

CODE OF CONDUCT

This Code of Conduct defines the expectations that guide our decisions, actions, and interactions. It applies to everyone at every level of the organization. By working here, we commit to upholding these standards.





At Methode, our commitment to integrity is the foundation of everything we do. Every decision we make - large or small - shapes who we are and the impact we have on our colleagues, customers, partners, and communities.

This Code of Conduct defines the standard we aspire to set as a global organization built on **trust, accountability, and respect**. We have great people around the world that come to work focused on excellence and integrity, and our Code of Conduct serves as a resource and roadmap to follow through on that goal.

As we continue on our transformation journey, our leadership team will be refreshing Methode's core values to ensure they reflect the company we are becoming and the future we intend to lead. These values will build upon the principles in this Code, reinforcing our **One Methode** mindset and inspiring us to operate with clarity, courage, and purpose.

Thank you for your continued dedication to doing what is right in every situation, every day. Together, we will elevate our culture, strengthen our performance, and earn the trust that fuels our long-term success.



A handwritten signature in black ink, appearing to read 'Jon Degaynor'.

- JON DEGAYNOR
CHIEF EXECUTIVE OFFICER AND PRESIDENT



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INTRODUCTION

 This Code of Conduct ("Code") applies to all employees, officers, directors, contractors and others acting on behalf of Methode Electronics, Inc. and its subsidiaries ("Methode") worldwide. This Code sets the fundamental expectations for **how we conduct business** and is a condition of employment at Methode. Failure to apply and follow the Code can result in termination or other disciplinary action. Each of us is responsible for understanding and applying this Code to our work activities and **holding ourselves accountable** for **exercising good judgment** in all business interactions.



We are committed to **working together** as one global team to develop solutions to meet the needs of our customers, consistently **deliver reliable products**, and **continuously innovate** to meet the future needs of the markets we serve. All of these actions are aligned with consistently **creating value** for our shareholders.

This **One Methode** mindset is our foundation for success and how we **earn the right** to lead through innovation, value, responsibility, and trust. Together, we apply **honesty, fairness and discipline** as we perform our work and engage in professional interactions with team members, customers, suppliers, competitors, and our communities, wherever we are in the world. This principle of fair dealing is critical.

One Methode also means we prioritize the greater organization over the interests of a business division, a particular site location, or any individual in the company. We should not compete with Methode or help others do so. We advance the greater interests of Methode whenever business opportunities arise.

One Methode

We are committed to working together as one global team to continuously develop solutions to meet the needs of the future. This mindset is our foundation for success and how we earn the right to lead through innovation, value, responsibility, and trust.

I. EARNING & MAINTAINING TRUST



MAKING GOOD DECISIONS

At Methode, we earn and **establish trust** with all our stakeholders – customers, suppliers, employees, shareholders, regulators – by **doing the right thing**, every time, even when it is hard. If you find yourself faced with a difficult decision, take time to think and ask yourself these questions:

- ✓ Does my decision align with our Code and policies?
- ✓ How would my decision look to others?
- ✓ Am I willing to be held accountable for my decision?
- ✓ Does my decision follow the law?

Not all decisions are black and white, and we do not expect you to have all the answers. We do expect you to **seek guidance** and clarity **before acting** on a decision whenever you are unsure about what to do.

SPEAK-UP

One Methode means through our actions each of us contributes to our culture and what it means to be a part of Methode. We believe trust is earned and reinforced by our credibility, including our ability to hold ourselves accountable for our actions. We expect you to demonstrate **ethics and integrity** through your actions and avoid behavior that could harm our reputation or create the appearance of misconduct.

We all contribute to our culture of **doing the right thing** and creating an environment that encourages sharing knowledge, lessons learned, and raising concerns when identified. All of our leaders are expected to champion Methode's culture to **ensure open communication** and to **safeguard those who speak-up** or voice concerns.



I. EARNING & MAINTAINING TRUST



SPEAK-UP METHODS

If something does not seem right or if you believe a violation of a Methode policy, Code, or applicable law may have occurred or will occur, report your concern using one of the Speak-Up methods below:

- Speak to an immediate supervisor or another manager; or
- Contact the Compliance, Legal, or Human Resources department; or
- Access the Methode Helpline (anonymous reporting available 24 hours a day, 7 days a week, in multiple languages: methode.integrityline.com)

We understand that voicing your concern can be an uncomfortable process. We applaud courage and appreciate you doing your part to help us **conduct business the right way**. Methode strictly prohibits intimidation or retaliation against anyone who makes an honest report in good faith.



Speak Up

Speak to an immediate supervisor or another manager



Contact

Contact Compliance, Legal, or the Human Resources department



Methode Helpline

Access the Methode Helpline (24/7/365): methode.integrityline.com



OUR COMMITMENT TO QUALITY AND CONTINUOUS IMPROVEMENT

The Methode culture of trust includes *delivering quality products and honoring our commitments*. We prioritize transparency and data integrity in every process, and *act swiftly* to identify, evaluate, and resolve product safety issues. If you are involved in product design or manufacturing, maintain *accurate and complete* quality records throughout all production processes, including test results and inspection reports. Never misrepresent results, bypass controls, or take shortcuts that could compromise quality, safety or performance. If you observe any conformity defects or deviations, notify a Methode leader immediately and take steps to implement corrective action.

Maintaining trust requires *relentless continuous improvement* by applying lessons learned, investing in training to sharpen our skills, and challenging outdated practices. Each of us has a responsibility to *seek better ways of working* whether through learning, collaboration, or innovation, so we can anticipate customer needs and deliver on our promises. By following the Methode Production System, we ensure we stay disciplined and proactive, poised to meet and *exceed expectations*.



FAIR COMPETITION

We seek to outperform our competition *fairly and honestly*. We seek competitive advantages through *superior performance*, never through unethical or illegal business practices. For example, in our relationships with competitors, and in setting prices and terms of sale with customers and resellers, we do not fix prices, arrange whether or how to bid, divide markets or engage in any other anti-competitive practices.

We also do not discuss non-public market information, including prices, territories or strategies, with our competitors. We *respect intellectual property rights* of others and will not improperly obtain or misuse their confidential information. We *describe our products* and product offerings *truthfully and accurately* and do not engage in unfair marketing practices.

A woman in a white blazer and patterned blouse stands in a meeting room, pointing at a large screen displaying various data charts and graphs. She is addressing a group of people whose backs are to the camera.

✔ Compete fairly

✔ Protect confidential information

✔ Communicate honestly

A decorative graphic consisting of a grid of small white dots in the bottom right corner of the page.

AVOIDING CONFLICTS OF INTEREST

Business decisions should be based on **Methode's needs**, not potential personal gain or the interests of family, friends or any other third party. Do not use Methode resources, assets or time for personal gain or private interests. Methode **requires disclosure when a private interest interferes** in any way, or even appears to interfere, with the interests of Methode.

Please work with the Legal or Compliance department to **address and resolve any potential conflicts.**

Remove yourself from Methode decisions that involve any company in which you or a family member **has control or a significant financial interest**, as well as **decisions or business matters** that involve a family member or anyone else with whom you have a significant personal relationship.

II. CONDUCTING BUSINESS THE RIGHT WAY



As a global organization that conducts business across countries and borders, *Methode ensures we operate in compliance with all applicable laws*. This includes laws and regulations related to anti-corruption and anti-bribery, anti-money laundering, environmental impact, human rights, labor rights, sanctions and import/export, tax and customs. *Always seek guidance from Legal or Compliance* whenever you are unsure about how laws or regulations may apply to your work or to Methode's business activities.

RESPONSIBLE SOURCING AND THIRD PARTY RISK MANAGEMENT

We select suppliers, business partners and other contractors who share our commitment to *doing business the right way*. We engage third parties to work for Methode for *legitimate business purposes* only, based on objective qualifications after a thorough selection process and risk-based due diligence.

We manage company expenses responsibly and *follow the Global Authority Matrix and expense policies* when executing or incurring commitments for Methode.

We take care to *avoid the use of materials or services* that contribute to human rights abuses, corruption, the financing of armed groups, and other societal harms. When managing and overseeing third party engagements for Methode, we ensure that work performed for Methode is *consistent with all Methode policies and compliance expectations*.

Never use a third party to perform any act that you would be prohibited from engaging directly.

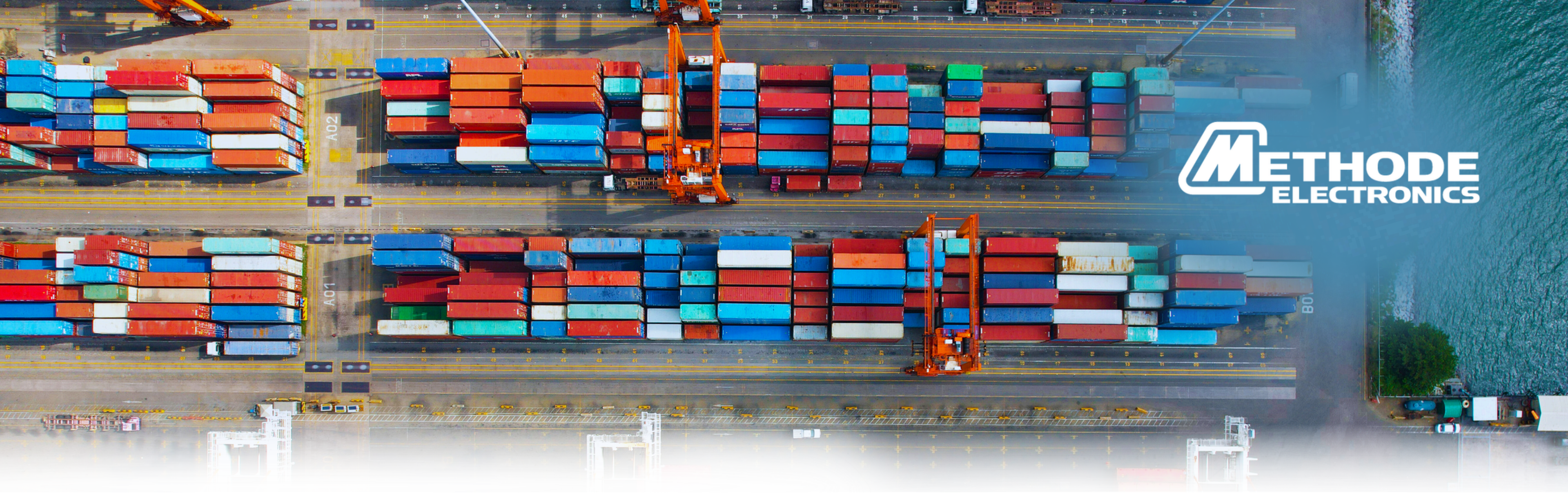
✓ Do I need an NDA?

✓ Am I following company policies?

✓ Have I vetted the third party?

For further details, please refer to Methode Connect, the Global Authority Matrix, and the applicable Expense Policies.





METHODE
ELECTRONICS

INTERNATIONAL TRADE AND CUSTOMS

As we move our goods and materials throughout the world, we take measures to **follow all applicable trade and customs requirements**. International trade is a dynamic field, and depending on the type of transaction, import and export rules may differ by country or raise competing requirements.

If your role involves moving or shipping goods across international borders or compliance with any customs obligations, you are responsible for following established processes, and maintaining and reporting accurate trade data to adhere to import-export restrictions. Above all, each of us needs to know how to **recognize** situations with trade controls implications and **speak up** and **seek guidance** anytime we see a problem or are unsure about how to comply.

INTERNATIONAL TRADE AND CUSTOMS



Accurate Records

Provide accurate, complete and timely information regarding import and export transactions including classifying goods.

Duties & Taxes

Ensure you fully comply with any local site requirements before claiming reduced tax or duty rates.

Prohibited End Uses

Ensure your export does not support prohibited end uses, such as nuclear or military end uses in certain countries.

Third Party Screening

Screen all parties prior to entering into contracts, including potential customers, and never conduct business with prohibited or sanctioned countries or individuals.

Boycotting

Never agree to participate in a boycott or refuse to deal with a specific customer unless you are doing so based on Legal or Compliance guidance.

Visit the Policies page on Methode Connect for full details.



III. CONDUCTING BUSINESS WITH SAFETY AND RESPECT



A Safe and Respectful Workplace

We recognize that our **people are our most valuable asset**. We strive to provide a workplace where every employee, contractor, and visitor feels **safe, valued, and supported**. We embrace a culture of **shared responsibility** for health and safety.

Each of us is **responsible for following the safety processes** designed to protect us - **respecting** required work practices, using appropriate protective equipment, and never taking shortcuts that compromise our safety or the safety of others. Through proactive risk identification and mitigation, we **empower individuals to take ownership** of their well-being and the well-being of those around them.

Methode prohibits discrimination based on race, color, religion, creed, age, sex, national origin, gender identity or expression, sexual orientation, disability, medical conditions, marital status, veteran or military status, citizenship status, or any other legally protected status. Violence, intimidation, sexual harassment and manipulative behaviors are not acceptable.

If you experience or witness problematic behavior or unsafe conditions at work, take action to stop it by **speaking up** directly in the moment or **seeking help** from a Methode leader.

Methode is committed to **protecting human rights** in our labor force including our supply chain. Methode does not tolerate illegal or forced labor conditions, or cruel or inhumane treatment in connection with our business.

Methode **supports** workers' freedom of movement and freedom of association, including the **rights of workers** to form and join trade unions of their own choosing, to bargain collectively, to engage in peaceful assembly, as well as to refrain from such activities.





Teamwork and Collaboration

Productive teamwork is a critical part of our **One Methode** culture where we **work collaboratively** and resolve conflicts directly and respectfully. We strive for inclusive and diverse workplaces where varied, unique perspectives are freely exchanged to **continuously improve and innovate**. We base our employment decisions on legitimate business needs, merit, skills and qualifications, and relative work performance. We expect everyone in our work environment to treat each other with **mutual trust and respect** and to be responsible stewards and citizens in the communities in which we operate.

Environmental Responsibility

Methode is committed to **reducing our environmental impact** and being a **responsible steward** of the environments where we operate. We are committed to being a champion of sustainable business practices, including preventing and mitigating pollution and negative impacts to health, minimizing waste, and **responsibly handling resources** such as water, energy, and materials used in our business activities. Methode takes steps to reduce its direct and indirect carbon dioxide emissions, including exploring green electricity and use of secondary materials or biomaterials in our operations and supply chain.

Refer to Methode's latest Corporate Responsibility Report for more detail on our environmental efforts.

IV. CONDUCTING BUSINESS WITH INTEGRITY



Financial Integrity and Accurate Recordkeeping

We are **honest and transparent** about our operations and performance. Our financial statements, books and records, and documentation must **accurately reflect our business activity**. Whenever we communicate or report information internally or externally, it must be **truthful, accurate and complete**.

We do not allow undisclosed or unrecorded accounts or transactions, or undocumented side transactions. Make sure that all transactions, including time worked and business expenses, are **accurately and completely recorded** in Methode's systems and records – never engage in concealment, falsification, or cover up. We follow all applicable standards, principles, laws and company requirements for accounting and financial reporting, and for external reporting and interactions with government regulators or auditors.

Refer to Methode's Finance and Accounting policies for more guidance on those subjects.



Anti-Corruption

We do not offer, pay or accept bribes, kickbacks or other improper payments in connection with Methode business. This applies to interactions with government entities and agencies, as well as people and businesses in the private sector.

Never offer, promise, provide, solicit, authorize, or **accept anything of value** directly, or indirectly through any third parties, to **improperly influence** the recipient's actions or decisions to obtain or retain business or secure any improper advantage. Never provide or accept gifts or hospitality with the intent of influencing a business decision, whether in dealings with government employees or in the private sector.

Donations to charities, including sponsorships benefiting qualified charities, may only be made for **valid charitable purpose** and in compliance with all company policies.

Refer to the Methode Anti-Corruption Policy, the Gifts and Hospitality Policy, the Charitable Donations and Political Contributions Policy, and the Global Authority Matrix for additional details on how we do the right thing on these topics.



ASSET PROTECTION

We **protect assets** used in our business against loss through theft, carelessness, misuse or waste - from physical property (plant equipment, inventory, tooling, vehicles, IT devices) to intellectual property (confidential information, patents, trade secrets and know-how). This applies to assets belonging to Methode and others, such as customers and suppliers.

Always create and store business records in accordance with Methode policies on **approved systems**. Refer to Methode's record retention policies for the **appropriate disposal** of records, and follow directions from the Legal Department if you are asked to retain specific records that may be related to a legal or compliance matter.



We use Methode assets, including company equipment, machinery, communication systems, and other property, for the purpose of conducting work for Methode. Some limited personal use of company IT equipment and vehicles may be permitted as long as it is occasional, does not interfere with your work, and otherwise follows all company policies. Where permitted by law, Methode may monitor company sites and any communications that are made through company systems to ensure compliance with the law and company policies.

Refer to the Methode Information Security Policies for additional details on how we do the right thing in connection with use of information technology.

CONFIDENTIAL AND PROPRIETARY INFORMATION



At Methode, we **safeguard all confidential and proprietary information** which may include information about Methode, our suppliers, our customers or our team members.

Confidential information generally includes anything that has not been made available to the public, such as intellectual property and information that might be harmful to fair competition or useful to competitors, if it were disclosed.

Using or disclosing confidential or proprietary information, including intellectual property, without proper authorization and without a valid business reason is not permitted and might harm the company's business reputation or the business of our customers or suppliers.

When handling confidential information, we must **respect the confidentiality, privacy, and intellectual property rights of others**, and **only share on a "need-to-know" basis when authorized to do so**. This rule applies even after your work with Methode ends.

Insider trading is illegal and unethical. Buying or selling securities of Methode, or of other companies doing or expected to do business with Methode, based on insider information is prohibited. Employees, officers and directors who have access to confidential information about the Company or any other entity are not permitted to use or share that information for trading in securities.

Refer to the Insider Trading Policy for more details on this topic.

PRIVACY AND DATA PROTECTION

We *respect the privacy of those who entrust their personal data to us*, which may include team members, customers, suppliers and others involved in our business. We *protect personally identifiable information and sensitive information* from unauthorized disclosure or use. Collection and processing of personal information should be *limited only to what is necessary for specific legitimate business purposes*.

Always secure confidential information and other company data by following Information Security policies, storing files appropriately in secured storage areas, *protecting your IT equipment and devices* from theft and unauthorized access, and following applicable retention schedules.

For further details, please refer to Methode Connect for related Information Security Policies.

COMMUNICATION AND CONNECTION

Our company reputation relies on the **transparency, accuracy, and consistency** of our public statements, including those on social media and in other communications about our business. **Take care when sharing information** outside of Methode and do not speak to the media or make statements on Methode's behalf. Only those who are **authorized to speak on behalf of the company** may do so.

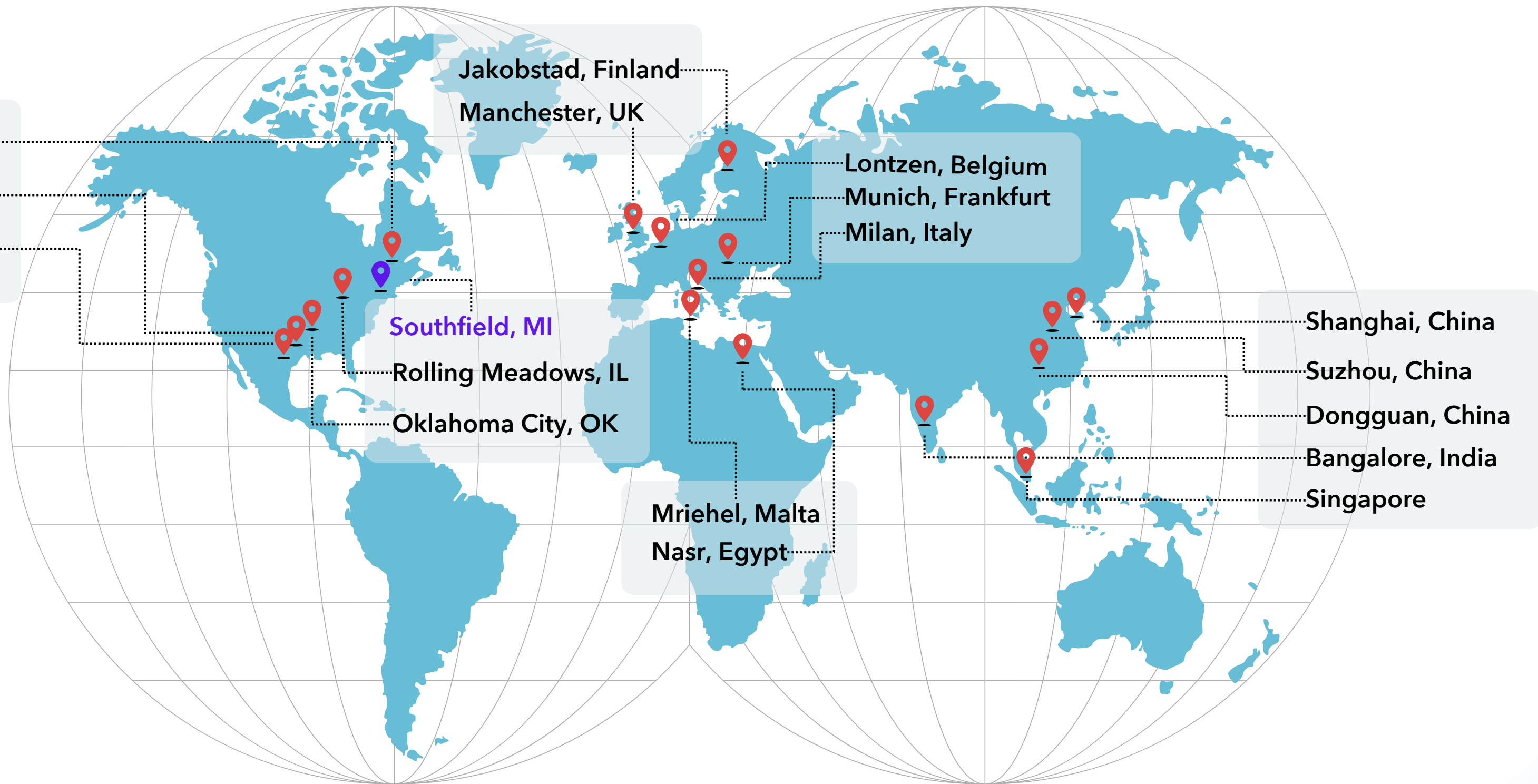
Social media and online networking brings opportunities to connect with people around the world. Exercise **good judgment and respect for others** when communicating online and avoid the appearance of speaking on behalf of Methode.

Methode **values the right and responsibility** of our employees as private citizens to participate in the political and civic process. Participation in political activities is a matter of **personal choice** and must not suggest Methode's support and must not be conducted on company time or involve the use of any company resources.

Refer to the Methode Social Media Policy for details about company expectations.



METHODE ELECTRONICS, INC. WORLDWIDE LOCATIONS



CORPORATE HEADQUARTERS
25650 W. 11 Mile Road
Southfield, Michigan 48034
www.methode.com

Waivers. Any waiver of this Code may be made only by the Chief Executive Officer and General Counsel, except that a waiver for an Executive Officer or Director requires approval by the Audit Committee of the Methode Board of Directors.