be reported promptly in either of the following ways:

- By e-mail to: complaints@himax.com.tw
- By mail to:
Audit Office

Himax Technologies, Inc.

No.26, Zilian Road, Tree Valley Park,

Xinshi Dist, Tainan City 744092, Taiwan

Complainants may remain anonymous if they choose. However, the Company encourages complainants to include their names on the complaints because appropriate follow-up questions and investigation may not be possible unless the source of the information is identified. Concerns expressed anonymously will be investigated, but consideration will be given to:

- The seriousness of the issue raised;
- The credibility of the concern; and
- The likelihood of confirming the allegation from attributable sources.

Malicious allegations may result in disciplinary action.

Employment-related concerns should continue to be reported through your normal channels such as your supervisor or the Human Resource Department.

Any concerns involving the Human Resource Department should be reported to the Nominating and Corporate Governance Committee by email at corp.gov.comm@himax.com.tw.

Any concerns relating to accounting, internal accounting controls, auditing or fraud matters should be reported in accordance with the Company's "Policy and Procedures for Complaints and Concerns Regarding Accounting, Internal Accounting Controls, or Auditing Matters," which have been established by the Audit Committee of the Board of Directors.

Evidence

Although the employee is not expected to prove the truth of an allegation, the employee needs to demonstrate that there are sufficient grounds for concern.

How The Complaint Will Be Handled

The action taken will depend on the nature of the concern. The Audit Committee receives a report on each complaint and a follow-up report on actions taken.

Initial Inquiries

Initial inquiries will be made to determine whether an investigation is appropriate, and the form that it should take. Some concerns may be resolved by agreed action without the need for investigation.

Safeguards

The Company encourages all employees, officers, and directors to report any suspected violations promptly and intends to investigate any good faith reports of violations thoroughly. The Company will not tolerate any kind of retaliation for reports or complaints regarding misconduct that were made in good faith. Harassment or victimization of the complainant will not be tolerated, and every effort will be made to protect the complainant's identity. Open communication of issues and concerns by all employees, officers, and directors without fear of retribution or retaliation is vital to the successful implementation of this Code. You are required to cooperate in internal investigations of misconduct and unethical behavior.

The Company recognizes the need for this Code to be applied equally to everyone it covers. The Human Resource Department will have primary authority and responsibility for the enforcement of this Code, subject to the supervision of the Nominating and Corporate Governance Committee with responsibility for corporate governance or, in the case of accounting, internal accounting controls, auditing or fraud matters, the Audit Committee of the Board of Directors. The Company will devote the necessary resources to enable the Human Resource Department to establish such procedures as may be reasonably necessary to create a culture of accountability and to facilitate compliance with this Code. Questions concerning this Code should be directed to the Human Resource Department.

11. Waivers and Amendments

Any waivers (including any implicit waivers) of the provisions of this Code for employees, executive officers, or directors may only be granted by the Board of Directors. Amendments to this Code must be approved by the Board of Directors and will also be disclosed in the Company's annual report on Form 20-F.