



Enabling a smarter,
safer, and more
connected future.

Sustainability
Data Report
2023

12-Month Period Ending December 31, 2023
Publication Date: April 11, 2024

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About this Report

Cohu has evaluated its sustainability initiatives under SASB Standards, as recently amended by the International Sustainability Standards Board (ISSB) of the IFRS Foundation.¹ Based on a benchmarking evaluation of our peers, we align our disclosures to the SASB “Technology and Communications Sector – Semiconductor Standard.”² Under this definition, the Semiconductor industry includes companies that design or manufacture semiconductor devices, integrated circuits, their raw materials and components, or capital equipment. As a manufacturer of semiconductor capital equipment, we believe that this category is most appropriate for Cohu’s business. In addition, we include in our report various other environmental and social factors that we consider most relevant to our business, and also endeavor to align our disclosures to Task Force on Climate-Related Financial Disclosures (“TCFD”) recommendations.³ We have calculated our approximate greenhouse gas emissions using various publicly available conversion tools⁴ and as further described below.

This report covers Cohu’s principal global operating sites, comprising eleven (11) sites⁵ located in the United States, Europe and Asia, and including all manufacturing, and research and development sites. Regarding incidental sales and service offices, GHG Emissions were estimated based on the square footage of such sites. Water usage data was not available at such incidental sites, but we believe that such usage is immaterial to our overall water consumption. Unless otherwise noted, the figures provided below are for the calendar year 2023 and financial statistics and human capital information are for the fiscal year-ended December 30, 2023.

1 See <https://www.sasb.org>.

2 Version 2023-12.

3 As of October 12, 2023, TCFD announced that it had fulfilled its mandate and was disbanding. TCFD recommendations will now be monitored by the IFRS Foundation. IFRS’ S2 *Climate-related Disclosures* are very similar to TCFD recommendations and Cohu has opted to continue to reference and conform to TCFD for its 2023 report.

4 Based on the GHG Protocol, and published emissions factors available from the U.S. EPA, International Energy Association and the Carbon Footprint.

5 We had 10 principal operating sites during the 2022 reporting period, one manufacturing site (based on the acquisition of Equiptest Engineering in October 2023) was added for the 2023 reporting period. We also consumed incremental energy and water in construction of a new building in Laguna, Philippines during 2023.



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2023 Highlights

- Overall energy usage increased by 1.3%, with the acquisition of an additional manufacturing site during the year and in-process construction of new Laguna, Philippines facility⁶
- Invested \$9.1M in a new state-of-the-art, interface products manufacturing facility in Laguna, Philippines; in 2024, consolidating two nearby facilities into this new energy-efficient facility
- Invested in energy-efficient air compressor equipment used in Poway, California, development and production processes
- Committed \$1.2M for 2024 solar power generation projects at our two largest manufacturing facilities in Melaka, Malaysia and Laguna, Philippines
- Through continued use of our assisted reality customer support system, used for remote technical support and training, we avoided 174K km in employee travel
- In February 2024, committed to engage with the Science Based Targets initiative⁷ (“SBTi”) with the goal to develop near-term science-based emissions reduction targets
- Continued to enhance our disclosures:
 - More comprehensive disclosures aligned with TCFD recommendations
 - Continued annual submittal to CDP, a global disclosure system for environmental reporting, and made 2023 submittal publicly available
 - Broadened site-specific and geographic water, energy, and emissions disclosures
- Hired a greater percentage of U.S. employees who identify as from underrepresented communities than our current representation of 40%
- Returned approximately 4.5% of 2023 profits⁸ globally to eligible non-executive employees, which amounted to \$4.7M
- Provided more than 51,700 cumulative training hours to employees globally, an increase of 11% year-over-year, investing approximately \$924,000 in training, seminars and educational assistance fees
- In support of our goal to foster employee engagement, conducted a worldwide employee engagement survey to monitor employee satisfaction
- Continued our excellent employee safety record, with a 2023 global recordable incident rate of 0.39, which is 67% below our industry benchmark⁹
- Listed in “America’s Most Responsible Companies 2024” by Newsweek¹⁰

⁶ Cohu acquired Singapore-based Equiptest Engineering in October 2023

⁷ See <https://sciencebasedtargets.org/>

⁸ Our profit-sharing plan is based on non-GAAP Pre-Tax Income metrics

⁹ Latest published Industry benchmark of 1.2 (recordable incidents per 100 employees, per year) is based on 2022 U.S. Bureau of Labor Statistics Injury, Illness and Fatality statistics for our industry (NAICS Code 334515)

¹⁰ See <https://www.newsweek.com/rankings/americas-most-responsible-companies-2024>

Energy Management

Topic/Metric	Description	Cohu (2023) ¹¹																																																				
(1) Total energy consumed	Energy consumption includes energy from all sources, including energy purchased from sources external to Cohu and energy produced by Cohu itself (self-generated). For example, purchased electricity, and heating, cooling, and steam energy are all included within the scope of energy consumption. Energy consumption includes only energy directly consumed by Cohu during the reporting period, as tracked at our eleven principal operating sites. Cohu reports its energy usage in Kilowatt-Hours (kWh).	<p>Total energy consumption increased 1.3% year-over-year, to 20 million kWh.¹²</p> <table border="1" data-bbox="1592 630 3038 1221"> <thead> <tr> <th colspan="4" data-bbox="1592 630 3038 677">Total Energy Use 20 million kWh</th> </tr> <tr> <th colspan="2" data-bbox="1592 677 2445 724">By Operating Site</th> <th colspan="2" data-bbox="2445 677 3038 724">By Country</th> </tr> </thead> <tbody> <tr> <td data-bbox="1592 724 2152 771">Kolbermoor, Germany</td> <td data-bbox="2152 724 2445 771">1.27</td> <td data-bbox="2445 724 2745 771">Germany</td> <td data-bbox="2745 724 3038 771">1.27</td> </tr> <tr> <td data-bbox="1592 771 2152 817">La Chaux-de-Fonds, Switzerland</td> <td data-bbox="2152 771 2445 817">0.56</td> <td data-bbox="2445 771 2745 817">Switzerland</td> <td data-bbox="2745 771 3038 817">0.56</td> </tr> <tr> <td data-bbox="1592 817 2152 864">Laguna, Philippines</td> <td data-bbox="2152 817 2445 864">4.59</td> <td data-bbox="2445 817 2745 864">Philippines</td> <td data-bbox="2745 817 3038 864">4.59</td> </tr> <tr> <td data-bbox="1592 864 2152 911">Melaka, Malaysia</td> <td data-bbox="2152 864 2445 911">4.07</td> <td data-bbox="2445 864 2745 911">Malaysia</td> <td data-bbox="2745 864 3038 911">4.07</td> </tr> <tr> <td data-bbox="1592 911 2152 958">Osaka, Japan</td> <td data-bbox="2152 911 2445 958">2.08</td> <td data-bbox="2445 911 2745 958">Japan</td> <td data-bbox="2745 911 3038 958">2.08</td> </tr> <tr> <td data-bbox="1592 958 2152 1005">Singapore</td> <td data-bbox="2152 958 2445 1005">0.33</td> <td data-bbox="2445 958 2745 1005">Singapore</td> <td data-bbox="2745 958 3038 1005">0.33</td> </tr> <tr> <td data-bbox="1592 1005 2152 1052">Milpitas, California, USA</td> <td data-bbox="2152 1005 2445 1052">1.00</td> <td data-bbox="2445 1005 2745 1052">USA</td> <td data-bbox="2745 1005 3038 1052">7.11</td> </tr> <tr> <td data-bbox="1592 1052 2152 1099">Norwood, Massachusetts, USA</td> <td data-bbox="2152 1052 2445 1099">2.06</td> <td></td> <td></td> </tr> <tr> <td data-bbox="1592 1099 2152 1146">Poway, California, USA</td> <td data-bbox="2152 1099 2445 1146">3.18</td> <td></td> <td></td> </tr> <tr> <td data-bbox="1592 1146 2152 1193">St. Paul, Minnesota, USA</td> <td data-bbox="2152 1146 2445 1193">0.48</td> <td></td> <td></td> </tr> <tr> <td data-bbox="1592 1193 2152 1221">Lincoln, Rhode Island, USA</td> <td data-bbox="2152 1193 2445 1221">0.38</td> <td></td> <td></td> </tr> </tbody> </table> <p data-bbox="1592 1301 3142 1376">Cohu endeavors to reduce energy consumption where reasonably practicable, but it should be noted that our cost of energy is approximately 1.4% of total operating expenses.¹³</p>	Total Energy Use 20 million kWh				By Operating Site		By Country		Kolbermoor, Germany	1.27	Germany	1.27	La Chaux-de-Fonds, Switzerland	0.56	Switzerland	0.56	Laguna, Philippines	4.59	Philippines	4.59	Melaka, Malaysia	4.07	Malaysia	4.07	Osaka, Japan	2.08	Japan	2.08	Singapore	0.33	Singapore	0.33	Milpitas, California, USA	1.00	USA	7.11	Norwood, Massachusetts, USA	2.06			Poway, California, USA	3.18			St. Paul, Minnesota, USA	0.48			Lincoln, Rhode Island, USA	0.38		
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¹¹ All uses of "M" means millions; "K" means thousands

¹² 1.3% increase, 20 million kWh as compared to 2022 figure of 19.75 million kWh

¹³ On a GAAP basis, \$3,601,595 / \$259,596,000

Topic/Metric	Description	Cohu (2023) ¹¹																																																				
(2) Percentage grid electricity	The percentage is calculated as purchased grid electricity consumption divided by total energy consumption.	<p>Grid electricity consumed <u>18.3 million kWh</u>, or <u>92%</u> of total energy use.¹⁴</p> <table border="1" data-bbox="1586 423 3035 938"> <thead> <tr> <th colspan="4" data-bbox="1586 423 3035 465">Total Grid Electricity Use 18.3 million kWh</th> </tr> <tr> <th colspan="2" data-bbox="1586 465 2442 512">By Operating Site</th> <th colspan="2" data-bbox="2442 465 3035 512">By Country</th> </tr> </thead> <tbody> <tr> <td data-bbox="1586 512 2149 553">Kolbermoor, Germany</td> <td data-bbox="2149 512 2442 553">0.63</td> <td data-bbox="2442 512 2738 553">Germany</td> <td data-bbox="2738 512 3035 553">0.63</td> </tr> <tr> <td data-bbox="1586 553 2149 594">La Chaux-de-Fonds, Switzerland</td> <td data-bbox="2149 553 2442 594">0.27</td> <td data-bbox="2442 553 2738 594">Switzerland</td> <td data-bbox="2738 553 3035 594">0.27</td> </tr> <tr> <td data-bbox="1586 594 2149 635">Laguna, Philippines</td> <td data-bbox="2149 594 2442 635">4.49</td> <td data-bbox="2442 594 2738 635">Philippines</td> <td data-bbox="2738 594 3035 635">4.49</td> </tr> <tr> <td data-bbox="1586 635 2149 677">Melaka, Malaysia</td> <td data-bbox="2149 635 2442 677">4.07</td> <td data-bbox="2442 635 2738 677">Malaysia</td> <td data-bbox="2738 635 3035 677">4.07</td> </tr> <tr> <td data-bbox="1586 677 2149 718">Osaka, Japan</td> <td data-bbox="2149 677 2442 718">1.97</td> <td data-bbox="2442 677 2738 718">Japan</td> <td data-bbox="2738 677 3035 718">1.97</td> </tr> <tr> <td data-bbox="1586 718 2149 759">Singapore</td> <td data-bbox="2149 718 2442 759">0.33</td> <td data-bbox="2442 718 2738 759">Singapore</td> <td data-bbox="2738 718 3035 759">0.33</td> </tr> <tr> <td data-bbox="1586 759 2149 801">Milpitas, California, USA</td> <td data-bbox="2149 759 2442 801">1.00</td> <td data-bbox="2442 759 2738 801">USA</td> <td data-bbox="2738 759 3035 801">6.57</td> </tr> <tr> <td data-bbox="1586 801 2149 842">Norwood, Massachusetts, USA</td> <td data-bbox="2149 801 2442 842">2.06</td> <td></td> <td></td> </tr> <tr> <td data-bbox="1586 842 2149 883">Poway, California, USA</td> <td data-bbox="2149 842 2442 883">2.95</td> <td></td> <td></td> </tr> <tr> <td data-bbox="1586 883 2149 924">St. Paul, Minnesota, USA</td> <td data-bbox="2149 883 2442 924">0.17</td> <td></td> <td></td> </tr> <tr> <td data-bbox="1586 924 2149 938">Lincoln, Rhode Island, USA</td> <td data-bbox="2149 924 2442 938">0.38</td> <td></td> <td></td> </tr> </tbody> </table>	Total Grid Electricity Use 18.3 million kWh				By Operating Site		By Country		Kolbermoor, Germany	0.63	Germany	0.63	La Chaux-de-Fonds, Switzerland	0.27	Switzerland	0.27	Laguna, Philippines	4.49	Philippines	4.49	Melaka, Malaysia	4.07	Malaysia	4.07	Osaka, Japan	1.97	Japan	1.97	Singapore	0.33	Singapore	0.33	Milpitas, California, USA	1.00	USA	6.57	Norwood, Massachusetts, USA	2.06			Poway, California, USA	2.95			St. Paul, Minnesota, USA	0.17			Lincoln, Rhode Island, USA	0.38		
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(3) Percentage renewable	Renewable energy is defined as energy from sources that are replenished at a rate greater than or equal to their rate of depletion, such as geothermal, wind, solar, hydro and biomass. The percentage is calculated as renewable electricity energy consumption divided by total electricity energy consumption.	<p>Renewable energy was <u>5.8 million kWh</u> or <u>32%</u> of total grid electricity energy use.¹⁵</p> <table border="1" data-bbox="1586 1061 2442 1553"> <thead> <tr> <th colspan="2" data-bbox="1586 1061 2442 1131">Grid Electricity Derived from Renewable Sources (% of total kWh) by Operating Site</th> </tr> </thead> <tbody> <tr> <td data-bbox="1586 1131 2149 1172">Kolbermoor, Germany</td> <td data-bbox="2149 1131 2442 1172">100%</td> </tr> <tr> <td data-bbox="1586 1172 2149 1213">La Chaux-de-Fonds, Switzerland</td> <td data-bbox="2149 1172 2442 1213">0%</td> </tr> <tr> <td data-bbox="1586 1213 2149 1255">Laguna, Philippines</td> <td data-bbox="2149 1213 2442 1255">15%</td> </tr> <tr> <td data-bbox="1586 1255 2149 1296">Melaka, Malaysia</td> <td data-bbox="2149 1255 2442 1296">0%</td> </tr> <tr> <td data-bbox="1586 1296 2149 1337">Osaka, Japan</td> <td data-bbox="2149 1296 2442 1337">92%</td> </tr> <tr> <td data-bbox="1586 1337 2149 1378">Singapore</td> <td data-bbox="2149 1337 2442 1378">0%</td> </tr> <tr> <td data-bbox="1586 1378 2149 1420">Milpitas, California, USA</td> <td data-bbox="2149 1378 2442 1420">38%</td> </tr> <tr> <td data-bbox="1586 1420 2149 1461">Norwood, Massachusetts, USA</td> <td data-bbox="2149 1420 2442 1461">27%</td> </tr> <tr> <td data-bbox="1586 1461 2149 1502">Poway, California, USA</td> <td data-bbox="2149 1461 2442 1502">55%</td> </tr> <tr> <td data-bbox="1586 1502 2149 1543">St. Paul, Minnesota, USA</td> <td data-bbox="2149 1502 2442 1543">38%</td> </tr> <tr> <td data-bbox="1586 1543 2149 1553">Lincoln, Rhode Island, USA</td> <td data-bbox="2149 1543 2442 1553">16%</td> </tr> </tbody> </table> <p>Where alternatives are feasible and available, Cohu selects electricity utilities that utilize renewable energy sources. However, as of the beginning of 2024, seven of eleven of our principal operating sites are leased and Cohu does not select the utility provider.</p>	Grid Electricity Derived from Renewable Sources (% of total kWh) by Operating Site		Kolbermoor, Germany	100%	La Chaux-de-Fonds, Switzerland	0%	Laguna, Philippines	15%	Melaka, Malaysia	0%	Osaka, Japan	92%	Singapore	0%	Milpitas, California, USA	38%	Norwood, Massachusetts, USA	27%	Poway, California, USA	55%	St. Paul, Minnesota, USA	38%	Lincoln, Rhode Island, USA	16%																												
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14 18.3 million kWh grid electricity vs. total of 20 million kWh
 15 Cohu relies upon its energy providers/utilities for this data

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<p>(4) Greenhouse Gas Emissions</p>	<p>We report our greenhouse gas emissions using various publicly available conversion tools.¹⁶</p> <p>We collect activity data and calculate Scope 1 emissions (direct emissions from owned or controlled sources) and Scope 2 emissions (indirect emissions from the generation of purchased energy). Scope 3 data is not available at this time.</p> <p>The organizational boundary that we have used is both 100% financial control and 100% operational control, and thus approximates 100% of emissions from all our direct operations. We collected actual energy usage data from each of our principal operating sites and estimated emissions from our incidental sales and services offices based upon square footage occupied.</p>	<p>Scope 1 and 2 emissions were approximately <u>11,865 metric tons CO2-e</u> for all global locations.</p> <table border="1" data-bbox="1589 500 3035 1136"> <thead> <tr> <th colspan="6">Scope 1 and 2 GHG Emissions 11,865 metric tons CO2-e</th> </tr> <tr> <th colspan="3">By Operating Site</th> <th colspan="3">By Country</th> </tr> <tr> <th></th> <th>Scope 1</th> <th>Scope 2</th> <th></th> <th>Scope 1</th> <th>Scope 2</th> </tr> </thead> <tbody> <tr> <td>Kolbermoor, Germany</td> <td>158</td> <td>239</td> <td>Germany</td> <td>158</td> <td>239</td> </tr> <tr> <td>La Chaux-de-Fonds, Switzerland</td> <td>61</td> <td>3</td> <td>Switzerland</td> <td>61</td> <td>3</td> </tr> <tr> <td>Laguna, Philippines</td> <td>149</td> <td>3106</td> <td>Philippines</td> <td>149</td> <td>3106</td> </tr> <tr> <td>Melaka, Malaysia</td> <td>456</td> <td>3171</td> <td>Malaysia</td> <td>456</td> <td>3171</td> </tr> <tr> <td>Osaka, Japan</td> <td>20</td> <td>909</td> <td>Japan</td> <td>20</td> <td>909</td> </tr> <tr> <td>Singapore</td> <td>0.7</td> <td>133</td> <td>Singapore</td> <td>0.7</td> <td>133</td> </tr> <tr> <td>Milpitas, California, USA</td> <td>0</td> <td>206</td> <td>USA</td> <td>525</td> <td>1840</td> </tr> <tr> <td>Norwood, Massachusetts, USA</td> <td>0</td> <td>824</td> <td>Other¹⁷</td> <td>0</td> <td>1094</td> </tr> <tr> <td>Poway, California, USA</td> <td>470</td> <td>606</td> <td></td> <td></td> <td></td> </tr> <tr> <td>St. Paul, Minnesota, USA</td> <td>55</td> <td>61</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Lincoln, Rhode Island, USA</td> <td>0</td> <td>143</td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>With respect to Scope 3, Cohu is considering a data collection process toward the goal of reporting Scope 3 emissions. Data is not currently available for complete disclosure. We presently collect data for our largest Supplier, Jabil, located in Penang, Malaysia; inbound and outbound freight worldwide; non-hazardous waste diverted to landfills; and employee business travel. However, since we believe our Scope 3 emissions are primarily driven by total purchased goods and services and use of sold products, and this data is not presently available, we are not including estimated Scope 3 emissions in our 2023 report.</p>	Scope 1 and 2 GHG Emissions 11,865 metric tons CO2-e						By Operating Site			By Country				Scope 1	Scope 2		Scope 1	Scope 2	Kolbermoor, Germany	158	239	Germany	158	239	La Chaux-de-Fonds, Switzerland	61	3	Switzerland	61	3	Laguna, Philippines	149	3106	Philippines	149	3106	Melaka, Malaysia	456	3171	Malaysia	456	3171	Osaka, Japan	20	909	Japan	20	909	Singapore	0.7	133	Singapore	0.7	133	Milpitas, California, USA	0	206	USA	525	1840	Norwood, Massachusetts, USA	0	824	Other ¹⁷	0	1094	Poway, California, USA	470	606				St. Paul, Minnesota, USA	55	61				Lincoln, Rhode Island, USA	0	143			
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¹⁶ See Note 2 above

¹⁷ Other comprises miscellaneous sale and service offices, located around the world, but primarily located in Asia

Topic/Metric	Description	Cohu (2023) ¹¹																																																				
(5) Total water withdrawn/used	Water withdrawal describes the total amount of water withdrawn from a surface water or groundwater source. Cohu reports its water withdrawal in liters.	<p>Water withdrawal was <u>57.9 million liters</u>, a <u>19%</u> increase year-over-year, primarily driven by building construction requirements for our new Laguna, Philippines facility which was completed in December 2023.</p> <table border="1" data-bbox="1589 512 3035 1103"> <thead> <tr> <th colspan="4" data-bbox="1589 512 3035 559">Total Water Use 57.9 million liters</th> </tr> <tr> <th colspan="2" data-bbox="1589 559 2442 605">By Operating Site</th> <th colspan="2" data-bbox="2442 559 3035 605">By Country</th> </tr> </thead> <tbody> <tr> <td data-bbox="1589 605 2149 652">Kolbermoor, Germany</td> <td data-bbox="2149 605 2442 652">0.79</td> <td data-bbox="2442 605 2742 652">Germany</td> <td data-bbox="2742 605 3035 652">0.79</td> </tr> <tr> <td data-bbox="1589 652 2149 699">La Chaux-de-Fonds, Switzerland</td> <td data-bbox="2149 652 2442 699">0.30</td> <td data-bbox="2442 652 2742 699">Switzerland</td> <td data-bbox="2742 652 3035 699">0.30</td> </tr> <tr> <td data-bbox="1589 699 2149 746">Laguna, Philippines</td> <td data-bbox="2149 699 2442 746">22.47</td> <td data-bbox="2442 699 2742 746">Philippines</td> <td data-bbox="2742 699 3035 746">22.47</td> </tr> <tr> <td data-bbox="1589 746 2149 793">Melaka, Malaysia</td> <td data-bbox="2149 746 2442 793">14.93</td> <td data-bbox="2442 746 2742 793">Malaysia</td> <td data-bbox="2742 746 3035 793">14.93</td> </tr> <tr> <td data-bbox="1589 793 2149 840">Osaka, Japan</td> <td data-bbox="2149 793 2442 840">15.08</td> <td data-bbox="2442 793 2742 840">Japan</td> <td data-bbox="2742 793 3035 840">15.08</td> </tr> <tr> <td data-bbox="1589 840 2149 887">Singapore</td> <td data-bbox="2149 840 2442 887">0.29</td> <td data-bbox="2442 840 2742 887">Singapore</td> <td data-bbox="2742 840 3035 887">0.29</td> </tr> <tr> <td data-bbox="1589 887 2149 934">Milpitas, California, USA</td> <td data-bbox="2149 887 2442 934">0.02</td> <td data-bbox="2442 887 2742 934">USA</td> <td data-bbox="2742 887 3035 934">3.99</td> </tr> <tr> <td data-bbox="1589 934 2149 981">Norwood, Massachusetts, USA</td> <td data-bbox="2149 934 2442 981">0.92</td> <td data-bbox="2442 934 2742 981"></td> <td data-bbox="2742 934 3035 981"></td> </tr> <tr> <td data-bbox="1589 981 2149 1028">Poway, California, USA</td> <td data-bbox="2149 981 2442 1028">2.22</td> <td data-bbox="2442 981 2742 1028"></td> <td data-bbox="2742 981 3035 1028"></td> </tr> <tr> <td data-bbox="1589 1028 2149 1074">St. Paul, Minnesota, USA</td> <td data-bbox="2149 1028 2442 1074">0.20</td> <td data-bbox="2442 1028 2742 1074"></td> <td data-bbox="2742 1028 3035 1074"></td> </tr> <tr> <td data-bbox="1589 1074 2149 1121">Lincoln, Rhode Island, USA</td> <td data-bbox="2149 1074 2442 1121">0.64</td> <td data-bbox="2442 1074 2742 1121"></td> <td data-bbox="2742 1074 3035 1121"></td> </tr> </tbody> </table>	Total Water Use 57.9 million liters				By Operating Site		By Country		Kolbermoor, Germany	0.79	Germany	0.79	La Chaux-de-Fonds, Switzerland	0.30	Switzerland	0.30	Laguna, Philippines	22.47	Philippines	22.47	Melaka, Malaysia	14.93	Malaysia	14.93	Osaka, Japan	15.08	Japan	15.08	Singapore	0.29	Singapore	0.29	Milpitas, California, USA	0.02	USA	3.99	Norwood, Massachusetts, USA	0.92			Poway, California, USA	2.22			St. Paul, Minnesota, USA	0.20			Lincoln, Rhode Island, USA	0.64		
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		<p>Water Stress & Water Scarcity Analysis</p> <p>Globally, our water withdrawals come from the applicable local utility company, and we monitor geographic water risks and scarcity. We refer to the Aqueduct Water Risk Atlas tool¹⁸ to monitor and evaluate if any of our locations fall under a water-stressed zone or if any relevant change occurs in terms of water scarcity based on the drought risk.</p> <table border="1" data-bbox="1589 624 3035 1168"> <thead> <tr> <th>Cohu Operating Site</th> <th>Water Stress¹⁹</th> <th>Drought Risk²⁰</th> </tr> </thead> <tbody> <tr> <td>Kolbermoor, Germany</td> <td>Low</td> <td>Medium</td> </tr> <tr> <td>La Chaux-de-Fonds, Switzerland</td> <td>Low-Medium</td> <td>Low-Medium</td> </tr> <tr> <td>Laguna, Philippines</td> <td>Medium-High</td> <td>Medium-High</td> </tr> <tr> <td>Melaka, Malaysia</td> <td>Low</td> <td>Medium</td> </tr> <tr> <td>Osaka, Japan</td> <td>Low-Medium</td> <td>Low-Medium</td> </tr> <tr> <td>Singapore</td> <td>Low</td> <td>Medium</td> </tr> <tr> <td>Milpitas, California, USA</td> <td>Low-Medium</td> <td>Low-Medium</td> </tr> <tr> <td>Norwood, Massachusetts, USA</td> <td>Medium-High</td> <td>Low-Medium</td> </tr> <tr> <td>Poway, California, USA</td> <td>Extremely High</td> <td>Low-Medium</td> </tr> <tr> <td>St. Paul, Minnesota, USA</td> <td>Low</td> <td>Medium</td> </tr> <tr> <td>Lincoln, Rhode Island, USA</td> <td>Medium-High</td> <td>Low-Medium</td> </tr> </tbody> </table> <p>The company endeavors to reduce its water withdrawal when reasonably feasible to do so. For example, we invested in two projects in 2023:</p> <ul style="list-style-type: none"> i. Laguna, Philippines: rainwater collection and recycling system. We estimate the system may save up to 5% of this facility’s annual water withdrawal; and ii. Poway, California: deionized water recycling system; the potential water savings from this system are still being evaluated. <p>Cohu did <u>not</u> have any incidents of non-compliance associated with water permits, regulations or standards.</p>	Cohu Operating Site	Water Stress ¹⁹	Drought Risk ²⁰	Kolbermoor, Germany	Low	Medium	La Chaux-de-Fonds, Switzerland	Low-Medium	Low-Medium	Laguna, Philippines	Medium-High	Medium-High	Melaka, Malaysia	Low	Medium	Osaka, Japan	Low-Medium	Low-Medium	Singapore	Low	Medium	Milpitas, California, USA	Low-Medium	Low-Medium	Norwood, Massachusetts, USA	Medium-High	Low-Medium	Poway, California, USA	Extremely High	Low-Medium	St. Paul, Minnesota, USA	Low	Medium	Lincoln, Rhode Island, USA	Medium-High	Low-Medium
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18 See <https://www.wri.org/aqueduct>.

19 Water Stress measures the ratio of total water demand to available renewable surface and groundwater supplies

20 Drought Risk measures where droughts are likely to occur, the population and assets exposed, and the vulnerability of the population and assets to adverse effects

Waste Management

Topic/Metric	Description	Cohu (2023) ¹¹
(1) Amount of hazardous waste generated; percentage recycled	Total amount of hazardous waste generated, in kilograms. We also disclose hazardous waste recycled.	<p>Several of Cohu's manufacturing sites generate material amounts of hazardous waste: Lincoln, RI; Osaka, Japan and Laguna, Philippines and Singapore. The total amount of hazardous waste was <u>110.6K kg</u>.</p> <p><u>68% (75K kg)</u> of such waste was recycled. All hazardous waste was handled and recycled or disposed of in accordance with local laws and regulations.</p>
(2) Number and aggregate quantity of reportable spills, quantity recovered	Total number and quantity (in kilograms) of reportable hazardous substance spills.	<p>Cohu did <u>not</u> have any reportable hazardous waste spills.</p> <p>Cohu did <u>not</u> have any claims, legal proceedings or monetary losses associated with environmental regulations.</p>
(3) Non-hazardous waste generated and recycled	Total amount of non-hazardous waste generated, in kilograms. Disclose non-hazardous waste recycled.	<p>Cohu does not presently track <u>total non-hazardous</u> waste generated across all its sites. However, we do track recycling initiatives and amount recycled.</p> <p>Cohu recycled approximately <u>838K kg</u> of paper, plastic, wood and other non-hazardous waste.</p>

Product Safety

Topic/Metric	Description	Cohu (2023) ¹¹
(1) Number of recalls issued; total units recalled	Number of recalls issued and the total number of units recalled.	Cohu did <u>not</u> have any product recalls.
(2) Total amount of monetary losses as a result of legal proceedings associated with product safety	Total amount of monetary losses incurred during the reporting period as a result of legal proceedings associated with product safety.	Cohu did <u>not</u> have any claims, legal proceedings or monetary losses associated with product safety.

Product Lifecycle Management

Topic/Metric	Description	Cohu (2023) ¹¹
<p>(1) Revenue from renewable energy-related and energy-efficiency related products</p>	<p>Total revenue from renewable energy-related and energy efficiency-related products. Renewable energy-related products are defined as products and/or systems that enable the incorporation of renewable energy into established energy infrastructure.</p>	<p>Cohu provides semiconductor equipment used to automate, handle and test semiconductor devices used across many industries. Cohu does not disclose customer-specific revenue, but we have identified nine key customers that provide semiconductor solutions to manage and reduce power consumption and enable solar and wind power generation. We are enabling these important technologies including power management devices, controllers, inverters, sensors, motor drivers and gate drivers. We are proud to be a key supply chain partner to these customers.</p> <p>More directly, in late 2023, Cohu released its DI-Core AI Inspection software, which provides real-time computation that enables semiconductor manufacturers to improve visual inspection accuracy at production speeds. The product utilizes proprietary deep learning and neural network technologies to improve inspection yield without compromising quality. We believe that the product offers significant sustainability benefits in terms of scrap material avoided. For example, in a typical large back end semiconductor manufacturing facility, annual scrap avoided could be in excess of 200 million semiconductor devices.</p>

Material Sourcing

Topic/Metric	Description	Cohu (2023) ¹¹
<p>(1) Description of the management of risks associated with the use of critical materials</p>	<p>Approach to managing its risks associated with the use of critical materials in products, including physical limits on availability and access, changes in price, and regulatory and reputational risks. Examples of critical materials include antimony, cobalt, fluorspar, gallium, germanium, graphite, indium, magnesium, niobium, tantalum, and tungsten; platinum group metals (platinum, palladium, iridium, rhodium, ruthenium, and osmium); Rare earth elements, which include yttrium, scandium, lanthanum, and the lanthanides (cerium, praseodymium, neodymium, promethium, samarium, europium, gadolinium, terbium, dysprosium, holmium, erbium, thulium, ytterbium, and lutetium).</p>	<p>A de minimis portion of Cohu’s manufacturing processes utilize critical materials such as cobalt, palladium and rhodium. In such cases, usage is monitored, buffer stock is maintained, and multiple suppliers are utilized where possible.</p> <p>We have recently reviewed our critical materials supply chain for potential risks arising from the Russia-Ukraine and Hamas-Israel conflicts and believe we have reasonably addressed any such risks. Cohu also uses generally available semiconductors (which such semiconductors may contain critical materials) in many of its systems and relies upon its suppliers to maintain a business continuity plan. Cohu also maintains second sources where feasible.</p> <p>Further, in response to risks of shortages in certain semiconductors, we strive to extend the sourcing horizon to 12 – 18 months for certain semiconductors incorporated into our products. However, Cohu could incur supply chain disruptions and delays if a semiconductor supplier failed to maintain an effective business continuity plan and Cohu was unable to maintain a second source.</p>

Business Ethics

Topic/Metric	Description	Cohu (2023) ¹¹
<p>(1) Description of policies and practices for prevention of corruption and bribery, and anti-competitive behavior</p>	<p>Management’s system and due diligence procedures for assessing and managing corruption and bribery risks both internally and associated with business partners in its value chain.</p>	<p>Cohu’s ethics and compliance management system is multifaceted including annual employee reminders and certification to our Code of Business Conduct and Ethics, internal mechanisms for reporting and following up on suspected violations, formal procedures for upward reporting to Cohu’s Audit Committee, periodic training and employee awareness programs (including anti-corruption and anti-bribery training), ongoing cybersecurity training, quarterly compliance certifications by senior management, written anti-corruption policies and periodic internal audits.</p> <p>Cohu maintains a third-party anonymous “ethics hotline” (EthicsPoint) which is available 24x7 for receiving and managing reports. There was one (1) report filed in 2023, and investigated, resolved and closed. We also make available a variety of internal, anonymous reporting channels as well. Cohu requests that all suppliers sign and accept our Supplier Code of Conduct (“SCC”). Over 500 suppliers have signed the SCC, representing approximately 80% of Cohu’s total annual supplier spend.</p>
<p>(2) Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption</p>	<p>Total amount of monetary losses incurred during the reporting period as a result of legal proceedings associated with incidents relating to bribery and corruption.</p>	<p>Cohu did <u>not</u> have any claims, legal proceedings or monetary losses associated with bribery or corruption.</p>
<p>(3) Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations</p>	<p>Total amount of monetary losses incurred during the reporting period as a result of legal proceedings associated with anti-competitive behavior, such as those related to enforcement of laws and regulations on price fixing, antitrust behavior (e.g., exclusivity contracts), patent misuse, or network effects and bundling of services and products to limit competition.</p>	<p>Cohu’s Code of Business Conduct and Ethics, referenced above, includes policies related to anti-competitive behavior. Cohu did <u>not</u>:</p> <ul style="list-style-type: none"> i. Have any claims, legal proceedings or monetary losses associated with anti-competitive behavior regulations; ii. Receive any notices of violations for non-conformance with regulatory labeling and/or marketing codes; or iii. Have any monetary losses for legal and regulatory fines, settlements, or enforcement actions associated with false, deceptive, or unfair marketing, labeling and advertising.

Topic/Metric	Description	Cohu (2023) ¹¹
(4) Political Activity	Political contributions or lobbying expenses.	<p>Cohu’s policy is to prohibit globally any direct monetary contributions to any political campaign. Accordingly, there were no such political contributions. Further, we did not incur any direct expenses for lobbying to influence any laws. Cohu may occasionally be a member of business associations where such associations may lobby on industry issues.</p>

Employee Diversity and Inclusion; Human Capital

Topic/Metric	Description	Cohu (2023) ¹¹												
<p>(1) Percentage of gender and racial/ethnic group representation of employees; employee age bands</p>	<p>U.S. employees are categorized in accordance with the Equal Employment Opportunity Commission’s Employer Information EEO-1 report (EEO-1 Survey) Instruction Booklet. We also disclose aggregate age data for our employee population.</p>	<p>Cohu tracks race/ethnicity only in the U.S. (based on 563 U.S. employees):</p> <table border="1" data-bbox="1589 709 2842 827"> <thead> <tr> <th>Race/Ethnicity</th> <th>% of Total</th> </tr> </thead> <tbody> <tr> <td>Underrepresented communities²¹</td> <td>40%</td> </tr> <tr> <td>White</td> <td>60%</td> </tr> </tbody> </table> <p>Gender (Global, based on 3,191 employees):</p> <table border="1" data-bbox="1589 921 2842 1039"> <thead> <tr> <th>Gender</th> <th>% of Total</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>29%</td> </tr> <tr> <td>Male</td> <td>71%</td> </tr> </tbody> </table> <p>Globally, Cohu hired female employees equivalent to the overall female workforce representation of 29%, and, in the U.S., hired employees who identify from underrepresented communities in a higher proportion to our current workforce (41% of new hires versus overall workforce representation of 40%).</p>	Race/Ethnicity	% of Total	Underrepresented communities ²¹	40%	White	60%	Gender	% of Total	Female	29%	Male	71%
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²¹ Includes employees who identify as Native American/Alaskan, Asian, Black/African American, Hispanic/Latino and/or Native Hawaiian/Pacific Islander

Topic/Metric	Description	Cohu (2023) ¹¹								
<p>(1) Percentage of gender and racial/ethnic group representation of employees; employee age bands, cont'd</p>		<p>In addition, at year-end 2023, Cohu had <u>two</u> female members on its Board of Directors (25% of the Board), and <u>two</u> racially/ethnically diverse members (25% of the Board). The Board endeavors to seek to further diversify itself in 2024.</p> <p>Age bands (Global, based on 3,191 employees)</p> <table border="1" data-bbox="1592 649 2848 802"> <thead> <tr> <th>Age Band</th> <th>% of Total</th> </tr> </thead> <tbody> <tr> <td><30</td> <td>20%</td> </tr> <tr> <td>30-50</td> <td>56%</td> </tr> <tr> <td>>50</td> <td>24%</td> </tr> </tbody> </table> <p>For further information, please also see our 2023 Human Capital Report and most recent Consolidated EEO-1 Report at https://www.cohu.com/corporate-responsibility</p>	Age Band	% of Total	<30	20%	30-50	56%	>50	24%
Age Band	% of Total									
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<p>(2) Employee training and development</p>	<p>Training hours invested and leadership development initiatives</p>	<p>Provided more than 51,700 cumulative training hours to employees globally, investing approximately \$924,000 in training, seminars and educational assistance fees. This equates to approximately 16.2 hours of annual training per employee.</p> <p>58% (11 of 19 members) of the executive leadership team have been promoted from within.</p> <p>Cohu monitors employee satisfaction and engagement, and conducted a global employee survey in 2023 and reported findings and areas of focus to our employees.</p>								

Employee Activity Metrics

Topic/Metric	Description	Cohu (2023) ¹¹																																
(1) Number of employees	Number of employees worldwide.	<p>As of December 31, 2023, we had approximately 3,191 employees, in 21 countries.</p> <p>Approximately 18% of our employees are located in the Americas, 11% are located in EMEA (Europe, the Middle East and Africa) and 71% are located in Asia Pacific.</p> <table border="1" data-bbox="1592 733 2445 1459"> <thead> <tr> <th colspan="2">Employee Distribution by Country</th> </tr> <tr> <th>Country</th> <th>Number</th> </tr> </thead> <tbody> <tr><td>Switzerland</td><td>89</td></tr> <tr><td>China</td><td>107</td></tr> <tr><td>Germany</td><td>246</td></tr> <tr><td>France</td><td>15</td></tr> <tr><td>Italy</td><td>10</td></tr> <tr><td>Japan</td><td>136</td></tr> <tr><td>South Korea</td><td>29</td></tr> <tr><td>Malaysia</td><td>816</td></tr> <tr><td>Philippines</td><td>822</td></tr> <tr><td>Singapore</td><td>190</td></tr> <tr><td>Thailand</td><td>29</td></tr> <tr><td>Taiwan</td><td>113</td></tr> <tr><td>USA</td><td>563</td></tr> <tr><td>Other</td><td>26</td></tr> </tbody> </table>	Employee Distribution by Country		Country	Number	Switzerland	89	China	107	Germany	246	France	15	Italy	10	Japan	136	South Korea	29	Malaysia	816	Philippines	822	Singapore	190	Thailand	29	Taiwan	113	USA	563	Other	26
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Information Security Risk Management

Topic/Metric	Description	Cohu (2023) ¹¹
<p>(1) Information security risk management and assessment</p>	<p>Management’s system and due diligence procedures for assessing and managing information security risks associated with its business operations.</p>	<p>Cohu recognizes the critical importance of developing, implementing, and maintaining robust cybersecurity measures to safeguard our information systems and protect the confidentiality, integrity, and availability of our intellectual property and data. We maintain policies and procedures designed to allow management to assess, identify, and manage material risks from cybersecurity threats. We integrate our cybersecurity policies and procedures into our overall enterprise risk management program, which is implemented by management and overseen by the Board of Directors through its Audit Committee.</p> <p>We utilize the Center for Internet Security (“CIS”) Critical Security Controls as a framework for managing our cybersecurity program. The CIS framework outlines 18 critical control areas relating to organizational security and provides effective methodologies, guidelines, and industry-standard best practices to develop and manage a comprehensive cybersecurity program. Additionally, we align our controls to various international security certifications and standards and have adopted best practices from industry-leading frameworks. Our cybersecurity program includes policies and procedures relating to encryption, data loss prevention technology, authentication technology, access control, anti-malware software, third-party risk monitoring, insider risk management and identity management. We engage third-party services to conduct evaluations of our security controls, whether through penetration testing, independent audits, or consulting on best practices to address new challenges. These evaluations include testing, both the design and operational effectiveness of security controls. We also regularly obtain system and organization control (“SOC”) reports from our service providers (“SOC 2”). Members of our corporate information security organization receive information exchanges from their professional networks and attend training, webinars, and conferences to stay up to date on both trends and system-specific updates. In addition, all Cohu employees are required to complete regular security awareness training including testing, each of which are designed to promote a company-wide culture of cybersecurity risk awareness and management.</p>

Topic/Metric	Description	Cohu (2023) ¹¹
		<p>As part of the Board of Directors' role in overseeing our enterprise risk management program, which includes our cybersecurity risk management, the Board is responsible for exercising oversight of management's identification and management of, and planning for, material cybersecurity risks that may reasonably be expected to have an adverse effect on us. While the full Board has overall responsibility for risk oversight, the Board has delegated oversight responsibility related to risks from cybersecurity threats to the Audit Committee. The Audit Committee conducts reviews of the effectiveness of our risk management strategies. This review helps in identifying areas for improvement and in aligning cybersecurity efforts with the overall risk management framework and promotion of our business objective and operational needs. In 2023, management briefed the Board of Directors on information security matters four times. In addition to our scheduled meetings, the Audit Committee maintains an ongoing dialogue with management, including emerging or potential cybersecurity risks.</p> <p>Our corporate information security organization, led by our Chief Information Security Officer ("CISO"), is responsible for our overall information security strategy, policy, security engineering, operations and cyber threat detection and response. Our CISO has over 35 years of experience in various roles in information technology and information security, including serving as SVP and CIO or VP and CIO at various defense, aerospace and semiconductor supplier companies. He holds a bachelor's degree in Computer Science, an MBA, and holds several relevant certifications, including ITIL Certification. The corporate information security organization manages and regularly enhances our enterprise security structure with the goal of preventing cybersecurity incidents to the extent feasible, while simultaneously increasing our system resilience in an effort to minimize the business impact should an incident occur. Central to this organization is our cybersecurity incident response team ("CIRT"), which is responsible for the protection, detection and response capabilities used in the defense of Cohu's data and enterprise computing networks. In the event of an incident, we intend to follow our incident response plan, which outlines the steps to be followed from incident detection to mitigation, mitigation or eradication, recovery and notification, including notifying key functional areas, as well as the CEO, Chairperson and Chairperson of the Audit Committee and other members of the Board, as appropriate.</p> <p>Cohu maintains an information security risk insurance policy. In the last three fiscal years, we have not experienced any material cybersecurity incidents, claims or settlements, and the expenses we have incurred from security incidents were immaterial. As a result, we do not believe that risks from cybersecurity threats, including as a result of any previous cybersecurity incidents, have materially affected us, our results of operations or financial condition. Notwithstanding the measures we take to assess, identify, and manage cybersecurity risks, we may not be successful in preventing or mitigating a cybersecurity incident that could have a material adverse effect on us. For further discussion of how risks from identified cybersecurity threats may materially affect or are reasonably likely to materially affect us, see the risk factors contained in Cohu's most recent Form 10-K and 10-Q filed with the SEC.</p>

Other

Topic/Metric	Description	Cohu (2023) ¹¹
<p>Changes in organizational scope</p>	<p>Significant changes to the organization or its supply chain during the reporting year</p>	<p>Cohu acquired MCT Worldwide LLC (“MCT”) in January 2023. MCT’s primary operations were located in Penang, Malaysia. We closed those operations during the year and transferred MCT’s production to our facility in Penang, Malaysia.</p> <p>Cohu acquired Equiptest Engineering Pte. Ltd. (“EQT”) in October 2023. EQT will continue to operate from their existing facility in Singapore, and partial year EQT energy and water usage data is included in this report.</p> <p>During 2023, Cohu completed construction of a new 92,000 sq. ft. interface products manufacturing facility in Laguna, Philippines, and are consolidating two nearby facilities into this new energy-efficient facility.</p>
<p>External assurance of data</p>		<p>While we have not sought external assurance for the content of this report, we believe that we have made reasonable efforts to internally review the presented information. Cohu will consider establishing an external assurance process in 2025.</p>

Topic/Metric	Description	Cohu (2023) ¹¹
Certifications	Independent standards certifications (Cohu)	<p>Cohu maintains these certifications:</p> <p>ISO 9001 (Quality Mgmt. System) - Kolbermoor, Germany; La Chaux-de-Fonds, Switzerland; Laguna, Philippines; Lincoln, Rhode Island; Melaka, Malaysia; Norwood, Massachusetts; Osaka, Japan; Poway, California; and Singapore; and</p> <p>ISO 14001 (Environmental Mgmt. System) - Kolbermoor, Germany</p> <p>Although we believe that we have robust internal compliance processes, Cohu does not maintain any of these independent certifications: ISO 37001 (Anti-bribery Mgmt. System); ISO 45001 (Occupational Health and Safety Mgmt. System); ISO 50001 Energy Management System).</p>
Supplier certifications	Independent standards certifications (Suppliers)	<p>253 of Cohu’s suppliers maintain an ISO 9001 certification, representing approximately 73% of Cohu’s total annual supplier spend.</p> <p>12 of Cohu’s suppliers maintain an ISO 14001 certification, representing approximately 17% of Cohu’s total annual supplier spend.</p>

Task Force on Climate-Related Financial Disclosures (“TCFD”)

TCFD recommendations are designed to solicit consistent, informative and actionable, forward-looking information on the material financial impacts of climate-related risks and opportunities, including those related to the global transition to a lower-carbon economy.

Topic	Recommended Disclosure	Response
<p>(1) Governance</p>	<p>A) Describe the Board’s overall oversight of climate-related risks and opportunities.</p>	<p>Cohu’s Board of Directors Nominating and Governance Committee is responsible for oversight of the company’s sustainability (including environmental/climate-change related, social and corporate governance) initiatives. As part of this responsibility, the Committee regularly reviews our sustainability program. Management presented Sustainability matters to the Board four (4) times in 2023. The Board also reviews annually the company’s Enterprise Risk Assessment (“ERA”), wherein management identifies and considers mitigation strategies to address potential risks facing the company (including climate-related risks and opportunities).</p>
	<p>B) Describe management’s role in assessing and managing risks and opportunities.</p>	<p>Cohu’s management is responsible for the company’s enterprise risk management processes (including climate-related risks and opportunities).</p> <p>As mentioned above, Cohu maintains, updates and presents annually to the board of directors an ERA, which includes sustainability considerations. Our ERA addresses 24 potential risks, oversight and mitigation strategies. In addition, we seek input from senior management and other stakeholders regarding key topics that we should consider as we progress our sustainability initiatives.</p> <p>After evaluating the foregoing inputs, we have consolidated and determined 12 major topics that we believe are most relevant and material to our business. The 12 topics have been organized into three categories: Environmental, Social and Economic. We then assessed and ranked each topic by Cohu’s ability to reasonably control the topic, and what could be the estimated potential magnitude of adverse impact on the business from such topic.</p> <p>Our business and the global economy evolve rapidly and we will continue to seek input from our stakeholders regarding potential other topical risks facing our business. Please note that this section is not intended to be risk factor disclosure – for a more complete set of risks facing the company, please refer to our most recent Forms 10-K and 10-Q as filed with the SEC.</p> <p>More specifically regarding sustainability, Cohu has a global, cross-functional team that develops the long-term strategy, goals, metrics tracking, and annual reporting and disclosure processes for our sustainability activities. The team also collectively prepares Cohu’s Sustainability Report and related disclosures. This group regularly solicits input from, and reviews results with, our CEO, CFO and executive staff members.</p>

Topic	Recommended Disclosure	Response
<p>(2) Strategy</p>	<p>A) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</p>	<p>We analyze climate change-related risks in two separate categories: transition risks and physical risks. We focus on the short-term (0-3 years) and medium-term (3-5 years) because we believe that enables us to take more pragmatic and tangible actions based on known or reasonably predictable facts and circumstances.</p> <p>Transition Risks: Relate to the transition of the global economy to a focus on more climate-friendly technologies. This transition could have adverse financial impacts on us in several ways. For instance, more stringent environmental policies or regulations could lead to increased expenses relating to greenhouse gas emissions or other emissions that could increase our operating costs. Enhanced emissions reporting or shifting technology could require us to write off or impair assets or retire existing assets early. Increased environmental mandates could also increase our exposure to litigation. We could be required to incur increased costs and significant capital investment to transition to lower emissions technologies. In addition, overall market shifts could increase costs of our raw materials and cause unexpected shifts in energy costs. Focus on sustainability has increased, and the company or its industry could be stigmatized as not friendly to the environment, which could adversely affect our reputation and our business, including due to difficulties in employee hiring and retention and our ability to access capital. Any of these matters could materially and adversely affect our business or financial results.</p> <p>In response to potential Transition Risks, we follow regulatory trends on a worldwide basis and seek engagement and input from our stakeholders. Our goal has been to continuously enhance our sustainability disclosures so that we are better prepared to respond to the changing regulatory environment.</p> <p>Physical Risks: Arise from climate change that could affect our business including acute weather events such as floods, tornadoes or other severe weather and ongoing changes such as rising temperatures or extreme variability in weather patterns. These events could lead to increased capital costs from damage to our facilities, increased insurance premiums or reduced revenue from decreased production capacity based on supply chain interruptions. Any of these events could have an adverse effect on our business or financial results.</p> <p>In response to potential Physical Risks, we maintain business continuity plans at each operating site. In 2023 and continuing in 2024 we have engaged with outside risk management experts to assess resilience of our primary manufacturing facilities in the event of a severe event, such as acute weather, floods, fires or earthquakes. Although all of Cohu facilities meet or exceed code and local safety standards, after such analysis, Cohu is committing approximately \$3.7M in capital expenditures to further enhance our business resilience at key operating sites.</p>

Topic	Recommended Disclosure	Response
		<p>In considering opportunities, we recognize that our energy use and emissions are primarily driven by our real estate footprint and number of operating sites. Since, 2019 we have reduced the number of principal operating sites from 14 to 10 (this figure increased to 11 with the acquisition of EQT in October 2023). Further, we have completed construction of a new state-of-the-art manufacturing facility in Laguna, Philippines and will consolidate two manufacturing sites into this new building.</p> <p>In addition, we regularly consider and implement initiatives, including enabling others to reduce emissions with the goal to reduce our overall energy use and emissions and the emissions of others. The following are examples:</p> <ul style="list-style-type: none"> i. As discussed above under “Product Lifecycle Management,” we have numerous customers that provide semiconductor solutions to manage and reduce power consumption and enable solar and wind power generation. We support these important technologies including power management devices, controllers, inverters, sensors, motor drivers and gate drivers. We are proud to be a key supply chain partner to these customers. ii. Where locally available and feasible, we endeavor to seek utility providers that utilize sources of renewable energy. At the beginning of 2023, we converted our Osaka, Japan manufacturing site to an energy provider that utilizes 100% renewable energy. iii. With the goal to reduce employee travel (and associated Scope 3 emissions), we continue to utilize our assisted reality customer support system, used for remote technical support and training, and in 2023, we avoided 174,000 km in employee travel. iv. We have committed \$1.2M for 2024 solar power generation projects at our two largest manufacturing facilities, Melaka, Malaysia and Laguna, Philippines. v. We replaced the air compressor equipment used in Poway, California, development and production processes. New energy-efficient equipment is expected to save and therefore reduce the site’s electricity usage by approximately 13% annually. vi. Regarding water use, in Laguna, Philippines we have deployed a rainwater collection and recycling system, which we estimate may save up to 5% of the facility’s annual water withdrawal. In Poway, California, we installed a deionized water recycling system (the potential water savings from this system are still being evaluated).

Topic	Recommended Disclosure	Response
	<p>B) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.</p>	<p>In considering potential impacts of climate-related risks, we define substantive financial and strategic impacts to include: material cost increases in items such as electrical power, water and other inputs for our operations that may arise from climate-related issues; regulatory changes that arise from climate-related issues that can give rise to expenses for compliance and required changes to operations; extreme weather events such as earthquakes, high winds, rain/floods and wildfires which can disrupt operations, cause outages or increase utilization of electrical power. Generally, from a sales perspective, we would deem a substantive impact in the event of an occurrence impacting greater than 2% of annual revenue with a 75% or greater probability of occurrence. From a cost perspective, generally, we would deem a substantive impact in the event of an occurrence impacting greater than 2% of annual operating expenses with a 75% or greater probability of occurrence.</p> <p>Based on the foregoing definition, we do not see anything on the short or medium-term climate-related horizon that would have a substantive negative affect on our business. We reevaluate this conclusion at least annually as part of our ERA process. Notwithstanding this conclusion, we continue to make significant investments to mitigate potential risks. Internally, each year, the company considers capital and operating expenses as needed to support our Sustainability activities. For example, expenses for the projects described above under "TCFD (2) A) Strategy." These projects alone, to mitigate risk and pursue opportunities, comprise an approximate investment of \$5M.</p>

Topic	Recommended Disclosure	Response
	<p>C) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>Based on our ERA process, we believe the most material climate-related risks facing the company are Physical Risks, such as acute weather events (floods, tornadoes or other severe weather and ongoing changes such as rising temperatures or extreme variability in weather patterns or increased fire risk). We consider scenarios in which any of our principal operating sites could be unable to operate and how we would then respond. In considering such scenarios, we endeavor to further improve our business resiliency through:</p> <ul style="list-style-type: none"> i. Evaluation of most likely physical risks facing each operating site and business continuity plans to address those risks; ii. Redundant sites and expertise where manufacturing production could be moved quickly if necessary; iii. Supply chain redundancy, buffer stock and business continuity reviews with key suppliers; iv. Engaging with outside experts to review our sites and significant investments to continue to enhance our business resiliency. See “TCFD (2) A) Strategy;” v. Maintaining infrastructure that enables most non-manufacturing employees to effectively work remotely; and vi. Global insurance program to mitigate financial losses in the event of a covered natural disaster. <p>We believe that these actions foster business resiliency; however, we also recognize that it is not possible to eliminate all potential resiliency risks.</p>

Topic	Recommended Disclosure	Response
(3) Risk Management	A) Describe the organization’s processes for identifying and assessing climate-related risks.	The Board’s oversight, management’s responsibilities and the related processes are described above under “TCFD (1) Governance A) and B).”
	B) Describe the organization’s processes for managing climate-related risks.	We manage such risks as described above under “TCFD (2) Strategy A) and C).”
	C) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	As discussed above in “TCFD (1) Governance A) and B)”, such risks are addressed (including mitigation strategies) in our site business continuity plans and our annual Enterprise Risk Assessment (which is also presented annually to the Board). Further, climate-related risks are considered as part of our business resilience initiatives across our global supply chain. “See TCFD (2) Strategy C).”

Topic	Recommended Disclosure	Response
<p>(4) Metrics and Target</p>	<p>A) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p>	<p>We disclose our energy and water use, emissions data and recycling initiatives annually in this report and also through the CDP Climate Change Survey and Supply Chain module. We made our 2023 CDP filing public and expect to publicly disclose our 2024 submission as well. See https://www.cohu.com/company-corporate-sustainability/.</p>
	<p>B) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.</p>	<p>See within this report.</p>
	<p>C) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p>We expect to monitor and report at least annually on the various initiatives described above under “TCFD (2) Strategy.” We annually update and publish our Sustainability goals. In addition, in February 2024, we committed to engage with the Science Based Targets initiative (“SBTi”) with the goal to develop near-term science-based emissions reduction targets.</p>

Sustainability Accounting Standards Board ("SASB")

SASB Standards provide details about Cohu’s sustainability activities. These standards were developed to identify sustainability issues that can influence the long-term value of the company.

Topic	Metric	Response
Greenhouse Gas Emissions	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds. Category: Quantitative Cohu Unit of Measure: metric tons CO2-e Code: TC-SC-110a.1	Scope 1: 1,370 metric tons CO2-e Scope 2: 10,495 metric tons CO2-e Gases: Refrigerants: 987 CO2-e: 0.1
	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. Category: Discussion and Analysis Cohu Unit of Measure: n/a Code: TC-SC-110a.2	See above under "TCFD (2) Strategy."
Energy Management in Manufacturing	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable. Category: Quantitative Cohu Unit of Measure: kWh, Percentage (%) Code: TC-SC-140a.1	Reported in kWh: <u>20M kWh</u> Grid electricity consumed was <u>92%</u> of total energy use. <u>32%</u> of electricity consumed was derived from renewable sources.

Topic	Metric	Response
Water Management	(1) Total water withdrawn, (2) total water consumed, (3) percentage of each in regions with High or Extremely High Baseline Water Stress Category: Quantitative Cohu Unit of Measure: liters Code: TC-SC-320a.1	Cohu only tracks total water withdrawn, which in 2023 was <u>57.9 million liters</u> . Water withdrawn in regions with High or Extremely High Baseline Water Stress (and percentage of total global withdrawals): Laguna, Philippines (39%); Lincoln, Rhode Island, USA (1%); Norwood, Massachusetts, USA (2%); Poway, California, USA (4%).
Waste Management	Amount of hazardous waste from manufacturing, percentage recycled. Category: Quantitative Cohu Unit of Measure: kg, Percentage (%) Code: TC-SC-320a.1	<u>110.6K kg</u> , of which <u>68%</u> was recycled.
Employee Health and Safety	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards. Category: Discussion and Analysis Cohu Unit of Measure: recordable incident rate Code: TC-SC-320a.2	See Cohu's Employee Health and Safety Policy. Cohu has a documented health and safety management system. We conduct hazard assessments and risk assessments. Incidents, injuries, and illnesses are reported, tracked, and investigated. Occupational health services are available at specific sites where applicable. We conduct safety meetings with worker participation, and education and training are performed regularly. Cohu's 2023 recordable incident rate per 100 employees per year was <u>0.39</u> , or 67% lower than our industry benchmark of 1.2. ²² The recordable incident rate for contractors was 0.0.
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations. Category: Quantitative Cohu Unit of Measure: Reporting currency Code: TC-SC-330a.1	None.

22 See note 9 above.

Topic	Metric	Response
Recruiting & Managing a Global & Skilled Workforce	<p>Percentage of employees that are (1) foreign nationals and (2) located offshore.</p> <p>Category: Quantitative Cohu Unit of Measure: Percentage (%) Code: TC-SC-410a.1</p>	<p>A substantial majority of our customers' sites are located outside of the U.S. Accordingly, in support of our customer base, Cohu has 2,628 employees that are located outside of the U.S., or <u>82% of total employees</u>.</p>
Product Lifecycle Management	<p>Percentage of products by revenue that contain IEC 62474 declarable substances.</p> <p>Category: Quantitative Cohu Unit of Measure: n/a) Code: TC-SC-410a.2</p>	<p>Cohu uses different metrics for evaluating risk, performance and compliance in this area. Although as a manufacturer of "large-scale stationary industrial tools," we are exempted from EU guidelines such as the RoHS directive and REACH regulation, we consider these guidelines in the development programs. We endeavor, where reasonably practicable, to reduce and eliminate any use of hazardous substances and replace non-compliant parts with RoHS-compliant alternatives.</p>
	<p>Processor energy efficiency at a system-level for: (A) servers, (B) desktops, and (C) laptops.</p> <p>Category: Quantitative Cohu Unit of Measure: Various, by product category Code: TC-SC-440a.1</p>	<p>Cohu manufactures semiconductor capital test equipment for semiconductor manufacturers. All of our sales are "Business-to-Business" and we do not manufacture end-use/consumer products.</p> <p>We sell large complex systems and consider energy usage in our product designs. For example, our tester designs, unlike our competition, are all based on air-cooled technology. An air-cooled system, on average, requires less floor space and uses approximately 75% less electricity than a comparable liquid-cooled system.</p>
Materials Sourcing	<p>Description of the management of risks associated with use of critical materials.</p> <p>Category: Discussion and Analysis Cohu Unit of Measure: n/a Code: TC-SC-520a.1</p>	<p>See Cohu's Annual Conflict Minerals Report filed with the SEC.</p>

Topic	Metric	Response
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with intellectual property protection or anti-competitive behavior regulations. Category: Quantitative Cohu Unit of Measure: Reporting currency Code: TC-SC-520a.1	None.
Total production	Category: Quantitative Cohu Unit of Measure: installed systems Code: TC-SC-000.A	Cohu has approximately 24,700 installed systems at 280+ customer locations world-wide.
Percentage of production from owned facilities	Category: Quantitative Cohu Unit of Measure: n/a Code: TC-SC-000.B	Omitted: Cohu does not disclose this information.

Stakeholder Engagement Summary

Cohu engages with internal and external stakeholders to drive our sustainability goals and priorities. We have identified five major stakeholders who have interests in Cohu’s sustainability: our employees, customers, investors, suppliers, and community. Cohu collaborates with these stakeholders by listening to their feedback and expectations to help guide the implementation of our sustainability initiatives actions. We are pleased to present our 2023 engagement summary and highlights.

Topic	Engagement	Key Topics	2023 Highlights
<p>Employees</p>	<ul style="list-style-type: none"> • All-hands meetings • Small group and one-on-one meetings • Goal setting and mid-year and year-end performance assessments • Training and workshops • Executive e-mails and videos • Cohu ethics hotline 	<ul style="list-style-type: none"> • Culture • Communication • Capability development and training 	<ul style="list-style-type: none"> • Produced 4 quarterly videos with CEO/CFO presentations and executive interviews. • 56 “all hands” meetings held across global functional areas and business units. • Annual corporate objectives cascaded throughout the organization. • Regular executive leadership emails to global employees discussing organization changes or key leadership hires • “Innovation Weeks” held at handler development centers to spur creative thinking, alignment, and engagement with employees. • In support of the goal to foster employee engagement, conducted a worldwide employee engagement survey to monitor employee satisfaction. • Periodic CEO skip-level meetings at principal operating sites • \$4.7M returned to employees in 2023 profit sharing. • Provided more than 51,700 cumulative training hours to employees globally investing approximately \$924,000 in training, seminars, and educational assistance fees. • Initiated Emerging Leaders Program for more than 200 participants.

Topic	Engagement	Key Topics	2023 Highlights
Customers	<ul style="list-style-type: none"> • In-depth training on product use and safety • Responsive customer service team • Participation in compliance programs and sustainability initiatives 	<ul style="list-style-type: none"> • Training • Sustainability Initiatives • Compliance • Strategic Engagement on Product Roadmaps 	<ul style="list-style-type: none"> • Held approximately 106 customer training classes worldwide covering product use and safety topics. • Completed a Responsible Business Alliance (RBA)²³ audit at one of our principal manufacturing sites, Laguna, Philippines, with no findings, and we achieved RBA’s highest rating of Platinum with a Validated Assessment Program (VAP) score of 200. • In support of key customer sustainability initiatives: <ul style="list-style-type: none"> • submitted extensive compliance data to RBA • submitted our emissions data to CDP.²⁴
Investors	<ul style="list-style-type: none"> • Annual Shareholder Meeting • Quarterly earnings calls • Investor Conferences and roadshows 	<ul style="list-style-type: none"> • Business Strategy and Outlook • Financial Results • Capital Priorities 	<ul style="list-style-type: none"> • Conducted approximately 242 one-on-one investor and prospective investor meetings, including 12 of our top 25 shareholders.
Suppliers	<ul style="list-style-type: none"> • Supplier screening, questionnaires • Supplier visits and audits • Supplier Code of Conduct 	<ul style="list-style-type: none"> • Transparency • Capacity • Forecasting 	<ul style="list-style-type: none"> • Held QBRs with key suppliers. • Supplier Code of Conduct signed by over 500 suppliers, covering approximately 80% of Cohu annual supplier spend. • Cohu’s Supplier Code of Conduct aligns with RBA principles. • Conducted periodic on site audits for new fabrication part and contract manufacturers. • To reduce transit expenses (and associated emissions), “near shoring” efforts are increasing localized material content being shipped to our Melaka, Malaysia facility.

23 Responsible Business Alliance, an industry coalition dedicated to responsible business conduct in global supply chains.

24 CDP, formerly the Carbon Disclosure Project, is a third-party global disclosure system for environmental reporting.

Topic	Engagement	Key Topics	2023 Highlights
<p>Community and Organizations</p>	<ul style="list-style-type: none"> • Partnerships • Promotion of shared principles • Disaster relief • Volunteering 	<ul style="list-style-type: none"> • Diversity and Inclusion • Donations/Volunteering 	<ul style="list-style-type: none"> • We endeavor to continually to seek diversity in our candidate pools and new hires. Hired a greater percentage of U.S. employees who identify as from underrepresented communities than our current representation of 40%. • In March 2024, we launched a diversity, inclusion and belonging training series for employees. • Cohu’s Philippines location donated PHP200,000 to Cancer Warriors Foundation, Inc. In addition, they also organized a tree-planting activity, planting 85 tree saplings with the Boy Scouts of the Philippines. • Cohu’s Malaysia location donated RM5,000 to Rumah Seri Kenangan, an organization committed to the local aging community, in addition to volunteering their time to visit the organization and hold social activities. • Cohu’s Minnesota, U.S. location donated diapers, tissues, bedding, toilet paper, and more, to People Serving People an emergency shelter organization. In addition, they also volunteered during United Way’s Day of Action to spend their time sorting supplies and packing backs to assist local students in need.

Forward-Looking Statements

Certain statements contained in this report and accompanying materials may be considered forward-looking statements within the meaning of the U.S. Private Securities Litigation Reform Act of 1995, including statements regarding risk management strategies for compliance, cybersecurity and critical materials, sustainability goals, metrics and objectives, diversity goals, climate-related and emissions goals, forecasted projects or consumption reduction targets, water savings, completion of solar projects, business resilience, magnitude of any business of financial impact of climate-related change, and any other statements that are predictive in nature and depend upon or refer to future events or conditions, and/or include words such as “may,” “will,” “should,” “would,” “expect,” “anticipate,” “plan,” “likely,” “believe,” “estimate,” “project,” “intend,” and/ or other similar expressions among others. Statements that are not historical facts are forward-looking statements. Forward-looking statements are based on current beliefs and assumptions that are subject to risks and uncertainties and are not guarantees of future performance. Cohu has taken reasonable efforts to review this data; however, manually collecting, converting and consolidating data from various sites around the world is complex and human errors may occur. This report is not audited by any third party. We voluntarily make this data available as we believe it is of general interest to our stockholders, but provide this report on an “as is” basis with no warranty whatsoever as to its accuracy. Our voluntary filing of this report does not represent Cohu’s agreement or acknowledgment that the data provided herein is material (as defined by the SEC) to our overall business or to a reasonable investor’s investment decision. Further, we do not assume any obligation to update this report after its publication.

Actual results and future business conditions could differ materially from those contained in any forward-looking statement as a result of various factors, including, without limitation: sustainability projects may be delayed, canceled or fail to achieve expected goals; diversity initiatives merely reflect organizational intention and may not be achieved; new product investments and product enhancements which may not be commercially successful; the semiconductor industry is seasonal, cyclical, volatile and unpredictable; recent erosion in mobile, automotive and industrial market sales; our ability to manage and deliver high quality products and services; failure of sole source contract manufacturer or our ability to manage third-party raw material, component and/or service providers; ongoing inflationary pressures

on material and operational costs coupled with rising interest rates; economic recession; the semiconductor industry is intensely competitive, subject to rapid technological changes, and experiences consolidation of key customers for semiconductor test equipment; a limited number of customers account for a substantial percentage of net sales; significant exports to foreign countries with economic and political instability and competition from a number of Asia-based manufacturers; our relationships with customers may deteriorate; loss of key personnel; risks of using artificial intelligence within Cohu’s product developments and business; reliance on foreign locations and geopolitical instability in such locations critical to Cohu and its customers; natural disasters, war and climate-related changes, including related economic impacts; levels of debt; access to sufficient capital on reasonable or favorable terms; foreign operations and related currency fluctuations; required or desired accounting charges and the cost or effectiveness of accounting controls; instability of financial institutions where we maintain cash deposits and potential loss of uninsured cash deposits; significant goodwill and other intangibles as percentage of our total assets; increasingly restrictive trade and export regulations impacting our ability to sell products, specifically within China; risks associated with acquisitions, investments and divestitures such as integration and synergies; constraints related to corporate governance structures; share repurchases and related impacts; financial or operating results that are below forecast or credit rating changes impacting our stock price or financing ability; law/ regulatory changes and including environmental or tax law changes; significant volatility in our stock price; the risk of cybersecurity breaches; enforcing or defending intellectual property claims or other litigation.

These and other risks and uncertainties are discussed more fully in Cohu’s filings with the SEC, including our most recent Form 10-K and Form 10-Q, and the other filings made by Cohu with the SEC from time to time, which are available via the SEC’s website at www.sec.gov. Except as required by applicable law, Cohu does not undertake any obligation to revise or update any forward-looking statement, or to make any other forward-looking statements, whether as a result of new information, future events or otherwise.