

Cohu has evaluated its sustainability initiatives under a framework promulgated by the Sustainability Accounting Standards Board. Based upon Cohu's SICs Industry Code, we referenced the appropriate SASB Standard for "Electrical and Electronic Equipment" as well as other environmental and social factors that we consider most relevant to our business.

This report covers Cohu's principal global operating sites, comprising fourteen (14) sites located in the United States, Europe and Asia, and including all manufacturing and research and development sites. Certain incidental sales and service offices are excluded from the energy and water usage statistics because data is not available at such sites and we believe that usage at those sites is immaterial to our overall energy and water consumption. The figures provided below are for calendar year 2020.

## Energy and Waste Management

### Total Direct Energy Consumed

18.1 million kWh, 100% grid



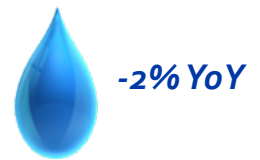
### Use of Renewable Energy

28.6% (5.2 million kWh)



### Total Water Consumed

41.9 million Liters



### Hazardous Waste Generated

<1k Kg Poway, CA, <4k Kg La Chaux-de-Fonds & <17k Kg Laguna, Philippines. All disposed of in accordance with local laws and regulations.



### Hazardous Waste Spills

None



### Waste Recycled

0.8 million Kg



## Product Safety

Cohu had no Product Recalls. There were no claims, legal proceedings or monetary losses associated with product safety.



## Renewal Energy-related & Energy Efficiency Products

We have identified five key customers that provide semiconductor solutions to manage and reduce power consumption and enable solar and wind power generation. We are enabling these important technologies including power management devices, controllers, inverters, motor drivers and gate drivers.



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

## Materials Sourcing

Cohu operates a responsible minerals sourcing program, developed to ensure our conformance to the SEC Conflict Minerals rule. A de minimis portion of Cohu’s manufacturing processes utilize critical materials such as Cobalt, Palladium and Rhodium. In such cases, usage is monitored and buffer stock is maintained. Cohu also utilizes multiple suppliers and maintains second sources where possible.

## Business Ethics

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.

### Employee Training

Awareness, FCPA, cybersecurity



### Anti-corruption Policies

Quarterly compliance by Sr. management



### Employee Reporting System

Online, confidential and anonymous



### Bribery or Corruption

No claims, legal proceedings or monetary losses

### Anti-competitive Behavior

No claims, legal proceedings or monetary losses

### Political Activity

No direct monetary contribution to any political campaign, lobbying

## Employee Diversity and Inclusion

Cohu is committed to diversity, inclusion, and full compliance with all applicable laws and regulations governing employment. We make every effort to create a culture where everyone feels welcomed, valued and respected.

At year-end 2020, Cohu had two female members on its Board of Directors, or 25% of the Board.



**3,157**

Total Cohu employees worldwide

Race/Ethnicity	% of Total
Underrepresented groups*	40%
White	60%

Global Gender	% of Total
Female	27%
Male	73%

*Cohu tracks race/ethnicity only in the US*

*\* Includes employees who identified as Native American/Alaskan, Asian, Black/African American, Hispanic/Latino, Native Hawaiian/Pacific Islander*