



Enabling a smarter,
safer, and more
connected future.

Sustainability Data Report 2024

Calendar 2024 / Fiscal Year 2024

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About this Report

Cohu, Inc. (“Cohu” or the “Company”) has evaluated its sustainability initiatives under SASB Standards, as 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) sites 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 calendar year 2024 and financial statistics and human capital information are for the fiscal year-ended December 28, 2024.

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

2 Version 2023-12.

3 As of October 12, 2023, TCFD announced that it fulfilled its mandate and was disbanding. TCFD recommendations will now be monitored by the IFRS Foundation. IFRS’ S2 Climate-related Disclosures are similar to TCFD recommendations, and Cohu has opted to continue to reference and conform to TCFD for its 2024 report.

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

2024 Highlights

- Overall energy usage decreased by 9% year-over-year
- Reduced global Greenhouse Gas Emissions by 32% in 2024 compared with 2023 calculations
- Total water usage decreased by 16% year-over-year, primarily driven by the completion of our new consolidated facility in Laguna, Philippines
- Replaced the air compressor equipment used in Poway, California, which decreased the site's electricity use by 22% and lowered electrical costs by 31%
- Converted our Melaka, Malaysia, manufacturing facility to use renewable energy
- Through continued use of our assisted reality customer support system, used for remote technical support and training, we avoided 330K km in employee travel
- Continued to enhance our disclosures:
 - Continued annual submittal to CDP⁵, a global disclosure system for environmental reporting, and improved our Climate Change score
 - Broadened site-specific and geographic water, energy, and emissions disclosures
 - In February 2024, committed to engage with the Science Based Targets⁶ initiative (SBTi) and are making progress toward the goal of developing near-term science-based emissions reduction targets
- Maintained our corporate Responsible Business Association⁷ (RBA) Risk Rating of “Low”
- Decreased voluntary turnover in Asia and Europe
- Provided more than 41,540 cumulative training hours to employees globally, and invested approximately \$421K in training, seminars and educational assistance fees
- Introduced biannual Human and Labor Rights Commitment training
- Continued global focus on career development, assessed quality culture at our Malaysia site, and integrated several initiatives to enhance employee engagement
- Joined the Sustainable Business & Enterprise Roundtable (SBER)⁸ with the goal of reviewing strategies to reduce GHG emissions at principal operating sites and investigating renewable electricity energy sources
- Continued our excellent employee safety record, with a 2024 global recordable incident rate of 0.5 per 100 employees, which is 38% below our industry benchmark⁹
- Listed in “America’s Greenest Companies 2025” by Newsweek¹⁰

⁵ CDP, formerly the Carbon Disclosure Project, is a third-party global disclosure system for environmental reporting.

⁶ See <https://sciencebasedtargets.org/>.

⁷ Responsible Business Alliance, the industry coalition dedicated to responsible business conduct in global supply chains.

⁸ See <https://sustainround.com/services/sber>.

⁹ Latest published Industry benchmark of 0.8 (recordable incidents per 100 employees, per year) is based on 2024 U.S. Bureau of Labor Statistics Injury, Illness and Fatality statistics for our industry (NAICS Code 334515).

¹⁰ <https://www.newsweek.com/rankings/americas-greenest-companies-2025>.

Energy Management

Topic/Metric	Description	Cohu (2024) 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).	Total energy consumption decreased by 9% year-over-year, to 18.3 million kWh. ¹²

11 All uses of “M” means millions; “K” means thousands.
12 9% decrease, 18.3M kWh as compared to 2023 figure of 20M kWh.
13 On a GAAP basis, \$3,386,665 / \$251,962,000.

Topic/Metric	Description	Cohu (2024) ¹¹
(2) Percentage grid electricity	The percentage is calculated as purchased grid electricity consumption divided by total energy consumption.	Grid electricity consumed 17.1 million kWh, or 94% of total energy use. ¹⁴
(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.	Renewable energy was 4.5 million kWh or 26% of total grid electricity energy use. ¹⁵

14 17.1 M kWh grid electricity vs. total of 18.3 M kWh.
15 Cohu relies upon its energy providers/utilities for this data.

Topic/Metric	Description	Cohu (2024) ¹¹																																																																																				
(4) Greenhouse Gas Emissions	We report our greenhouse gas emissions using various publicly available conversion tools.¹⁶ 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. 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	Scope 1 and 2 emissions were approximately 6,979 metric tons CO ₂ -e for all global locations.																																																																																				
		<table><tr><th colspan="6">Scope 1 and 2 GHG Emissions (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><tr><td>Kolbermoor, Germany</td><td>176</td><td>0</td><td>Germany</td><td>176</td><td>0</td></tr><tr><td>La Chaux-de-Fonds, Switzerland</td><td>68</td><td>8</td><td>Switzerland</td><td>68</td><td>8</td></tr><tr><td>Laguna, Philippines</td><td>47</td><td>2647</td><td>Philippines</td><td>47</td><td>2647</td></tr><tr><td>Melaka, Malaysia</td><td>87</td><td>750</td><td>Malaysia</td><td>87</td><td>750</td></tr><tr><td>Osaka, Japan</td><td>23</td><td>0</td><td>Japan</td><td>23</td><td>0</td></tr><tr><td>Singapore</td><td>2</td><td>352</td><td>Singapore</td><td>2</td><td>352</td></tr><tr><td>Milpitas, California, USA</td><td>0</td><td>152</td><td>USA</td><td>888</td><td>1315</td></tr><tr><td>Norwood, Massachusetts, USA</td><td>2</td><td>471</td><td>Other¹⁷</td><td>0</td><td>616</td></tr><tr><td>Poway, California, USA</td><td>848</td><td>528</td><td></td><td></td><td></td></tr><tr><td>St. Paul, Minnesota, USA</td><td>38</td><td>70</td><td></td><td></td><td></td></tr><tr><td>Lincoln, Rhode Island, USA</td><td>0</td><td>94</td><td></td><td></td><td></td></tr></table>	Scope 1 and 2 GHG Emissions (metric tons CO ₂ -e)						By Operating Site			By Country				Scope 1	Scope 2		Scope 1	Scope 2	Kolbermoor, Germany	176	0	Germany	176	0	La Chaux-de-Fonds, Switzerland	68	8	Switzerland	68	8	Laguna, Philippines	47	2647	Philippines	47	2647	Melaka, Malaysia	87	750	Malaysia	87	750	Osaka, Japan	23	0	Japan	23	0	Singapore	2	352	Singapore	2	352	Milpitas, California, USA	0	152	USA	888	1315	Norwood, Massachusetts, USA	2	471	Other ¹⁷	0	616	Poway, California, USA	848	528				St. Paul, Minnesota, USA	38	70				Lincoln, Rhode Island, USA	0	94			
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With respect to Scope 3, Cohu is collecting data toward the goal of reporting Scope 3 emissions. Data collection is in process for 10 Scope 3 categories applied to Cohu:																																																																																						
• Purchased Goods and Services • Capital Goods • Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2 • Upstream Transportation and Distribution • Waste Generated in Operations • Business Travel • Employee Commuting • Downstream Transportation and Distribution • Use of Sold-Products • End-of-Life Treatment of Sole Products																																																																																						

16 See Note 5 above.

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

Topic/Metric	Description	Cohu (2024) 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.	Water withdrawal was 48.7 million liters, a 16% decrease, year-over-year, primarily driven by the completion of our new consolidated facility in Laguna, Philippines.			
		Total Water Use million Liters			
		By Operating Site		By Country	
		Kolbermoor, Germany	0.80	Germany	0.80
		La Chaux-de-Fonds, Switzerland	0.49	Switzerland	0.49
		Laguna, Philippines	15.60	Philippines	15.60
		Melaka, Malaysia	12.71	Malaysia	12.71
		Osaka, Japan	14.26	Japan	14.26
		Singapore	0.89	Singapore	0.89
		Milpitas, California, USA	0.02	USA	3.98
		Norwood, Massachusetts, USA	0.89		
		Poway, California, USA	2.40		
		St. Paul, Minnesota, USA	0.16		
		Lincoln, Rhode Island, USA	0.51		

Topic/Metric	Description	Cohu (2024) ¹																																				
		Water Stress & Water Scarcity 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. <table><tr><th>Cohu Operating Site</th><th>Water Stress¹⁹</th><th>Drought Risk²⁰</th></tr><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></table> The Company endeavors to reduce its water withdrawal wherever reasonably feasible to do so. For example, we implemented a rainwater collection and recycling system at our Laguna, Philippines facility, which saved 9% of the facility’s annual water withdrawal in 2024. Cohu did not have any incidents of non-compliance associated with water permits, regulations or standards.	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 (2024) ¹¹
(1) Amount of hazardous waste generated; percentage recycled	Total amount of hazardous waste generated, in kilograms. We also disclose hazardous waste recycled.	Several of Cohu’s manufacturing sites generate material amounts of hazardous waste: Lincoln, Rhode Island; Osaka, Japan, Melaka Malaysia, Laguna, Philippines, and Singapore. The total amount of hazardous waste was 186K kg. 83% (155K kg) of such waste was recycled. All hazardous waste was handled and recycled or disposed of in accordance with local laws and regulations.
(2) Number and aggregate quantity of reportable spills, quantity recovered	Total number and quantity (in kilograms) of reportable hazardous substance spills.	Cohu did not have any reportable hazardous waste spills. Cohu did not have any claims, legal proceedings or monetary losses associated with environmental regulations.
(3) Non-hazardous waste generated and recycled	Total amount of non-hazardous waste generated, in kilograms. Disclose non-hazardous waste recycled.	Cohu does not presently track total non-hazardous waste generated across all its sites. However, we do track recycling initiatives and amount recycled. Cohu recycled approximately 698.3K kg of paper, plastic, wood and other non-hazardous waste.

Product Safety

Topic/Metric	Description	Cohu (2024) ¹¹
(1) Number of recalls issued; total units recalled	Number of recalls issued and the total number of units recalled.	Cohu did not have any product recalls.
(2) Total amount of monetary losses because of legal proceedings associated with product safety	Total amount of monetary losses incurred during the reporting period because of legal proceedings associated with product safety.	Cohu did not have any claims, legal proceedings or monetary losses associated with product safety.

Product Lifecycle Management

Topic/Metric	Description	Cohu (2024) ¹¹
(1) Revenue from renewable energy-related and energy-efficiency related products	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.	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. 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 with the goal of improving yield and, consequently, reducing scrapped material. The product utilizes proprietary deep learning and neural network technologies to improve inspection yield without compromising quality. For example, in a typical large backend semiconductor manufacturing facility, annual scrap avoided could be in excess of 200 million semiconductor devices. Additionally, in December 2024, Cohu announced that it had entered into a definitive agreement to acquire Tignis, Inc., a provider of artificial intelligence (AI) process control and analytics-based monitoring software. Cohu completed the acquisition of Tignis in January 2025. Tignis is expected to deepen Cohu’s expertise in data science while adding advanced analytics to further improve the sustainability and performance benefits of the use of its DI-Core® software.

Material Sourcing

Topic/Metric	Description	Cohu (2024) ¹¹
(1) Description of the management of risks associated with the use of critical materials	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).	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 and economically feasible. 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. 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. In addition, the potential impact of United States and China geopolitical tension to the supply chain has been analyzed, identified, and a mitigation plan developed.

Business Ethics

Topic/Metric	Description	Cohu (2024) ¹¹
(1) Description of policies and practices for prevention of corruption and bribery, and anti-competitive behavior	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.	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. Cohu maintains a third-party anonymous “ethics hotline” (EthicsPoint) which is available 24x7 for receiving and managing reports. In 2024, eleven (11) individual reports were made, ten (10) of which were related to a single workplace assertion; all were investigated and resolved. 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 1,000 suppliers have signed the SCC, representing approximately 75% of Cohu’s total annual supplier spend.
(2) Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Total amount of monetary losses incurred during the reporting period as a result of legal proceedings associated with incidents relating to bribery and corruption.	Cohu did not have any claims, legal proceedings or monetary losses associated with bribery or corruption.
(3) Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	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.	Cohu’s Code of Business Conduct and Ethics, referenced above, includes policies related to anti-competitive behavior. Cohu did not: i. Have any claims, legal proceedings or monetary losses associated with anti-competitive behavior regulations; ii. Receive any notices of violations received 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 (2024) ¹¹
(4) Political Activity	Political contributions or lobbying expenses.	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 for industry issues.

Human Capital

Topic/Metric	Description	Cohu (2024) ¹¹
(1) Employee training and development	Training hours invested and leadership development initiatives	Provided more than 41,540 cumulative training hours to employees globally, including compliance, safety, and leadership training, investing approximately \$421K in training, seminars and educational assistance fees. This equates to approximately 13.6 hours of annual training per employee. 63% (12 of 19 members) of the executive leadership team have been promoted from within. In 2024, we continued our global focus on career development, assessed quality culture at our Malaysia site, and integrated several initiatives to enhance employee engagement.

Employee Activity Metrics

Topic/Metric	Description	Cohu (2024) ¹¹	
(1) Number of employees	Number of employees worldwide.	As of December 31, 2024, we had approximately 2,986 employees, in 22 countries.	
		Approximately 16% of our employees are located in the Americas, 12% are located in EMEA (Europe, the Middle East and Africa) and 72% are located in Asia Pacific.	
		Employee Distribution by Country	
		Country	Number
		Switzerland	81
		China	102
		Germany	237
		France	15
		Italy	9
		Japan	133
		South Korea	27
		Malaysia	817
		Philippines	772
		Singapore	162
		Thailand	26
		Taiwan	101
		United States	475
Other	29		

Information Security Risk Management

Topic/Metric	Description	Cohu (2024) ¹¹
(1) Information security risk management and assessment	Management’s system and due diligence procedures for assessing and managing information security risks associated with its business operations.	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 (the Board) through its Audit Committee. We utilize the Center for Internet Security (CIS) Critical Security Controls as a framework for managing our cybersecurity program. 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. 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 continuous security awareness training including annual training, weekly testing and frequent notifications regarding updates on trends or types of attacks, each of which are designed to promote a company-wide culture of cybersecurity risk awareness and management. As part of the Board’s 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. 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.

Other

Topic/Metric	Description	Cohu (2024) ¹¹
Changes in organizational scope	Significant changes to the organization or its supply chain during the reporting year	In 2024, we completed the consolidation of two nearby facilities in Philippines into a new energy-efficient facility. We also converted our Melaka, Malaysia facility to use renewable energy. Additionally, we believe that reduced business activity contributed to the decrease in emissions compared to 2023.
External assurance of data	Engaging a third party to perform an independent review of performance data published in our sustainability reporting	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 information presented. Cohu will consider establishing an external assurance process in the future.

Topic/Metric	Description	Cohu (2024) ¹¹
Certifications	Independent standards certifications (Cohu)	Cohu maintains these certifications: 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 ISO 14001 (Environmental Mgmt. System) - Kolbermoor, Germany Kolbermoor is the only formally certified site for ISO 14001. Our other eight sites incorporate environmental aspects into their business processes with the same intensity. 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).
Supplier certifications	Independent standards certifications (Suppliers)	268 of Cohu’s suppliers maintain an ISO 9001 certification, representing approximately 62% of Cohu’s total annual supplier spend. 86 of Cohu’s suppliers maintain an ISO 14001 certification, representing approximately 24% of Cohu’s total annual supplier spend.

Task Force on Climate-Related Financial Disclosures (TCFD)

The TCFD recommendations on climate-related financial disclosures are widely adoptable and applicable to organizations across sectors and jurisdictions. They are designed to solicit decision-useful, forward-looking information that can be included in mainstream financial filings.

Topic	Recommended Disclosure	Response ¹¹
(1) Governance	A) Describe the Board’s overall oversight of climate-related risks and opportunities.	The Nominating and Governance Committee of Cohu’s Board of Directors is responsible for oversight of the Company’s sustainability initiatives, including environmental/climate-change related, social and corporate governance. As part of this responsibility, the Committee regularly reviews our sustainability program. Management presented sustainability matters to the Nominating and Governance Committee four (4) times in 2024. 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.
	B) Describe management’s role in assessing and managing risks and opportunities.	Cohu’s management is responsible for the Company’s enterprise risk management processes (including climate-related risks and opportunities). 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. 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. 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.

Topic	Recommended Disclosure	Response ¹¹
(2) Strategy	A) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	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. 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. Any of these matters could materially and adversely affect our business or financial results. In response to potential Transition Risks, we follow regulatory trends on a worldwide basis and seek engagement and input from our stakeholders. Physical Risks: arise from climate change that could affect our business including acute weather events such as floods, tornadoes, wildfires, 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. In response to potential Physical Risks, we maintain business continuity plans at each operating site. In 2024, we 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 \$3.7 million in capital expenditures to further enhance our business resilience at key operating sites.

Topic	Recommended Disclosure	Response ¹¹
		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 11. 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 building. 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: 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 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; ii. Where locally available and feasible, we endeavor to seek utility providers that utilize sources of renewable energy. In 2024, we converted our Melaka, Malaysia facility to use 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 2024, we avoided 330K km in employee travel; iv. In February 2024, we replaced the air compressor equipment used for development and production processes in Poway, California, resulting in the use of 640,147 fewer kWh of electricity in 2024 compared to 2023 usage (-22%) and lowered electrical costs by 31%; and v. We deployed a rainwater collection and recycling system in Laguna, Philippines, which saved 9% of the facility’s annual water withdrawal in 2024.

Topic	Recommended Disclosure	Response ¹¹
	B) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	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. 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 effect 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 \$5 million.

Topic	Recommended Disclosure	Response ¹¹
	C) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	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, wildfires, 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: 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 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, similar to the description under TCFD (2) A) Strategy, to review our sites and significant investments to continue to enhance our business resiliency; 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. We believe that these actions foster business resiliency; however, we also recognize that it is not possible to eliminate all potential resiliency risks.

Topic	Recommended Disclosure	Response ¹¹
(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 and related mitigation strategies are addressed in our site business continuity plans and our annual Enterprise Risk Assessment which is reviewed with 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 ¹¹
(4) Metrics and Target	A) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	We disclose our energy and water use, emissions data and recycling initiatives annually in this report and through the CDP Corporate Questionnaire. We made our 2024 CDP filing available on our website and expect to publicly disclose our 2025 submission as well. See https://www.cohu.com/company-corporate-sustainability
	B) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	See within this report.
	C) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	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, we continue to engage with the Science Based Targets initiative (SBTi) with the goal of developing near-term science-based emissions reduction targets.

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 ¹¹
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 CO ₂ -e Code: TC-SC-110a.1	Scope 1: 1,291 metric tons CO ₂ -e Scope 2: 5,688 metric tons CO ₂ -e Gases/Refrigerants: 906 metric tons CO ₂ -e
	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	Total energy consumed: 18.3 million kWh Grid electricity consumed was 94% of total energy consumed. Electricity derived from renewable sources was 26% of energy consumed.

Topic	Metric	Response ¹¹
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 was 48.7 million liters in 2024. Water withdrawn in regions with High or Extremely High Baseline Water Stress (and percentage of total global withdrawals): Laguna, Philippines (32%); Lincoln, Rhode Island, USA (1%); Norwood, Massachusetts, USA (2%); Poway, California, USA (5%)
Waste Management	Amount of hazardous waste from manufacturing, percentage recycled. Category: Quantitative Cohu Unit of Measure: kg, Percentage (%) Code: TC-SC-320a.1	186K kg, of which 83% 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: https://www.cohu.com/corporate-responsibility#people-metrics 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 2024 recordable incident rate per 100 employees per year was 0.50, or 38% below our industry benchmark of 0.8. ²¹
	Total amount of monetary losses because of legal proceedings associated with employee health and safety violations. Category: Quantitative Cohu Unit of Measure: Reporting currency Code: TC-SC-330a.1	None.

21 See note 9 above.

Topic	Metric	Response ¹¹
Recruiting & Managing a Global & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore. Category: Quantitative Cohu Unit of Measure: Percentage (%) Code: TC-SC-410a.1	In support of our global customer base, Cohu has 2,511 employees that are located outside of the U.S., which is 84% of total employees.
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances. Category: Quantitative Cohu Unit of Measure: n/a) Code: TC-SC-410a.2	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 excluded 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.
	Processor energy efficiency at a system-level for: (A) servers, (B) desktops, and (C) laptops. Category: Quantitative Cohu Unit of Measure: Various, by product category Code: TC-SC-440a.1	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. 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.
Materials Sourcing	Description of the management of risks associated with use of critical materials. Category: Discussion and Analysis Cohu Unit of Measure: n/a Code: TC-SC-520a.1	See Cohu’s Annual Conflict Minerals Report filed with the SEC.

Topic	Metric	Response ¹¹
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with 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 24,800 installed systems at 280 customer manufacturing sites.
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 2024 engagement summary and highlights.

Topic	Engagement	Key Topics	2024 Highlights ¹¹
Employees	• All-hands meetings • Small group and one-on-one meetings • Goal setting, mid-year, and year-end performance assessments • Training and workshops • Executive e-mails and videos • Cohu ethics hotline	• Culture • Communication • Capability development and training	• Produced four quarterly videos with CEO/CFO presentations and executive interviews • Quarterly “all hands” meetings held across global functional areas and business units • Produced three Cohu Connect videos interviewing Cohu executives • Annual corporate objectives cascaded throughout the organization • Regular executive leadership emails to global employees discussing organization changes or key leadership hires • In support of goal to foster employee engagement continued global focus on career development and assessed (quality) culture at Melaka, Malaysia, site and implemented several initiatives to enhance engagement • Periodic CEO skip level meetings at principal operating sites. • Introduced Learning Communities for individual professional development • Provided more than 41,540 cumulative training hours to employees globally investing approximately \$421K in training, seminars and educational assistance fees • Initiated Emerging Leaders Program Part 2 for more than 150 participants

Topic	Engagement	Key Topics	2024 Highlights ¹¹
Customers	• In-depth training on product use and safety • Responsive customer service team • Participation in compliance programs and sustainability initiatives	• Training • Sustainability Initiatives • Compliance • Strategic Engagement on Product Roadmaps	• Held approximately 17 advanced production training classes with 121 customers worldwide • Completed annual facility and corporate Self-Assessment Questionnaires as required by the RBA²² maintaining our Risk Rating of “Low” • In support of key customer sustainability initiatives: • submitted extensive compliance data to RBA; and • submitted our emissions data to CDP²³
Investors	• Annual Shareholder Meeting • Quarterly earnings calls • Investor Conferences and roadshows	• Business Strategy and Outlook • Financial Results • Capital Priorities	• Conducted approximately 232 one-on-one investor and prospective investor meetings, including 18 of the top 25 shareholder
Suppliers	• Supplier screening, questionnaires • Supplier visits and audits • Supplier Code of Conduct	• Transparency • Capacity • Forecasting	• Held QBRs with key suppliers • Supplier Code of Conduct signed by over 1,000 suppliers covering approximately 75% 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

22 See note 9 above.

23 See note 5 above.

Topic	Engagement	Key Topics	2024 Highlights ¹¹
Community and Organizations	- Partnerships - Promotion of shared principles - Disaster relief - Volunteering	Donations/Volunteering	- Cohu’s Philippines location organized a back-to-school drive for students at Punta Elementary School, a charity run benefiting World Citi Foundation, and a blood drive partnering with the Red Cross - Cohu’s Malaysia location volunteering their time to visit the organization and hold social activities; Charity Run proceeds benefiting Bukit Baru Melaka Disability Care Association and the Happiness Center for Disabled Children, Blood Drive with Melaka General Hospital, and a Care-A-Thon benefiting several NGOs - Cohu’s Thailand location volunteered and donated items for the Bung Khe School in Nakhon Nayok, Thailand, aimed to support underprivileged students - Cohu’s Taiwan location volunteered their time to help clean up the wetlands at Xinfeng Mangrove Nature Reserve in Hsinchu City - Cohu’s Singapore location participated in a Futsal Challenge charity event raising proceeds benefiting Boy’s Town and Social Services - Cohu’s China location organized an employee hike in Suzhou and meticulously pick up garbage that had accumulated along their journey - Cohu’s Norwood, Massachusetts, USA location organized a fundraiser for the Dana-Farber Cancer Institute and the Jimmy Fund, with proceeds going directly to the Pediatric Activities Fund

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, climate-related and emissions goals, forecasted projects or consumption reduction targets, 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. We voluntarily make this data available as we believe it is of interest to our stockholders, but provide this report on an “as is” basis with no warranty whatsoever as to its accuracy.

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: 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.