



2024 Sustainability Report

*Enabling a smarter, safer,
and more connected future.*

Calendar 2024 / Fiscal Year 2024
Publication Date: March 2025

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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.



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Introduction



Message from our CEO

I am pleased with the continued progress we are making toward our Corporate Sustainability Goals and the strong commitment of our employees to drive these efforts forward. Our focus on innovation remains unwavering, as we introduce cutting-edge solutions that contribute to a more sustainable future. Notable product launches include the Krypton™ Inspection Metrology system, featuring optimized floor space and advanced data analytics software for improved yield; the Sense+™ μ-sense test solution, eliminating need for additional anechoic rooms or chambers on the production floor resulting in energy savings and a reduced footprint; and the new Neon™ Inspection Metrology high-bandwidth memory and die-level burn-in stress solutions, enabling efficient and unique sorting, improving yield and productivity. Additionally, we have enhanced factory automation features in our test automation equipment, further driving efficiency.

Sustainability remains at the core of our operations. We achieved a 9% year-over-year reduction in overall energy usage. In our commitment to energy efficiency, we converted our largest manufacturing facility in Melaka, Malaysia to use renewable energy. In Poway, California, the replacement of air compressor equipment led to a 22% reduction in site electricity consumption. Additionally, our total water usage decreased by 16% year-over-year, driven primarily by the completion of our new consolidated facility in Laguna, Philippines, which incorporates a Rainwater Harvesting System.

We continued to enhance transparency in our sustainability efforts, including our annual submission to CDP⁵ and expanded site-specific water, energy, and emissions disclosures. In February 2024, we committed to engaging with the Science Based Targets initiative (SBTi)⁶ and are making progress toward our goal of developing near-term science-based emissions reduction targets. Additionally, we joined the Sustainable Business & Enterprise Roundtable (SBER)⁷ to explore strategies for reducing Greenhouse Gas Emission (GHG) at key operating sites and identifying renewable electricity energy sources.

Our commitment to employee safety and ethical practices remains strong. We achieved a recordable global incident rate of 0.5 per 100 employees - 38% lower than our industry benchmark.⁸ We also maintained our “Low” Risk Rating with the Responsible Business Alliance (RBA)⁹, reinforcing our dedication to responsible and ethical business operations.

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

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

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

8 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).

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

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

“ We are proudly listed in “America’s Greenest Companies 2025” by Newsweek¹⁰. We achieved a 9% year-over-year reduction in overall energy usage. Additionally, our total water usage decreased by 16% year-over-year, driven primarily by completion of our new consolidated facility in Laguna, Philippines, which incorporates a Rainwater Harvesting System. ”



Luis Müller
President and CEO

About Cohu

We deliver leading-edge solutions to enable a smarter, safer, and more connected future.

Who we are

Cohu is a global technology leader supplying test, automation, inspection & metrology products and services to the semiconductor industry. Cohu’s differentiated and broad product portfolio enables optimized yield and productivity, accelerating customers’ manufacturing time-to-market.

Innovation

We provide enabling capability and technology to customers that deliver connectivity around the globe, autonomous driving to our cities, advanced medical equipment to improve lives, robotic automation to accelerate productivity, and much more. Our employees and teams around the world are challenged every day to design, build and deliver technical and business solutions to meet our customers’ requirements.

Industry Leaders

Cohu is the leading supplier of semiconductor test handlers and contactors, and a growing provider of automated test equipment, inspection & metrology, and data analytics software to optimize semiconductor manufacturing yield and productivity.



1947
Founded



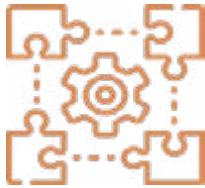
Poway, CA
Headquarters



2,986
Employees
Worldwide



28
Locations
Worldwide



24,800+
Equipment
Installed Base



\$402M
FY2024
Revenue

Our Core Values

They embody our guiding philosophy, that we communicate with pride, both internally and externally.



Innovation

We innovate together, generating new ideas, fueling superior products, services, and processes.

Continuous Improvement

We place significance on creating a culture of continuous improvement; constantly pursuing growth.

Quality

We take pride in designing quality into our products and services; maintaining rigorous standards and commitment to continual improvement in everything that we do.

Integrity

We conduct ourselves in an honest, fair, trustworthy, and ethical manner in all situations.

2024 Highlights

- Overall energy usage decreased by 9% year-over-year
- Reduced global GHG 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 CDP¹¹, 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 SBTi¹² and are making progress toward the goal of developing near-term science-based emissions reduction targets
- Maintained our corporate RBA¹³ 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 \$421K¹⁴ 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 SBER¹⁵ 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 benchmark¹⁶
- Listed in “America’s Greenest Companies 2025” by Newsweek¹⁷

11 See note 5 above.
12 See note 6 above.
13 See note 9 above.
14 All uses of “M” means millions; “K” means thousands.

15 See note 7 above.
16 See note 8 above.
17 See note 10 above.

Progress on 2024 Sustainability Goals

 Climate Change	 Safety	 Culture and Talent Optimization	 Innovation
Goals			
- Review strategies to reduce GHG emissions at our principal operating sites - Investigate renewable electricity energy sources on-site and off-site - Invest in more energy-efficient facility infrastructure technology - Investigate and deploy water use reduction measures where feasible - Implement best practices in waste management to increase the amount of waste that is recycled	Strive for an injury-free workplace at all Cohu facilities and, in aggregate across our sites	- Create a workplace where opportunities are accessible to all, based on individual merit and performance in a supportive and respective environment - Cultivate a global workforce that reflects a wide range of perspectives, skills, and experiences, driving our success and growth	- R&D investment at least 35% of total Operating Expenses - Protect IP and pursue patents as appropriate
2024 Performance			
- Continued to enhance our disclosures - Broadened site-specific and geographic water, energy, and emissions disclosures - Committed to engage with SBTi¹⁸ and joined the SBER¹⁹	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 benchmark incident rate²⁰	- Conducted quarterly compliance training with topics on prevention of harassment and discrimination and managing bias in the workplace and Cohu’s Human and Labor Rights Commitment - Launched Learning Communities for individual professional development and Emerging Leaders Program to prepare employees for career progression	- R&D expenses as a percentage of total Operating Expenses²¹ was 51% - Introduced new innovation products: Sense+™ μ-sense, Krypton™, Neon™ HBM, Neon™ DLBI, VI100™, Wafer Probe Cards, and efficient factory automation features on our test handling equipment 18 Patents applied; 12 patents issued
9% decrease in overall energy usage year-over-year 100% renewable energy utilized at Kolbermoor, Germany, and Osaka, Japan, facilities - Converted Melaka, Malaysia, manufacturing site to use renewable energy 22% decrease in Poway, California, facility electricity usage year-over-year, driven by investment in energy-efficient air compressor equipment			
16% decrease in total water usage year-over-year primarily driven by the completion of our new consolidated facility in Laguna, Philippines, which uses a Rainwater Harvesting System			
- Increased recycled hazardous waste to 83% - Recycled approximately 698.3K kg of non-hazardous waste			

18 See note 6 above.
19 See note 7 above.

20 See note 8 above.
21 Based on GAAP Operating Expenses, plus application engineering costs for the last 12 months ending December 28, 2024.

Materiality Assessment

12 important topics that are most relevant and material to our business.

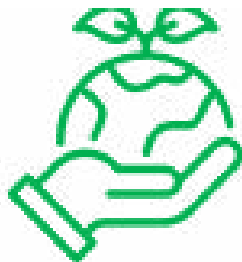
Enterprise Risk Assessment

Cohu maintains, updates and presents annually to the board of directors an Enterprise Risk Assessment (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.

After evaluating the foregoing inputs, we have consolidated and determined 12 major sustainability 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.

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.

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.



Environmental	Social	Economic
Climate Change Energy Management Product Lifecycle Waste Management	Culture and Talent Optimization Employee Health and Safety Regulatory Compliance (incl. Export controls)	Data Security Global Economy Product Quality and Safety R&D/Innovation Supply Chain Continuity

Cohu’s Ability to Control These Topics

Potential Adverse Business Impact to Cohu			
	Low	Medium	High
High		Culture and Talent Optimization	Product Quality and Safety R&D/Innovation
Medium	Energy Management Product Lifecycle Waste Management	Employee Health and Safety Regulatory Compliance (incl. Export controls)	Data Security Supply Chain Continuity
Low		Climate Change	Global Economy



Environmental Impact



Energy Usage

Energy usage and overall carbon emissions from operations.

Energy Consumed

Total energy usage decreased by 9% year-over-year to 18.3 million kWh²² and electricity usage decreased 22% year-over-year in Poway, California, driven by investment in energy-efficient air compressor equipment. Cohu endeavors to reduce its energy consumption where reasonably practicable, but it should be noted that our cost of energy is less than 1.3%²³ of total operating expenses. 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.

Grid Electricity

94% of total energy consumed was grid electricity.²⁴ The percentage is calculated as purchased grid electricity consumption divided by total energy consumption.

Renewable Energy

Our use of renewable electrical energy was 4.5 million kWh²⁵ or 26% of Cohu’s total electrical energy usage. Where alternatives are feasible and available, Cohu selects electricity utilities that utilize renewable energy sources. However, as of the beginning of 2025, seven out of our eleven principal operating sites are leased and Cohu does not select the utility provider.

In February 2024, we joined the SBER²⁶ with the goal of reviewing strategies to reduce GHG emissions at principal operating sites and investigating renewable electricity energy sources.

22 Energy usage among our 11 principal operating sites.
23 On a GAAP basis, \$3,386,665 / \$251,962,000.
24 17.1M kWh grid electricity vs. total of 18.3M kWh.
25 Cohu relies upon its energy providers/utilities for this data.
26 See Note 7 above.

Energy Management Highlights

Achieved a 9% year-over-year Reduction in Energy Usage

U.S.
In Poway, California, we replaced the air compressor with new energy-efficient equipment reducing electricity usage by 22% year-over-year and lowered electrical costs by 31%.

Germany
Our Kolbermoor innovation center is a certified “KfW Efficiency House 70”, and produces energy by a photovoltaic system and heat pumps on the roof. In 2024, we achieved 100% of our electricity supply being derived from renewable sources.

Japan
At our Osaka 67K sq. ft. manufacturing facility 100% of our electricity use is being derived from renewable sources.

Malaysia
In 2024, we converted our 99K sq. ft. Melaka manufacturing facility to use renewable energy.



Use of Renewable Energy
26% of electricity usage



Energy Data *(statistics are for full year 2024)*

Total Energy Use million kWh			
By Operating Site		By Country	
Kolbermoor, Germany	0.92	Germany	0.92
La Chaux-de-Fonds, Switzerland	0.57	Switzerland	0.57
Laguna, Philippines	5.13	Philippines	5.13
Melaka, Malaysia	3.06	Malaysia	3.06
Osaka, Japan	2.00	Japan	2.00
Singapore	0.72	Singapore	0.72
Milpitas, California, USA	0.66	USA	5.86
Norwood, Massachusetts, USA	1.93		
Poway, California, USA	2.52		
St. Paul, Minnesota, USA	0.37		
Lincoln, Rhode Island, USA	0.38		



Total Grid Electricity Use million kWh			
By Operating Site		By Country	
Kolbermoor, Germany	0.64	Germany	0.64
La Chaux-de-Fonds, Switzerland	0.24	Switzerland	0.24
Laguna, Philippines	5.13	Philippines	5.13
Melaka, Malaysia	3.06	Malaysia	3.06
Osaka, Japan	1.91	Japan	1.91
Singapore	0.72	Singapore	0.72
Milpitas, California, USA	0.66	USA	5.43
Norwood, Massachusetts, USA	1.92		
Poway, California, USA	2.31		
St. Paul, Minnesota, USA	0.16		
Lincoln, Rhode Island, USA	0.38		

Grid Electricity Derived from Renewable Sources (% of total kWh) by Operating Site	
Kolbermoor, Germany	100%
La Chaux-de-Fonds, Switzerland	33%
Laguna, Philippines	7%
Melaka, Malaysia	64%
Osaka, Japan	100%
Singapore	0%
Milpitas, California, USA	33%
Norwood, Massachusetts, USA	20%
Poway, California, USA	50%
St. Paul, Minnesota, USA	39%
Lincoln, Rhode Island, USA	16%

Emissions and Water Management

Energy usage and overall carbon emissions from operations.

Water Consumed

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.

We refer to the Aqueduct Water Risk Atlas tool²⁷ 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.

Greenhouse Gas Emissions

We reduced our global GHG emission by 32% year-over-year. Our Scope 1 and 2 emissions decreased to approximately 6,979 metric tons CO₂-e, for all global locations. We report our greenhouse gas emissions using various publicly available conversion tools.²⁸ 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).

In 2024 we joined the SBER²⁹ with the goal of reviewing strategies to reduce GHG emissions at principal operating sites and investigating renewable electricity energy sources.

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: 1) Purchased Goods and Services, 2) Capital Goods, 3) Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2, 4) Upstream Transportation and Distribution, 5) Waste Generated in Operations, 6) Business Travel, 7) Employee Commuting, 8) Downstream Transportation and Distribution, 9) Use of Sold-Products, 10) End-of-Life Treatment of Sole Products.

27 See <https://www.wri.org/aqueduct>.
28 See note 4 above.
29 See note 7 above.
30 Calculated based on market-based emission factors.

Water Management Highlights

Achieved a 16% year-over-year Reduction in Water Withdrawal

Philippines

We incorporated a rainwater collection and recycling system in our new consolidated 92K sq. ft. facility in Laguna.

The system saved 9% of the facility’s annual water withdrawal in 2024, and supported water conservation in the local community.



Scope 1 and 2
32% decrease year-over-year
to 6,979 metric tons CO₂-e
(Scope 1 = 1,291 | Scope 2 = 5,688)³⁰

Water and Emissions Data *(statistics are for full year 2024)*

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 ³³	0	616
Poway, California, USA	848	528			
St. Paul, Minnesota, USA	38	70			
Lincoln, Rhode Island, USA	0	94			



31 Water Stress measures the ratio of total water demand to available renewable surface and groundwater supplies.
32 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.
33 Other comprises miscellaneous sale and service offices, located around the world, but primarily located in Asia.

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		

Cohu Operating Site	Water Stress ³¹	Drought Risk ³²
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

Waste Management

Safe handling, disposal and recycling initiatives.

Hazardous Waste Generated

Several of Cohu’s manufacturing sites generate material amounts of hazardous waste: Lincoln, Rhode Island; Osaka, Japan; Laguna, Philippines; Melaka, Malaysia; and Singapore.

The total amount of hazardous waste was 186K kg and 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.

Hazardous Reportable 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.

Non-hazardous Waste Generated

Cohu does not presently track total non-hazardous waste generated across all its sites. However, we do track recycling initiatives.

Cohu recycled approximately 698.3K kg of paper, plastic, wood and other non-hazardous waste.

Waste Management Highlights

83% of Hazardous Waste was Recycled in 2024

We partner with our supplies to ensure sustainable waste management; separation of elements, recycling what is reusable, and the use of safe disposal methods according to legal requirements. At our manufacturing facilities, we focus on waste-saving opportunities and share this knowledge across geographies.

Additive Manufacturing (AM)

At our manufacturing facility in Laguna, Philippines, we utilize eco-friendly AM enabling the 3D-manufacturing of higher cost raw materials, particularly titanium alloy, with the goal to minimize waste and limit the impact on the recycling process.

Waste Recycled



853K kg

Hazardous Waste Recycling increased 15% year-over-year



Climate-Related Opportunities

Global transition to a lower-carbon economy.

Although we do not consider ourselves a significant emitter, Cohu endeavors to reduce its global carbon footprint. Our plan is to take reasonable ongoing steps, and we believe that sustainability is a continuous improvement process.

Oversight

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 Board four 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.

Global Cross-functional Team

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.

Accelerating Automation with Collaborative Robotics

At our Lincoln, Rhode Island, manufacturing facility, we invested in collaborative robotic assembly improving operational efficiency and workplace safety. The robots work with our employees to automate repetitive work.



LED Lighting

Cohu has invested in LED lighting conversion projects at our global sites. A total of five sites have ~100% LED lighting, including two of our largest manufacturing facilities - a 99K sq. ft. facility in Melaka, Malaysia, and a 92K sq. ft. facility in Laguna, Philippines.

Reducing Emission from Travel

With the goal to reduce employee travel (and associated Scope 3 emissions), we continue to utilize our remote-assisted reality customer support system, used for remote technical support and training, and in 2024, we avoided 330K km in employee travel.

Energy-efficient Manufacturing

Our 67K sq. ft manufacturing site in Osaka, Japan, purchases green electricity, which means that electricity at this location is 100% renewable energy. In 2024, our 99K sq. ft. manufacturing site in Melaka, Malaysia, was converted to an energy provider who utilizes 100% renewable energy. We replaced air compressor equipment used in Poway, California, and this new energy-efficient equipment decreased the site’s electricity use by 22% year-over-year. In addition, in 2025, our 92K sq. ft. manufacturing site in Laguna, Philippines, is moving to renewable energy.



Our Solutions



Products and Services

We maintain rigorous standards and commitment to continual improvement.

Product Development and Lifecycle Management

Cohu’s comprehensive Product Lifecycle process defines the framework and guiding principles to be followed during the development and release of new products. We follow a phased approach to product development from concept to release to manufacturing while adhering to international standards and certifications that regulate environmental, health, and safety requirements.

We have leveraged the Quality Tiger Task Force model and, utilizing the 8D Quality Tool and 3x5 Why Tool, measure eight disciplines to define a problem, implement short-term containment steps, determine the root cause, and finally develop and implement corrective and preventive actions to prevent recurrences.

Design Process for Sustainability

We consider energy usage in our product design. For example, our Diamond_xTM tester was designed with air-cooled architecture and instruments that do not require compressed air or chilled water and consume ~75% less power versus a comparable liquid-cooled test system. We also provide customers with the flexibility to reconfigure systems to test different applications, thereby extending the useful life of the platform.

Responsible Business Alliance (RBA)³⁴

We completed annual facility and corporate Self-Assessment Questionnaires as required by the RBA maintaining our corporate RBA Risk Rating of “Low”.

³⁴ See note 9 above.



Supplier Engagement

As part of our continuing initiatives in driving continuous improvement and reinforcing the philosophy and mentality of quality, we hold an annual Supplier Day where we strengthen our relationship with our suppliers, collaborating to add value to our customers and achieve Zero Defects. Further, Cohu endeavors to increase the resilience of our global supply chain through various Sustainability initiatives with our suppliers, maintaining manufacturing expertise across many of our sites, and considering geopolitical risks in our sourcing strategies. Cohu’s Supplier Code of Conduct aligns with RBA principles and was signed by over 1,000 suppliers covering approximately 75% of Cohu annual supplier spend.

ISO Certifications

We are ISO 9001(Quality Mgmt. System) certified at our facilities in Kolbermoor, Germany; La Chaux-de-Fonds, Switzerland; Laguna, Philippines; Lincoln, Rhode Island; Melaka, Malaysia; Norwood, Massachusetts; Osaka, Japan; Poway, California; and Singapore. In addition, our facility in Kolbermoor, Germany, is ISO 14001 (Environmental Mgmt. System) certified.

268 of Cohu’s suppliers maintain an ISO 9001 certification, representing 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.

Providing Enabling Capability and Technology

Focus on creating products that enable healthier lifestyles, greater longevity, and a more habitable planet.

Cohu is proud to support the manufacturing and testing of semiconductor components and technologies that save energy, enable the reduction in greenhouse gas emissions, and create a lower carbon economy. We are enabling many products that reduce energy consumption, optimize battery usage, and reduce the number of needed components.

Renewable Energy

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.

Vehicle Electrification Reducing CO₂ Emissions

Our solutions are installed at the top semiconductor automotive manufacturers. Our test and inspection solutions are being utilized to test driver-assistance applications to increase safety, and power battery management systems for electric vehicles enabling reduced emissions and noise.

Providing Internet Coverage for the World

Low-earth satellite-based internet constellations are bringing high-speed broadband to areas and people that lack reliable internet access creating life-changing socioeconomic opportunities, and access to educational resources and healthcare. Our RF/Satellite Communication Test and Inspection Cell is being utilized for testing of high-performance RF devices deployed in these satellites and ground-based transceivers. We are enabling accurate signal integrity and temperature control with our testers, handlers, and contactors. We are proud to have enabled internet service following the Tonga earthquake and during the ongoing crisis in Ukraine.



Advancing Healthcare

Our spring probes are used in procedures using robotic surgical instruments which enable minimally invasive surgery, faster recovery time, and less eye strain for the surgeon.

We are facilitating the testing of MEMS sensors in consumer wearables to collect vital data, analyze the information, and send data wirelessly to medical specialties for real-time feedback.

Our testers, handlers, contactors, and inspection metrology solutions are being utilized in life-saving medical devices and applications: patient monitors, ventilators, IR thermometers, digital x-rays, rapid sepsis testing, and biometers to measure contactless temperature.

Delivering Optimized Yield and Productivity

Accelerating our customers’ manufacturing time-to-market.

Cohu designs differentiating energy-efficient products and services for the semiconductor test industry, delivering sustainable benefits. Lower energy consumption reduces our customers’ operating costs and lessens the environmental impact of greenhouse gas emissions from their manufacturing and test facilities.

In 2024, R&D expense was 51% of total operating expenses³⁵, 18 patents applications were filed, and 12 patents were issued.

Improving Overall Equipment Efficiency

Our DI-Core® Data Intelligence software significantly improves overall equipment efficiency for Cohu’s large installed base of test handlers and inspection systems.

- Insight™ delivers real-time online performance monitoring and process control of the entire fleet of equipment to improve utilization.
- Predictive Maintenance™ provides early warnings to replace parts or service equipment using real-time component and thermal performance analytics.
- AI Inspection™ optimizes yield and defect detection, and reduces scrap, utilizing Artificial Intelligence which enables semiconductor manufacturers to improve visual inspection accuracy at production speeds without compromising quality.

Optimizing Temperature Control

Cohu’s unique T-Core™ active thermal control (ATC) technology dynamically removes heat from devices during testing to optimize temperature control, minimizing test time and yield loss. Cohu’s patent-pending Volta-Flux™ high-power density solution enables efficient heat dissipation from the top and bottom surface of the die under test for high-voltage and high-current applications.

³⁵ See note 21 above.

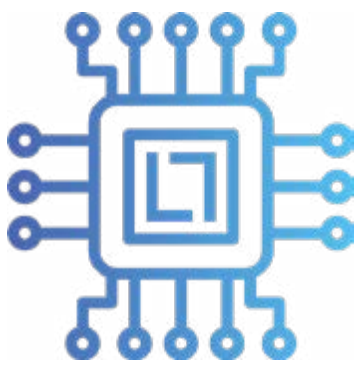
Providing up to 2% Higher Yield Avoiding Scrap Material Waste

Krypton™ Inspection Metrology System

Cohu’s next generation inspection metrology system’s unique race-track architecture enables higher throughput and productivity. The system is factory automation ready with Autonomous Mobile Robot hardware and communications interface.

AI Inspection™ utilizes proprietary deep learning and neural network technologies to improve inspection yield without compromising quality.

We believe that the product offers significant sustainability benefits by reducing scrap material. For example, in a typical large back-end semiconductor manufacturing facility, annual scrap avoidance could be in excess of 200M semiconductor devices.



ai inspection™

Compact Low-Power Technology

Cohu’s Diamond_xTM product line was designed to deliver cost reductions in both capital and operating costs. Our air-cooled architecture and instruments do not require compressed air or chilled water. Diamond_xTM consumes 2.8 kVA of electrical power, ~75% less power is required versus a comparable liquid-cooled test system. Diamond_xTM includes compact low-power (CLP) technology which uses less energy to operate. Cohu’s CLP technology greatly reduces Greenhouse Gas emissions.

Smart Factory Automation

We design Smart Factory automation compatible solutions into our products to improve productivity and workers’ safety. For example, our NeonTM inspection metrology system and NY32-LUTM handlers are equipped with an external loader/unloader to integrate with factory robots for customers adopting Industry 4.0 initiatives, our KryptonTM inspection metrology system, and MATRiXTM, EclipseTM, and JaguarTM handlers operate with Automated Guided Vehicles (AGV)/Automated Mobile Robots (AMR) equipment. Our NV-CoreTM Inspection software uses AI-powered deep learning algorithms to improve inspection yield.

Next Generation Architecture Extending the Life of the Platform

Our Sense+TM platform was designed to be an all-in-one system for testing, calibration, final inspection, and packaging of MEMS Sensor devices, delivering the full backend process in one tool creating less work-in-progress and a better cost of test.

Its architecture isolates the test of MEMS from outside noise and vibration, significantly increasing test accuracy and daily output. The system can operate on a standard noisy test floor, eliminating customers’ need for additional anechoic rooms or chambers on the production floor resulting in energy savings and a reduced footprint.

Sense+TM also provides customers the flexibility to reconfigure the system in the field to test different sensors, and it can be mechanically de-coupled from the production system for use as a standalone unit for engineering or low-volume manufacturing, thereby extending the useful life of the platform.

Improving Operational Efficiency

Factory Automation/Industry 4.0

Our MATRiXTM high parallel tri-temp pick-and-place handler is designed for high-volume production testing of ICs.

The handler is factory automation ready with Automated Mobile Robots (AMR) and SEC/GEM factory interfacing.

DI-Core[®] predictive maintenanceTM software provides real-time equipment monitoring and advanced data analytics.

These advanced features improve operational efficiency, workplace safety and automate repetitive work for factory employees.





People and Culture



Culture and Talent Optimization

We strive to create a culture where everyone feels welcomed, valued, and respected.

Human Rights

Cohu and our subsidiary companies operate in numerous countries globally and we endeavor to uphold the human rights of workers and to treat them with dignity and respect to the standards of the international community.

We fully support the EICC³⁶/RBA³⁷ tenets of human rights and have implemented the Cohu Human and Labor Rights Policy³⁸ reflecting these standards and undergo periodic third-party audits (through RBA³⁷) to measure the effectiveness of our policy. Select illustrative metrics are listed below which reflect relevant data for calendar year 2024.

Non-discrimination

Cohu provides work environments that are free of harassment and unlawful discrimination and endeavors to provide workplaces that are productive, pleasant, and based on mutual respect. Cohu has implemented explicit company policies that prohibit harassment and unlawful discrimination or any retaliation for making such claims in good faith.³⁹

Employee Training

Cohu conducts annual non-discrimination, harassment prevention and managing bias in the workplace training. In 2024, we conducted quarterly compliance training with topics on prevention of harassment and discrimination and managing bias in the workplace; data privacy, and anti-bribery and avoiding conflicts of interest. In 2024, we also introduced biannual Human and Labor Rights Commitment training.

36 Electronic Industry Citizenship Coalition.
37 See note 9 above.
38 See Human and Labor Rights Policy <https://www.cohu.com/corporate-responsibility>.
39 See Code of Business Conduct and Ethics <https://www.cohu.com/corporate-responsibility>.
40 See note 8 above.



2024 Highlights

- 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 benchmark⁴⁰
- Maintained our corporate RBA³⁷ Risk Rating of “Low”
- Decreased voluntary turnover in Asia and Europe
- Introduced biannual Human and Labor Rights Commitment training
- Provided more than 41,540 cumulative training hours to employees globally, and invested \$421K in training, seminars, and educational assistance
- Continued global focus on career development, assessed quality culture at our Malaysia site, and integrated several initiatives to enhance employee engagement

Freedom of Association

Open and direct communication between workers and management is the most effective way to resolve workplace issues. Cohu respects the rights of workers to associate freely and to join or not join labor unions or workers’ councils in accordance with local laws.

Cohu provides numerous communication channels for employees to engage directly with management from regular all-employee meetings at various facilities, to round-table sessions with senior executives, multiple anonymous question forums and hotlines. This is supported by the metric that in 2024, approximately 15% of Cohu workers were represented by a union or workers council.

Freely Chosen Employment

All employment with Cohu is voluntary and employees are free to terminate their employment relationship at any time. In 2024, there was no compulsory, forced, bonded, indentured, slave or trafficked labor in any Cohu operation or global facility.

Child Labor Avoidance

Other than through legitimate workplace apprenticeship programs sponsored by local governments or educational institutions, we prohibit the employment of workers younger than 18 years of age. This is monitored and confirmed through the hiring process and through periodic audits. There were no violations of Cohu’s policy on underage workers in 2024.

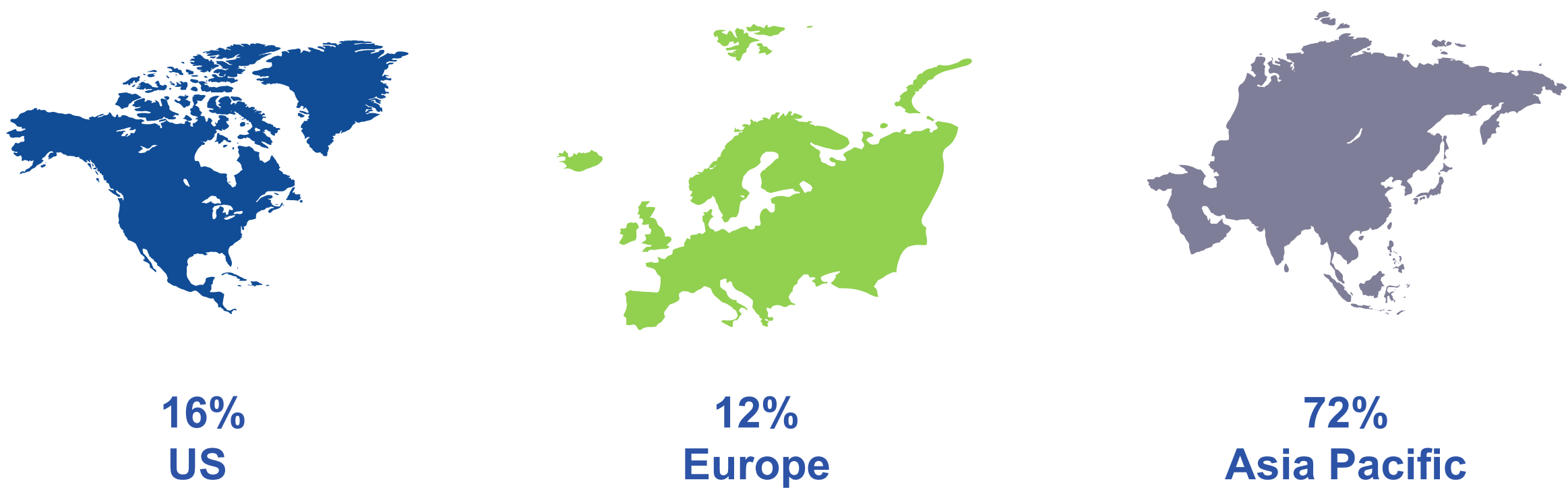


Employee Metrics

Our Company is built on passionate, hardworking individuals who help excel the semiconductor industry and make a difference every day.

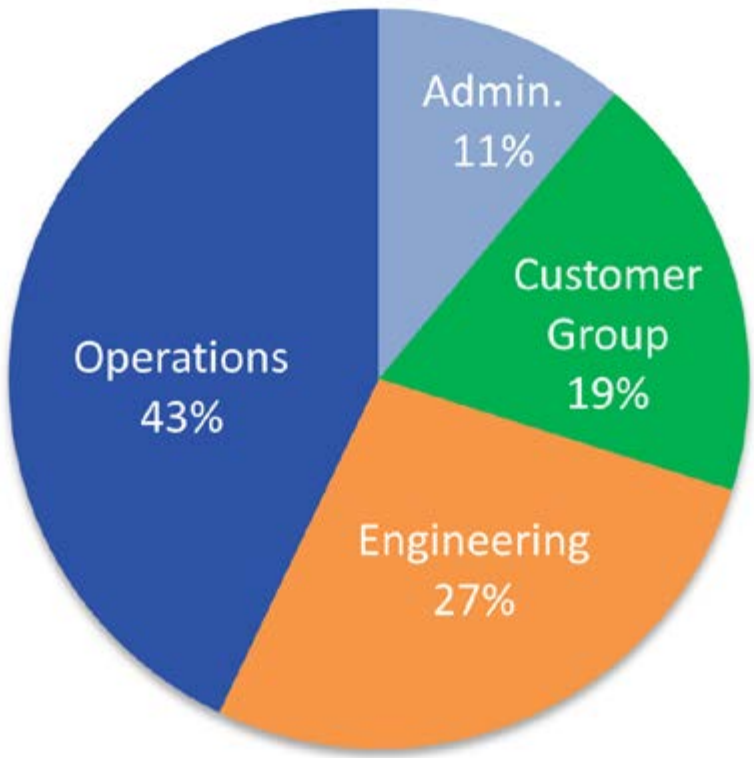


Global Workforce By Region/Country



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

Global Employees by Function



Talent Development

Our employees and teams around the world are encouraged to expand their knowledge and skills through participation in internal and external educational programs.

Continued our Investment in Development

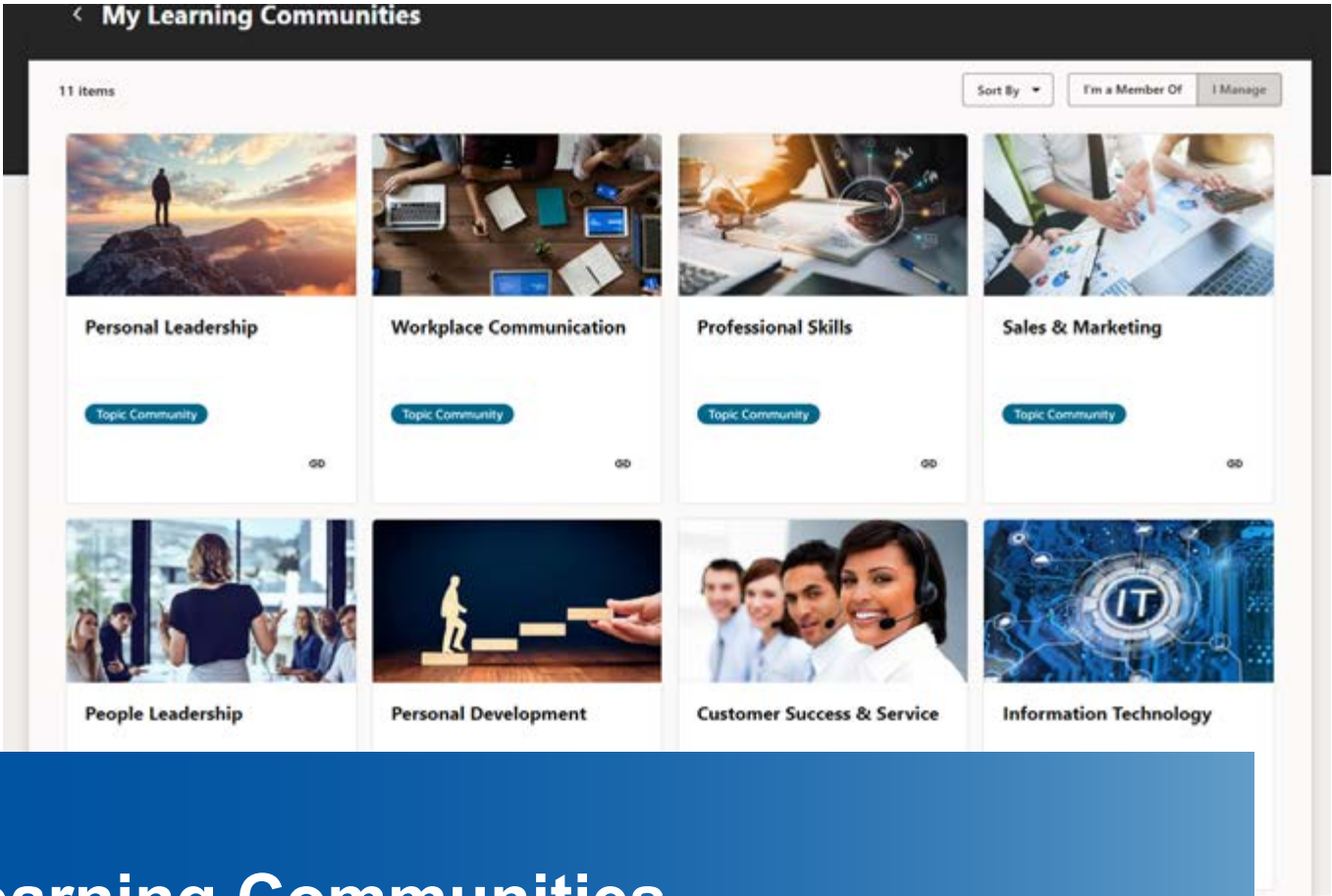
In 2024, we provided more than 41,540 cumulative training hours to employees globally, including compliance, safety, and leadership training, investing approximately \$421K in training, seminars, and educational assistance fees. This equates to approximately 13.6 hours of annual training per employee.

Preparing the Next Generation of Leaders

We have created and deployed robust **Leadership Competencies Guidelines**. The online resources are available in multiple languages to all global employees and provide a reference that highlights the behavior and performance standards for individual contributors and people leaders.

63% (12 of 19 members) of the executive leadership team have been promoted from within and we continue to develop and provide resources for the next generation of leaders. 34 Cohu leaders from across the enterprise have graduated from our six-month **Leadership Development Program**, concluding in a final Capstone Project presentation to the Executive Leadership Team. The program focused on enhancing leadership skills needed to be effective as leaders rise through their careers at Cohu.

Our global **Emerging Leader Program** is delivered in two six-month parts and has had more than 200 participants. The program provides just-in-time training for newly promoted or hired leaders, that provides the foundation skills and competencies required to be an effective leader. It also provides a blend of learning methodologies, focusing on self-led courses and several experiential instructor-led courses. The program highlights essential areas required in a leadership role and provides insights on how to overcome the most common challenges of being a leader. The coursework helps develop key leadership skills such as coaching, delegation, time management, resolving conflicts, communicating with different personalities, and performance management.



Learning Communities

In 2024, we introduced online Learning Communities which are designed to empower and upskill employees from various departments and roles.

The extensive online resources comprise of a library of more than 90 leadership and professional development training courses. These learning communities are strategically crafted to support professional growth, enhance a variety of skillsets, and foster a culture of continuous learning within Cohu.

With a diverse range of topics, our Learning Communities aim to cater to the development needs of every employee.

Developing People Excellence

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. We have built an extensive Learning and Development Program with a course catalog of classes covering a variety of topics. In addition, two Leadership Skills Development Programs; *High Potential (HiPo)* and *Highly Technical Professionals (HiPro)* are available for employees to enroll in. Both are instructor-led modules delivered over a 12-month period. The objective of the program is to develop leaders and technical experts to prepare for current and future challenges and career advancement, as well as attract and retain top talent.



Health and Safety Training

Cohu provides comprehensive health and safety training that builds awareness and skills. All manufacturing employees undergo some level of environmental, health and safety training when they join Cohu. Training information is also tailored to what is needed for specific jobs, such as hazardous materials, handling, ergonomic working, and Electrostatic Discharge (ESD). Employees take ISO 9001:2015 training upon hire and periodic refresher employee training as required for their roles. In 2024, we continued our excellent employee safety record, with a global recordable incident rate of 0.5 per 100 employees, which is 38% lower than our industry benchmark.⁴¹

41 See Note 8 above.



Artificial Intelligence (AI) in Business

In late 2024, we had the pleasure of welcoming Prof. Dr. Noah Klarmann from Rosenheim Technical University of Applied Sciences to our Kolbermoor, Germany site. His inspiring talk on “AI in Business” highlighted to our employees how modern tools can revolutionize processes, drive innovation and help organizational say future-ready.

He shared his insights showing how AI can not only streamline daily tasks for also support strategic decision-making.



Supporting a Work-Life Balance

Employees balance their career and personal lives through a variety of Company-supported programs.



We offer comprehensive, locally relevant and innovative benefits to all eligible employees. These include part-time work schedules, flex-time, remote and hybrid work arrangements. Additionally, Cohu provides paid and unpaid leaves to employees to act as caregivers and to enjoy being new parents; to recover from personal illness or injury; and to complete civic responsibilities such as military service, voting or jury duty.

Our Wellness Programs

Our wellness programs are designed to support employees in developing healthy habits for a lifetime. Whether they want to have more energy, lose weight, stop smoking, manage stress, improve their diet, or just live healthier, we provide a variety of free online tools and resources to help make wellness a part of their everyday life.



In 2024, we held multiple events globally:

- Health days focusing on physical fitness, healthy eating, preventative care and mental health
- Fun runs and runs for causes to help support our local communities
- Family days inviting employees to welcome their significant others and family members to visit the workplace
- Holiday celebrations
- Access to mental health and mindfulness applications

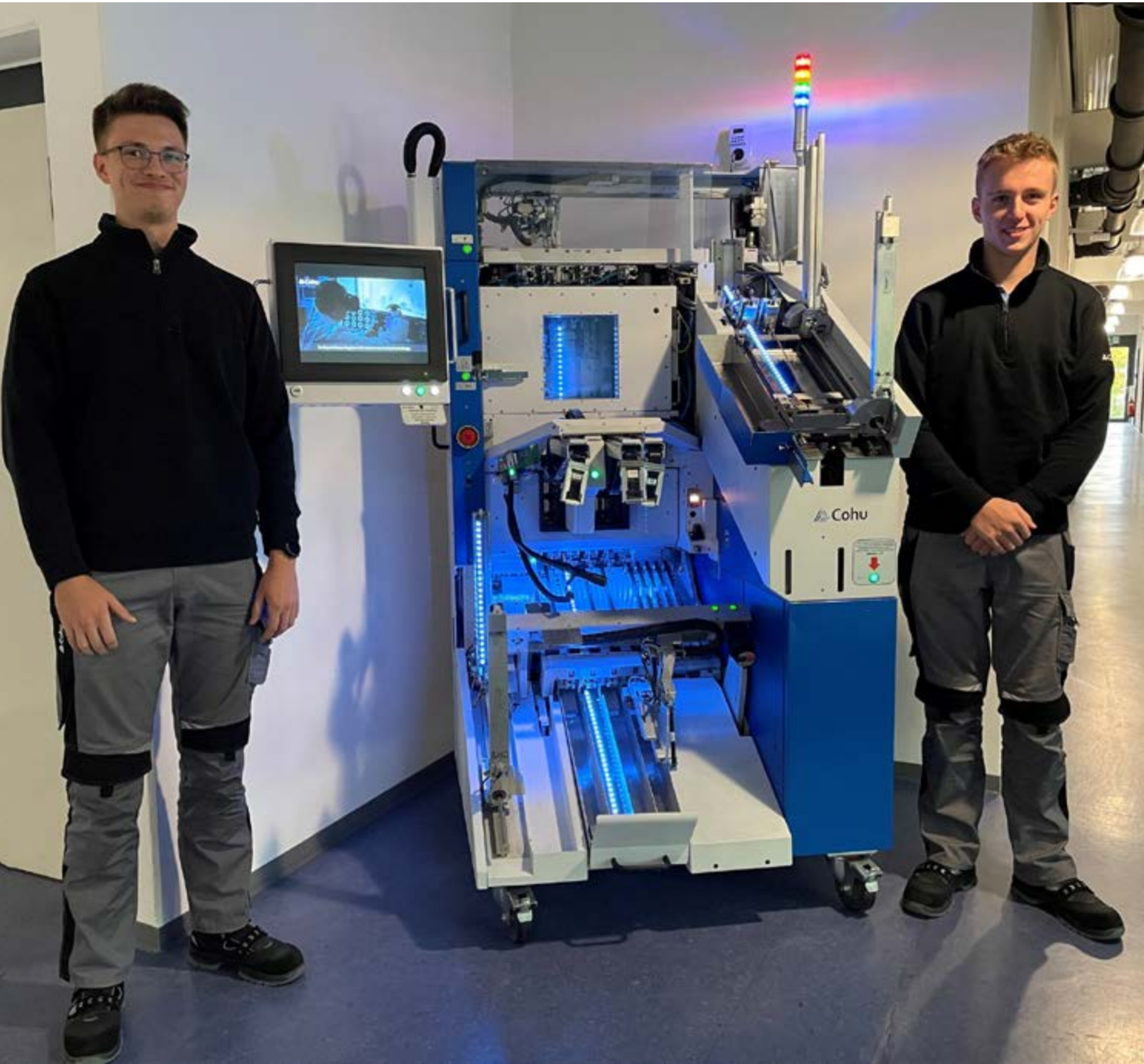


Co-Operative and Internship Programs

We are striving to develop the next generation of semiconductor experts and offering students the opportunity to gain insights into the semiconductor world.

Cohu has a long history of partnerships with more than eleven (11) global higher education institutions, in Malaysia, the Philippines, the United States, and Germany, offering students apprenticeship and internship opportunities.

Together, we offer students a unique opportunity to integrate their academic knowledge with hands-on work experience, helping to build a foundation of skills and experience in the semiconductor test industry.



Apprentices

Our apprentices complete basic training in manual mechanical workmanship and machining, creating several small projects to practice their skills and deepen their knowledge.

To improve their knowledge of electrical engineering they learn how to install lights, sockets, motion detectors, and switchboards as well as learn wiring techniques and crimping.

Apprenticeship State Prize

In Germany, several of our Kolbermoor industrial mechanic student apprentices have been awarded the State Prize from the Government of Upper Bavaria in the historic town hall in Wasserburg for their apprenticeship academic achievements.



Supporting STEM

Our mission at Cohu is to make girls and young women aware of the career opportunities available in our industry. We are proud to continue to support German Girls' Day in our Kolbermoor, Germany facility. Our mechatronics apprentice team held an Open House Workshop where female students, aged 12 years and older, have the opportunity to obtain firsthand insights into engineering career opportunities.

The participants have the opportunity to test their technical skills with hands-on exercises.

University Outreach in Malaysia

In 2024, we continued to expand our partnership with local Universities by providing platforms to encourage students to enter a career in the semiconductor industry.

Strengthening University Ties

In our ongoing commitment to foster strong partnerships between industry and academia, Cohu has taken significant steps to enhance collaboration with educational institutions in Malaysia. In October, we celebrated a Memorandum of Understanding signing with Universiti Teknikal Malaysia Melaka (UTEM) at our Melaka facility and then hosted an engaging industrial visit for final-year students from the Faculty of Mechatronics Engineering at Universiti Malaysia Perlis (UNIMAP) at our Penang facility.

The events included presentations where we discussed various engineering disciplines available at Cohu, highlights from our manufacturing processes and capabilities and provided illustrations of how we integrate innovation into our operations. We also engaged in discussions with the University teams on how to involve their students in collaborative projects with Cohu, to consider potential exciting career opportunities in the semiconductor industry, further bolstering our Cohu-University partnership.



Supporting and Encouraging Community Involvement

We support and partner with our employees participating in philanthropy and community service including charitable activities, educational and financial support, and charitable drives.

Supporting Underprivileged Students in Thailand

In October, a Corporate Social Responsibility (CSR) initiative was held at Bung Khe School in Nakhon Nayok, Thailand, aimed to support underprivileged students. Our Thailand employees chose to participate by volunteering and coming together to assist local students in need.

Our CSR program provided better learning materials and scholarships to motivate students, donated sports equipment such as table tennis set, badminton and Pétanque equipment, to encourage physical activity and teamwork, and supported the school lunch program to help students stay focused on energized.



Helping to Protect Ecological Nature Reserve in Hsinchu County

The Xinfeng Mangrove Nature Reserve is a mangrove forest of 8.5 hectares in northern Taiwan. It is the only ecological reserve in Taiwan that has a viewing trail where visitors can learn about the intertidal wildlife of mangroves, mudskippers, fiddler crabs, and sea turtles.

In October, our Taiwanese Corporate Social Responsibility team organized a visit to the Nature Reserve to help clean up the mangrove wetlands. The volunteers' goal was to provide a greener landscape environment for wildlife and enhancing the environmental conservation knowledge for Cohu employees.



Norwood Employees Rallying Against Cancer

Our Norwood office is located outside Boston, Massachusetts, which is a big Sports Town. In April 2024, our employees gathered for a spring potluck to celebrate Home Opening Day for their baseball team - the Boston Red Sox.

In conjunction with the meal, a fundraiser and raffle were held for Rally against Cancer in collaboration with the Jimmy Fund and Dana-Farber Cancer Institute. Dana-Farber Cancer Institute and the Jimmy Fund are changing the way rare, recurrent, and difficult-to-treat cancers are treated. Since its founding in 1948, the Jimmy Fund has raised millions of dollars through thousands of community efforts to advance Dana-Farber’s lifesaving mission.

All proceeds from the fund raiser went directly to the Pediatric Activities Fund, at the Jimmy Fund, providing activities for children inside and outside the clinic. In addition, one of our employees unselfishly donated a prized autographed David Ortiz Red Sox baseball card for a Donations Raffle.



Supporting Singapore Boys’ Town and Beyond Social Services

Several of our Singaporean employees participated in our first Mapletree Futsal Challenge fundraiser event in August 2024. In total 14 teams from local companies competed in the Futsal Challenge. Futsal games were played over two days, with Cohu’s Team Firebirds successfully reaching the finals.

The local community raised S\$21K with the proceeds going to the Boys’ Town and Beyond Social Services.

Malaysia Community Care-A-Thon

Our Penang and Melaka sites hosted a Community Care-A-Thon donation event where employees showcased remarkable generosity by collecting and donating clothing, books, stationery, toys and bags.

The donations were distributed to several non-governmental organizations (NGOs) supporting vulnerable communities in the local area:

- Asrama Akhlak Bukit Baru - orphanage home for children in Melaka
- Rumah Kasih Tun Abdul Aziz - orphanage home for children in Melaka
- Pusat Pendidikan Kitar Semula Tzu Chi - a charity organization serving a diverse group of individuals including infants, teenagers, adults, and the elderly
- Pertubuhan Rumah Kebajikan Seri Cahaya, Pulau Pinang - a charitable home for children and adults



Melaka Charity Run

Over 175 employees participated in-person or virtually in our annual charity run at Ayer Keroh Botanical Garden in Melaka, Malaysia, to support local charity homes supporting individuals with disabilities.

Funds raised were used to purchase a range of essential items for the Bukit Baru Melaka Disability Care Association and the Happiness Center for Disabled Children, ensuring residents have access to crucial resources that enhance their well-being and comfort. Employees also engaged with residents in lively coloring sessions celebrating creativity.



Melaka General Hospital Blood Drive

Over 177 employees volunteered to take part in our annual blood donation campaign in partnership with Melaka General Hospital. Their collective effort will significantly contribute to saving lives and supporting those in urgent need of blood transfusions.



Health Screening at Melaka and Penang Locations

We partnered with the National Cancer Society Malaysia (NCSM) for a Health and Cancer Screening Program and HPV vaccination. Over 100 employees and their families benefited from this program. This event concluded with a series of health talks organized in July, covering both our Penang and Melaka sites, fostering a healthier and more supportive work environment.



Helping to Improve the Environment in Suzhou

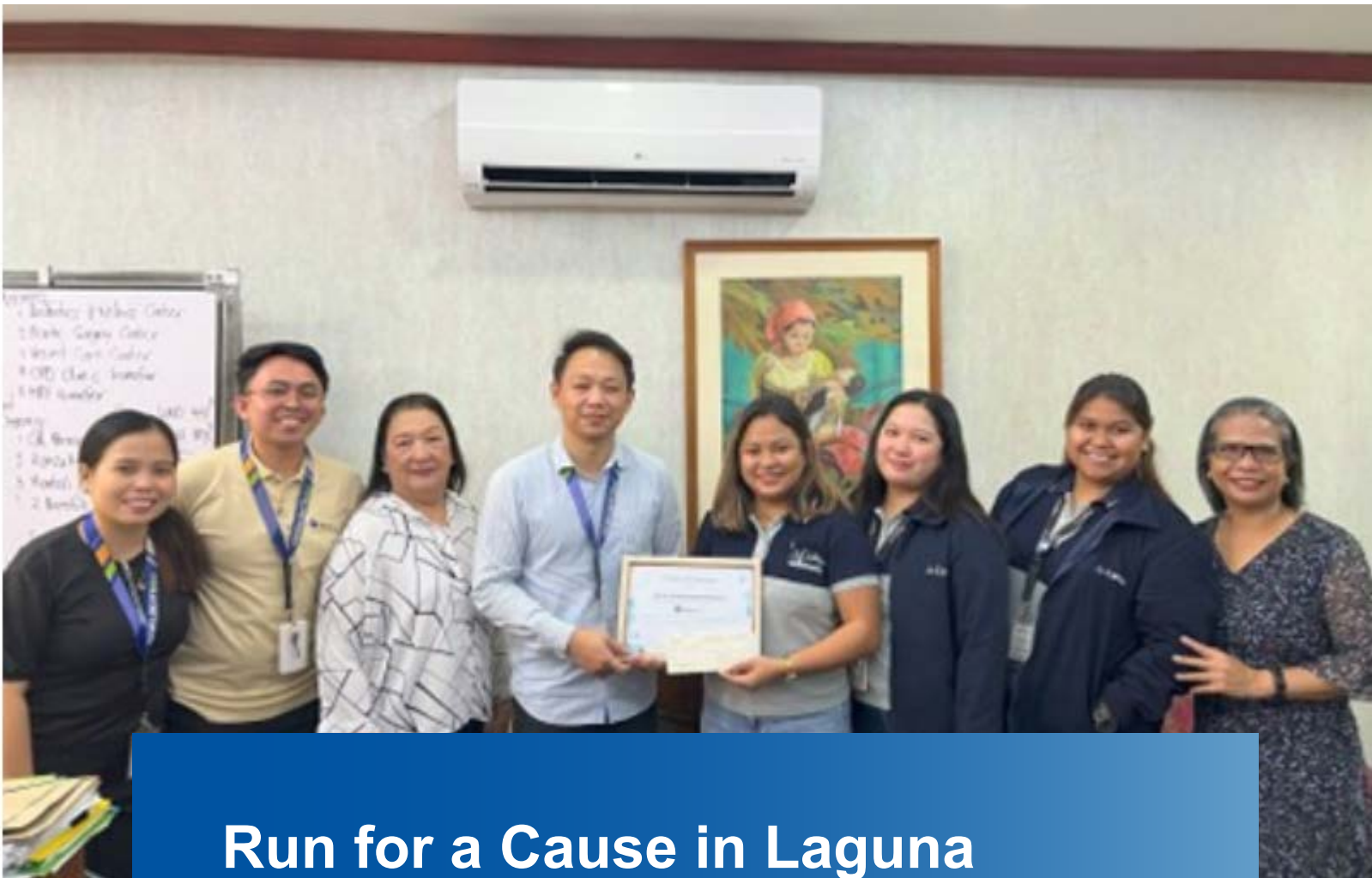
Our Suzhou employees decided to celebrate Chung Yeung Festival or Double Ninth Festival together. On the ninth day of the ninth lunar month they gathered together to participate in a hike of local mountain and use the opportunity to meticulously pick up garbage that had accumulated along their journey.

The goal was to provide a greener landscape for the environment and minimizing the levels of pollution.

Laguna Back-to-School Drive

To help students and family prepare for the back-to-school season our colleagues in Laguna organized a back-to-school drive for students from kindergarten through 6th grade attending Punta Elementary School.

Over 140 hygiene kits which included toothbrushes, washcloths, mouthwash, and more were donated by employees, giving the kids a happy and healthy start to the school year.



Partnering with the Philippines Red Cross

Our Laguna employees and community members came together to donate blood, ensuring that blood supplies are available for those in need. save lives. Over 98 individuals voluntarily donated blood.

Though this partnership with the Philippines Red Cross, our employees were proud to contribute to the well-being of the local communities and reinforce the importance of compassion and social responsibility.



Run for a Cause in Laguna

The annual event brings together employees, their families and community members, not only promoting physical wellness but also raised funds and awareness for meaningful causes.

This year our Laguna employees supported World Citi Foundation, a Philippines-based non-profit dedicated to bringing hope to individuals and their families that are affected by cleft lip, cleft palate, and other craniofacial birth defects. The funds raised were donated supporting the operational expenses for four children.

Employee Engagement Initiatives

We believe that engaged employees are a key contributor to our success.

We Solicit Feedback

When employees are fully engaged and proud to work at Cohu, they bring their best to work, every day. In support of our efforts to foster a high-performing and engaged workforce, we want to capture their feedback in the areas of job satisfaction, values and recognition, leadership, culture, purpose, trust, and career development.

Employee Engagement Survey

In 2023, we conducted an anonymous global employee survey. We received more than 1,670 responses from all regions, business units, and functions providing us with comments and suggestions. We reached an employee engagement score of 69% and a job satisfaction score of 76%, which we believe are key indicators of the kind of workforce we need for a successful Cohu. The information that was provided was analyzed to identify our organizational strengths and select several focus points to improve upon during 2024.

Actions in 2024

Based on feedback we focused our efforts on identifying additional avenues to provide excellence recognition to our employees, as well as working to build a more robust internal talent pipeline.

- Conducted follow-up quality culture assessment at our Malaysia site, and implemented improvements based on employee feedback
- Expanded career development resources through robust course catalog of self-directed topics; two Leadership Skills Development Programs - High Potential (HiPo) and Highly Technical Professionals (HiPro); and implemented second part of Emerging Leadership Program.

To ensure we are successful in our engagement initiatives and to demonstrate to our employees that we value and act upon their input and feedback, we will be launching future Employee Engagement Pulse Surveys to collect ongoing feedback and determine progress being made from forthcoming initiatives.





Corporate Responsibility



Business Ethics

Corporate responsibility is an integral part of our business strategy and operating philosophy.

Corporate Responsibility

At Cohu, corporate responsibility is an integral part of our business strategy and operating philosophy. A firm commitment to ethical behavior is embedded in our business processes and practices. We view our corporate responsibility as having integrity in all we do including respecting our people and the environment and holding ourselves to the highest ethical standards and compliance criteria at all levels of our organization. We firmly believe that this provides the foundation to create a culture of accountability and the best opportunity to create long-term, sustainable value for our stakeholders and the global community.

Ethics and Compliance Management System

Cohu’s ethics and compliance management system is multifaceted including periodic 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), cybersecurity training, quarterly compliance certifications by senior management and written anti-corruption policies.

Anti-Competitive Behavior

Cohu did not have any claims, legal proceedings or monetary losses associated with anti-competitive behavior regulations; did not receive any notices of violations for non-conformance with regulatory labeling and/or marketing codes; nor did we have any monetary losses for legal and regulatory fines, settlements, or enforcement actions associated with false, deceptive, or unfair marketing, labeling and advertising.

Bribery and Corruption

Cohu did not have any claims, legal proceedings or monetary losses associated with bribery or corruption.

Political Activity

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.



Anonymous Reporting Channels

Employee input is essential to maintain a positive, safe and ethical environment. Employees are encouraged to communicate comments and concerns through EthicsPoint, a third-party anonymous “ethics hotline” 24x7 for receiving and managing reports. EthicsPoint tool and access is made visible and available to all of our global employees. We also make available a variety of internal, anonymous reporting channels.

In 2024, eleven (11) individual reports were made, ten (10) of which were related to a single workplace assertion; all were investigated and resolved. Anonymous reports and the results of any investigations are reported to the Audit Committee of the Board of Directors.

Stakeholder Engagement

We engage with internal and external stakeholders to drive our sustainability goals and priorities.

Employees

- Quarterly in-person and virtual employee meetings where we invite questions and answers
- Quarterly CEO/CFO and executive interview videos providing business updates and actual performance to targets
- Regular executive leadership emails to our global employees detailing organizational changes
- Quantifiable and measurable corporate objectives are established and communicated across the organization annually
- Innovation Weeks are held to spur creative thinking, alignment and engagement
- iZone spaces have been established in our innovation centers as a place to meet and generate new ideas in a relaxed environment, helping to stimulate creativity

Customers

- Held approximately 17 advanced production training classes with 121 customers
- Strategic engagement on product roadmaps and technical exchanges to ensure we are addressing our customers’ technology needs
- Completed annual facility and corporate Self-Assessment Questionnaires as required by the RBA⁴² maintaining our Risk Rating of “Low”
- In support of key customer sustainability initiatives, submitted extensive compliance data to RBA⁴²; and submitted our emissions data to CDP⁴³
- Delivered multiple technical presentations at industry shows and events

⁴² See note 9 above.
⁴³ See note 5 above.
⁴⁴ See Supporting and Encouraging Community Involvement on page 29.

Investors

- Conducted approximately 232 one-on-one-investor and prospective investor meetings, including 18 of our top 25 shareholders

Suppliers

- Supplier Day where we strengthen our relationship with our suppliers, collaborating to add value to our customers and achieve Zero Defects
- Supplier Code of Conduct was signed by over 1,000 suppliers, representing approximately 75% of Cohu’s total annual supplier spend
- Conducted periodic on-site audits for new fabrication part and contract manufacturers

Community & Organizations⁴⁴

- Fundraising activity proceeds donated to Bung Khe School in Nakhon Nayok, Thailand, aimed to support underprivileged students
- Volunteering at Xinfeng Mangrove Nature Reserve, Hsinchu, Taiwan, to help clean up wetlands
- Picking up garbage while hiking in the mountains in Suzhou, China
- Back-to-school drive benefiting students at Punta Elementary School in Laguna, Philippines
- Care-A-Thon proceeds benefiting several NGOs in Melaka and Penang, Malaysia
- Charity run proceeds donated to World Citi Foundation in Philippines benefiting children requiring surgeries
- Charity run proceeds benefiting Bukit Baru Melaka Disability Care Association and the Happiness Center for Disabled Children in Malaysia
- Blood drives in partnership with the Philippines Red Cross and the Melaka General Hospital in Malaysia
- Participating in a Futsal Charity event in Singapore with proceeds being donated to Boys’ Town and Beyond Social Services
- Fundraising for the Dana-Farber Cancer Institute and the Jimmy Fund in Norwood, Massachusetts, with proceeds going directly to the Pediatric Activities Fund

Responsible Sourcing

A firm commitment to ethical behavior is embedded in our business processes and practices.

Conflict Minerals

Cohu, Inc. supports taking responsible steps to ensure that the products received from our supply chain are responsibly sourced. Furthermore, Cohu supports efforts to increase transparency in the supply chain and supports regulations that ensure companies conduct business with integrity, respect for human rights, and performance to the highest ethical standards.

At Cohu, we support efforts to prevent the use of conflict minerals that finance or benefit armed groups in The Democratic Republic of the Congo (DRC) or adjoining countries. Conflict minerals include tin, tungsten, tantalum, and gold (3T&G), each of which are necessary to the production of our products. Cohu companies do not source these minerals in their raw form. These minerals are contained within certain electronic components and products that we purchase.

Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act imposes supply chain reporting requirements on publicly traded companies to promote transparency regarding the use of conflict minerals. This rule requires public companies such as Cohu to publicly disclose if any conflict minerals (defined as tantalum, tin, gold, or tungsten) are in their products and if any of these minerals originated in the Democratic Republic of the Congo (DRC) or surrounding countries. Accordingly, Cohu companies require their suppliers to submit a Conflict Minerals Reporting Declaration disclosing if any conflict minerals contained in products delivered to us.

In support of this reporting requirement, all Cohu companies maintain ongoing activities to gather information to determine if their products have any conflict minerals content. Their management teams are familiar with conflict minerals rules and oversee 3T&G sourcing due diligence in addition to supplementary requirements embodied within the Cohu Supplier Code of Conduct.

45 See note 9 above.

Material Sourcing

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.

Supplier Code of Conduct

Cohu and all of its affiliated business units are dedicated to conducting business in an ethical, legal, and socially responsible manner. Cohu expects its suppliers to share this commitment by complying with the Cohu Supplier Code of Conduct. In addition to adherence to legal requirements, the Code addresses subjects that are intended to encourage suppliers to advance environmental, social and environmental responsibilities, and business ethics throughout its operations. Cohu’s Supplier Code of Conduct has been signed by over 1,000 suppliers, representing approximately 75% of Cohu’s total annual supplier spend. Cohu also participates in the Responsible Business Alliance⁴⁵ (RBA) and adheres to the RBA Code of Conduct for our operations and as our Supplier Code of Conduct.

Information Security Risk Management

Ensuring high standards of confidentiality, integrity, and availability of information.

Cybersecurity

Cohu has a multifaceted information security program with the goal of continuous improvement. The Company conducts regular external audits and benchmarking based on the CIS (Center for Internet Security) and NIST (National Institute for Standards and Technology) control frameworks, and cybersecurity tabletop simulations to enhance preparedness and test our response protocols.

Board Oversight

Board oversight of information security matters is the responsibility of the Company’s Audit Committee. In 2024, 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.

No Material Breaches

Cohu maintains an information security risk insurance policy. In the last three years, there have been no material information security breaches, claims, expenses, penalties, or settlements.

Employee Training

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 is designed to promote a Company-wide culture of cybersecurity risk awareness and management.



Cybersecurity Incident Response Team (CIRT)

Cohu’s 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 CIRT who 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, employees are trained to follow our incident response plan, which outlines steps to be followed from incident detection to mitigation or eradication, recovery and notification, including communication protocols with key functional areas, as well as the CEO, Chairperson of the Board of Directors and Chairperson of the Audit Committee, and other members of the Board, as appropriate.



Sustainability Goals



2025 Sustainability Goals

We have updated our corporate sustainability goals.

We endeavor to ensure the safety of our colleagues, customers and business partners, and we strive to operate our business in an environmentally responsible way to conserve the world’s natural resources. To encourage action and continuous improvement within our global organization, we annually update and publish our corporate sustainability goals. We look forward to engaging with our stakeholders on our progress going forward.

Climate Change

Topic	Goal	2024 Results ¹⁴
(1) Reduce GHG emissions	Review strategies to reduce GHG emissions at our principal operating sites.	Scope 1 and 2 emissions were approximately 6,979 metric tons CO₂-e for all global locations, a 32%⁴⁶ year-over-year decrease. We believe the decrease over 2023 was primarily driven by the conversion of our Melaka, Malaysia, facility to renewable electricity in May 2024 and reduced business activity. Additionally, in February 2024, we committed to engage with the Science Based Targets initiative⁴⁷ (SBTi) and have been making progress toward our goal to develop near-term science-based emissions reduction targets.
(2) Renewable energy sources	Investigate renewable electricity energy sources on-site and off-site.	Our use of renewable energy sources was 4.5 million kWh or 26% of grid electricity energy usage was derived from renewable sources. In 2024, we converted our Melaka, Malaysia facility to using renewable energy. In addition, the facilities in Laguna, Philippines and Singapore are scheduled to move to renewable energy in 2025.
(3) Infrastructure	Invest in more energy-efficient facility infrastructure technology.	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. Further, at the beginning of 2023, we converted our Osaka, Japan, manufacturing site, and in 2024, our Melaka, Malaysia, manufacturing site was converted to use renewable energy. We replaced the air compressor equipment used in Poway, California, reducing the Poway site’s electricity usage by approximately 22% year-over-year. Additionally, the new facility in Laguna, Philippines, is equipped with a rainwater collection tank, and the harvested water is recycled for flushing purposes. In addition, Cohu’s headquarters in Poway, California, will be relocated into a smaller facility at the end of 2025 and is anticipated to be more energy efficient.

46 2023 emissions were 10,314 metric tons CO₂-e.
47 See note 6 above.

Topic	Goal	2024 Results ¹⁴
(4) Water usage	Investigate and deploy water use reduction measures where feasible.	Total water consumed was 48.7 million liters. We believe the decrease over 2023 was primarily driven by a rainwater harvesting system in our newly consolidated facility in Laguna, Philippines. The rainwater collection and recycling system in Laguna, Philippines, saved 9% of the facility’s annual withdrawal in 2024.
(5) Waste management	Implement best practices in waste management to increase the amount of waste that is recycled.	698.3K kg of paper, plastic, wood and other non-hazardous waste were recycled. The total amount of hazardous waste was 186K kg, of which 83% (155K kg) was recycled. All hazardous waste was handled and recycled or disposed of in accordance with local laws and regulations.

Safety

Topic	Goal	2024 Results ¹⁴												
(1) Employee Safety	Strive for an injury-free workplace at all Cohu facilities and, in aggregate across our sites, remaining below the most recent U.S. Bureau of Labor Statistics Injury, Illness and Fatality statistics for our industry.	<table><tr><th colspan="3">U.S. Bureau of Labor Statistics 2024 Injury, Illness & Fatality Rates</th></tr><tr><th>Industry</th><th>NAICS Code</th><th>Total Recordable cases⁴⁸</th></tr><tr><td>Instrument manufacturing for measuring and testing electricity and electrical signals</td><td>334515</td><td>0.8</td></tr><tr><td>Cohu’s 2024 Injury, Illness & Fatality Rates</td><td></td><td>0.50</td></tr></table> Cohu’s 2024 recordable incident rate was 0.50, or 38% lower than our industry benchmark incident rate.	U.S. Bureau of Labor Statistics 2024 Injury, Illness & Fatality Rates			Industry	NAICS Code	Total Recordable cases ⁴⁸	Instrument manufacturing for measuring and testing electricity and electrical signals	334515	0.8	Cohu’s 2024 Injury, Illness & Fatality Rates		0.50
U.S. Bureau of Labor Statistics 2024 Injury, Illness & Fatality Rates														
Industry	NAICS Code	Total Recordable cases ⁴⁸												
Instrument manufacturing for measuring and testing electricity and electrical signals	334515	0.8												
Cohu’s 2024 Injury, Illness & Fatality Rates		0.50												

48 See note 8 above. The incident rates represent the number of injuries and illnesses per 100 full-time workers and were calculated as: (N/EH) x 200,000 where N = number of injuries and illnesses. EH = total hours worked by all employees during the calendar year 200,000 base for 100 equivalent full-time workers (working 40 hours per week, 50 weeks per year).

Culture and Talent Optimization

Topic	Goal	2024 Results ¹⁴
(1) Culture where everyone feels welcomed, valued, and respected	Create a workplace where opportunities are accessible to all, based on individual merit and performance in a supportive and respective environment.	Conducted quarterly compliance training with topics on the prevention of harassment and discrimination and managing bias in the workplace and Cohu’s Human and Labor Rights Commitment.
(2) Global Talent Optimization	Cultivate a global workforce that reflects a wide range of perspectives, skills, and experiences, driving our success and growth.	Launched Learning Communities for individual professional development and Emerging Leaders Program to prepare employees for career progression.

Innovation

Topic	Goal	2024 Results ¹⁴
(1) R&D investment	R&D investment ³⁰ at least 35% of total Operating Expenses.	R&D expense as a percentage of total Operating Expenses ⁴⁹ was 51%.
(2) Patents	Protect IP and pursue patents as appropriate.	18 patents applied; 12 patents issued.

49 See note 21 above.



Appendices



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 ¹⁴
(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 ¹⁴
(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 the 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 the 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 ¹⁴
		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 ¹⁴
	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 ¹⁴
	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 ¹⁴
(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 ¹⁴
(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 ¹⁴
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-1 a.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 ¹⁴
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. ⁴⁶
	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.

46 See note 8 above.

Topic	Metric	Response ¹⁴
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 ¹⁴
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses because 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 ¹⁴
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, including compliance, safety, and leadership training, 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 ¹⁴
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 RBA⁵⁰ maintaining our Risk Rating of “Low” • In support of key customer sustainability initiatives: • submitted extensive compliance data to RBA⁵⁰, and • submitted our emissions data to CDP⁵¹
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 RBA⁵⁰ 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

50 See note 9 above.

51 See note 5 above.

Topic	Engagement	Key Topics	2024 Highlights ¹⁴
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 or 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.