



2024 Sustainability Goals

12-Month Period Ending December 31, 2023
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2024 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	2023 Results
(1) Reduce GHG emissions	Review strategies to reduce GHG emissions at our principal operating sites.	Scope 1 and 2 emissions were approximately 11,865 metric tons CO2-e for all global locations. We believe the increase over 2022¹ was primarily driven by the acquisition of an additional manufacturing site during the year, in-process construction of our new Laguna, Philippines facility, and use of more accurate country-specific emissions factors. Subsequently, in February 2024, we committed to engage with the Science Based Targets initiative (“SBTi”) with the goal to develop near-term science-based emissions reduction targets.
(2) Renewable energy sources	Investigate renewable electricity energy sources on-site and off-site.	We increased our use of renewable energy sources. 32% (5.8M kWh) of grid electricity energy usage was derived from renewable sources.
(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 2023, we avoided 174K km in employee travel. Further, at the beginning of 2023, we converted our Osaka, Japan manufacturing site to an electricity energy provider that utilizes 100% renewable energy. We replaced the air compressor equipment used in Poway, California, development and production processes. This new energy-efficient equipment is expected to save and therefore reduce the Poway site’s electricity usage by approximately 13% annually. Looking forward, we committed \$1.2M for 2024 solar power generation projects at our two largest manufacturing facilities in Laguna, Philippines, and Melaka, Malaysia.

1 2022 emissions were 10,760 metric tons CO2-e.

Topic	Goal	2023 Results
(4) Water usage	Investigate and deploy water use reduction measures where feasible.	Total water consumed was 57.9 million liters. We believe the increase over 2022 was primarily driven by building construction requirements for our new Laguna, Philippines facility, which was completed in December 2023. In 2023 we invested in two water conservation projects: 1. A rainwater collection and recycling system in Laguna, Philippines, which we estimate may save up to 5% of this facility’s annual water withdrawal; and 2. A deionized water recycling system in Poway, California; the potential water savings from this system are still being evaluated.
(5) Waste management	Implement best practices in waste management to increase the amount of waste that is recycled.	838K kg of paper, plastic, wood and other non-hazardous waste were recycled. The total amount of hazardous waste was 111K kg, of which 68% (75K kg) was recycled. All hazardous waste was handled and recycled or disposed of in accordance with local laws and regulations.

Safety

Topic	Goal	2023 Results												
(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 2022 Injury, Illness & Fatality Rates</th></tr><tr><th>Industry</th><th>NAICS Code</th><th>Total Recordable cases²</th></tr><tr><td>Instrument manufacturing for measuring and testing electricity and electrical signals</td><td>334515</td><td>1.2</td></tr><tr><td>Cohu’s 2023 Injury, Illness & Fatality Rates</td><td></td><td>0.39</td></tr></table> Cohu’s 2023 recordable incident rate was 0.39, or 67% lower than our industry benchmark incident rate.	U.S. Bureau of Labor Statistics 2022 Injury, Illness & Fatality Rates			Industry	NAICS Code	Total Recordable cases ²	Instrument manufacturing for measuring and testing electricity and electrical signals	334515	1.2	Cohu’s 2023 Injury, Illness & Fatality Rates		0.39
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2 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).

Diversity, Equity, and Inclusion

Topic	Goal	2023 Results
(1) Racial/ethnic group representation of employees	For U.S. employees, maintain excellent record of diversity among U.S. employees.	At year-end 2023, 40% of U.S. employees identify from underrepresented communities, while among 2023 new hires 41% identify as from underrepresented communities. At year-end 2023, Cohu's Board of Directors had 2 members who identify from underrepresented communities (25% of total).
(2) Female representation	Continue to increase female representation in the global workforce and our management team. Strive for global new hire representation to be greater than current incumbent employee female representation.	At year-end 2023, female representation was 29%, while among 2022 new hires female representation was 29%. At year-end 2023, Cohu's Board of Directors had 2 female members (25% of total). Our Board values ethnic, cultural, gender, economic, professional, and educational diversity in evaluating new Board candidates and seeks to incorporate a wide range of these attributes within Cohu's Board. Consistent with these values, the Board has ongoing initiatives as it seeks to further diversify itself.

Innovation

Topic	Goal	2023 Results
(1) R&D investment	R&D investment ³ at least 35% of total Operating Expenses.	R&D expense as a percentage of total Operating Expenses was 34%.
(2) Patents	Protect IP and pursue patents as appropriate.	14 patents applied; 16 patents issued.

3 Based on GAAP Operating Expenses, but excluding Applications Engineering for semiconductor tester products.

Forward-Looking Statements

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

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

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

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