Cohu

2025 Sustainability Report

Enabling a smarter, safer, and more connected future.

Calendar 2025 / Fiscal Year 2025
Publication Date: March 31, 2026

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 we 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 tools[4] 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, Greenhouse Gas (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 2025 and financial statistics and human capital information are for the fiscal year-ended December 27, 2025.

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 2025 report.
4 Based on the GHG Protocol, and published emissions factors available from the U.S. EPA, U.S. EIA and other relevant publicly available sources.


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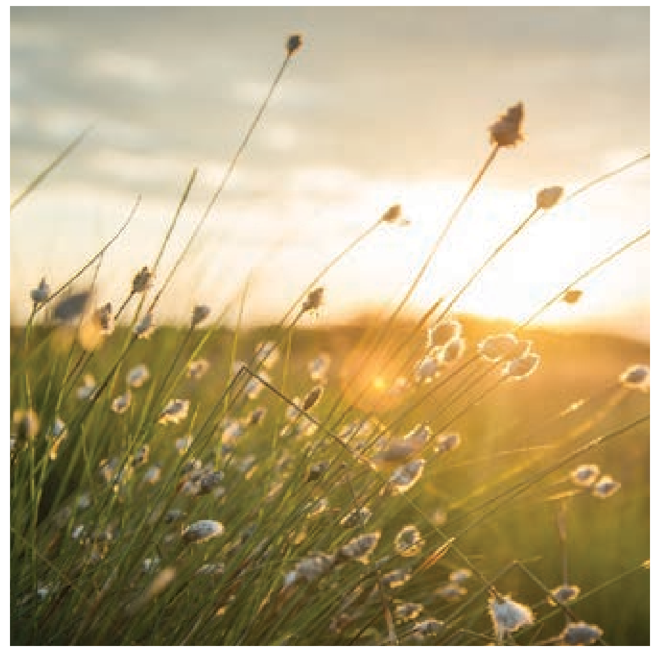


Cohu
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Introduction

Message from our CEO

In 2025, we made significant progress towards our sustainability commitments while continuing to advance the innovative test, inspection, metrology, interface, and software analytics solutions that support our customers' most complex manufacturing challenges. Our technology portfolio continues to enable high yield, improved productivity, and more energy-efficient semiconductor production worldwide.

This year marked one of our strongest environmental performance gains to date. We reduced global Scope 1 and Scope 2 emissions by 51% from our 2024 baseline and expanded renewable electricity use from 26% to 63%. Two of our manufacturing sites - Singapore and Laguna, Philippines - transitioned to 100% renewable electricity, and we began construction of a solar carpark system in Melaka, Malaysia that will supply more than a quarter of that facility's electricity needs upon completion.

Across operations, we delivered measurable reductions: 4% global decrease in energy consumption, 4% reduction in water use, and substantial improvements in waste efficiency, including a 14% reduction in non-hazardous waste and higher hazardous-waste recycling rates. These results reflect disciplined execution and a commitment to continuous improvement across our global footprint.

We also strengthened our transparency and climate governance. In 2025, we published Scope 3 emissions for the first time, improved our CDP[5] Climate Change and Water Security scores to B, and submitted our near-term emissions-reduction targets to the Science Based Targets initiative (SBTi[6]). These steps reinforce our long-term commitment to credible, science-aligned climate action.

Our focus on responsible business practices and employee well-being remains unchanged. We again maintained a "Low" corporate RBA[7] Risk Rating, reduced voluntary turnover across key regions, and continued to invest in training, development, and engagement programs that support a high-performance inclusive culture.

Our progress this year reflects the dedication of our global teams and the trust of our customers and partners. Together, we are building a more resilient, responsible, and innovative company - advancing technology that enables progress for our industry and contributes to a more sustainable future.

"Sustainability is not a standalone initiative - it is embedded in how we design, build, and support the solutions that power the world's most advanced technologies.
In 2025, we delivered the largest emissions reduction in our history while continuing to advance the technologies that make semiconductor manufacturing more efficient, more reliable, and more sustainable."

Luis Müller
President and CEO

5 CDP, formerly the Carbon Disclosure Project, is a third-party global disclosure system for environmental reporting.
6 See https://sciencebasedtargets.org.
7 Responsible Business Alliance, the industry coalition dedicated to responsible business conduct in global supply chains.

About Cohu

We deliver innovative technology solutions to enable a smarter, safer, and more connected future.

Who We Are

Cohu is a global provider of advanced semiconductor test, automation, inspection and metrology products, software analytics solutions 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, high-performance computing to enable artificial intelligence applications, 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 a leading supplier of semiconductor test automation and interface solutions, and a growing provider of semiconductor test equipment, inspection and metrology, and software analytics to optimize semiconductor manufacturing yield and productivity.

1947
Founded

San Diego CA
Headquarters

2,777
Employees Worldwide

28
Locations Worldwide

~25,000
Equipment Installed Base

$453M
FY2025 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.

2025 Highlights

- Reduced global Scope 1 and 2 emissions by 51% versus our 2024 baseline.
- Expanded renewable electricity usage from 26% to 63%, the largest one-year increase in history.
- Converted our Singapore and Laguna, Philippines facilities to 100% renewable electricity.
- Decreased global energy consumption by 4% year-over-year.
- Achieved significant facility-level electricity reductions, including Milpitas, CA (-32%), St. Paul, MN (-16%), Poway, CA (-15%), Singapore (-15%), Norwood, MA (-14%), and La Chaux-de-Fonds, Switzerland (-11%).
- Reduced total water usage by 4% through operational and office-space efficiency measures.
- Improved waste performance, reducing non-hazardous waste by 14% and increasing hazardous waste recycling from 83% to 91%.
- Submitted near-term emissions reduction targets to the SBTi[8] including a 46.2% reduction in Scope 1 and 2 emissions and a 27.5% reduction in Scope 3 emissions by 2031.
- Enhanced ESG transparency, publishing Scope 3 emissions for the first time, improving CDP[9] Climate score to a B, and expanding site-level disclosures.
- Advanced climate governance, submitting near-term SBTi targets for Scope 1, 2, and 3 emissions.
- Maintained a ‘Low’ corporate RBA[10] Risk Rating. Our Melaka, Malaysia facility achieved “Silver” status in its independent RBA assessment, receiving no findings and earning 193.8 out of 200 possible points.
- Reduced global voluntary turnover and maintained a strong safety performance.
- Recognized in Newsweek’s[11] “America’s Greenest Companies 2026” and improved our ranking compared with the prior year.

8 See note 6 above.
9 See note 5 above.
10 See note 7 above.
11 https://rankings.newsweek.com/americas-greenest-companies-2026.

Progress on 2025 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[15] • Protect IP and pursue patents as appropriate
2025 Performance	• Continued to enhance our disclosures, including publishing Scope 3 emissions for the first time • Broadened site-specific and geographic water, energy, and emissions disclosures • Set our target commitment with SBTi[12] and continued to work with SBER[13] • Reduced global energy consumption by 4% year-over-year • Expanded renewable electricity usage from 26% to 63% • 100% renewable electricity in Kolbermoor, Germany & Osaka, Japan facilities • Converted our Singapore and Laguna, Philippines sites to use 100% renewable electricity in January 2025 and February 2025 respectively • Renewable electricity capped at 253K[14] kWh per month at Melaka, Malaysia facility • Reduced total water usage by 4% year-over-year, primarily driven by utilization of a Rainwater Harvesting System at our Laguna, Philippines manufacturing facility • Reduced non-hazardous waste by 14% year-over-year and increased the share of recycled hazardous waste from 83% to 91%	• Continued our excellent employee safety record, with a 2025 global recordable incident rate of 0.44 per 100 employees, which is 51% below our industry benchmark incident rate[16]	• 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 • Continued global focus on career development through enhanced Learning Communities, expanded High-Potential/ High-Professional programs and increased participation in Emerging Leader Program for career progression	• R&D expenses as a percentage of total Operating Expenses[15] was 52% • Introduced new innovation products: EclipseX ™ flexible configuration, Sense+ λ-sense™ for microphone-loudspeaker, MAXOR™ Power Probe Card and HSI3x™ high-speed interface test instrument. • Made significant progress in development projects for High Bandwidth Memory inspection and Die-Level Burn-In Stress Test • Introduced new efficient factory automation features on our test handling equipment • 50 Patents applied; 20 patents issued

12 See note 6 above.
13 See https://sustainround.com/services/sber.
14 All uses of "M" means millions; "K' means thousands.
15 Based on Non-GAAP Operating Expenses, plus application engineering costs for the 12 months ending December 27, 2025.
16 Latest published industry benchmark of 0.9 (recordable incidents per 100 employee, per year is based on 2025 U.S. Bureau of Labor Statistics Injury, Illness and Fatality statistics for our industry (NAICS Code 334515).

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, GC 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

Potential Adverse Business Impact to Cohu

Importance to Cohu's Stakeholders	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

Managing energy consumption and related emissions.

Energy Consumed

Total energy usage decreased by 4% year-over-year to 17.5 million kWh[17]. Cohu endeavors to reduce its energy consumption where reasonably practicable, but it should be noted that our cost of energy is about 1.7%[18] 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

93% of total energy consumed was grid electricity[19]. The percentage is calculated as purchased grid electricity consumption divided by total energy consumption.

Renewable Energy

Our use of renewable electrical energy was 10.3 million kWh[20] or 63% 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 2026, seven out of our eleven principal operating sites are leased and Cohu does not select the utility provider.

In 2024, we engaged the SBER[21] Roundtable to support our SBTi[22] commitment and ESG reporting. Their guidance strengthened our GHG emissions inventory methodology, improved alignment with key ESG frameworks, and enhanced internal governance of climate-related data. This work enabled us to meet reporting requirements and successfully submit our near-term emissions reduction targets and supporting emissions data in December 2025.

17 Energy usage among our 11 principal operating sites.
18 On a GAAP basis, $3,381,363 / $193.0M.
19 16.3M kWh grid electricity vs. total of 17.5M kWh.
20 Cohu relies upon its energy providers/utilities for this data.
21 See Note 13 above.
22 See Note 6 above.

Energy Management Highlights

Increased our Share of Renewable Electricity from 26% to 63%

Singapore

We transitioned our 13K sq. ft. Singapore manufacturing facility to 100% renewable electricity.

Philippines

We transitioned our 92K sq. ft. Laguna manufacturing facility to renewable electricity.

Japan

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

Malaysia

Our 99K sq. ft. manufacturing facility in Melaka was converted to renewable energy capped at 253K kWh per month.

Germany

Our Kolbermoor innovation center produces energy by a photovoltaic system on the roof.

63% Renewable Electrical Energy Usage

Energy Conservation

Advancing efficiency to reduce environmental impact.

100% Renewable Electricity in Southeast Asia

Demonstrated investment in emerging decarbonization. Solar deployment in Southeast Asia contributes to cleaner regional grids, advancing broader global climate progress.

In January 2025, our 13K sq. ft. Singapore manufacturing facility transitioned to 100% renewable electricity, sourced through certified renewable energy instruments.

In February 2025, our 92K sq. ft. Laguna, Philippines manufacturing facility completed its conversion to 100% renewable electricity, representing one of our largest manufacturing footprints to achieve full renewable-energy status.

Solar Carpark in Malaysia

In October 2025, we initiated construction of a solar carpark installation at our largest manufacturing site in Melaka, Malaysia, representing a capital investment of $701K. Once completed in March 2026, the system is designed to generate 1.14 million kWh per year, supplying more than 25% of the facilities total electricity demand and resulting in significant reductions in emissions, cost stability and savings, increased renewable energy generation, and improved thermal comfort and UV protection for employees and visitors.

Collectively, these clean-energy initiatives strengthen the resilience and sustainability of our global operations. By integrating on-site solar generation and transitioning key facilities to 100% renewable electricity, we are making measurable progress toward our carbon-reduction roadmap and enhancing the environmental performance of our manufacturing network. These actions also support our commitment to SBTi[23] and reflect our role as a responsible partner in the semiconductor supply chain.

23 See Note 6 above.

Energy Conservation Highlights

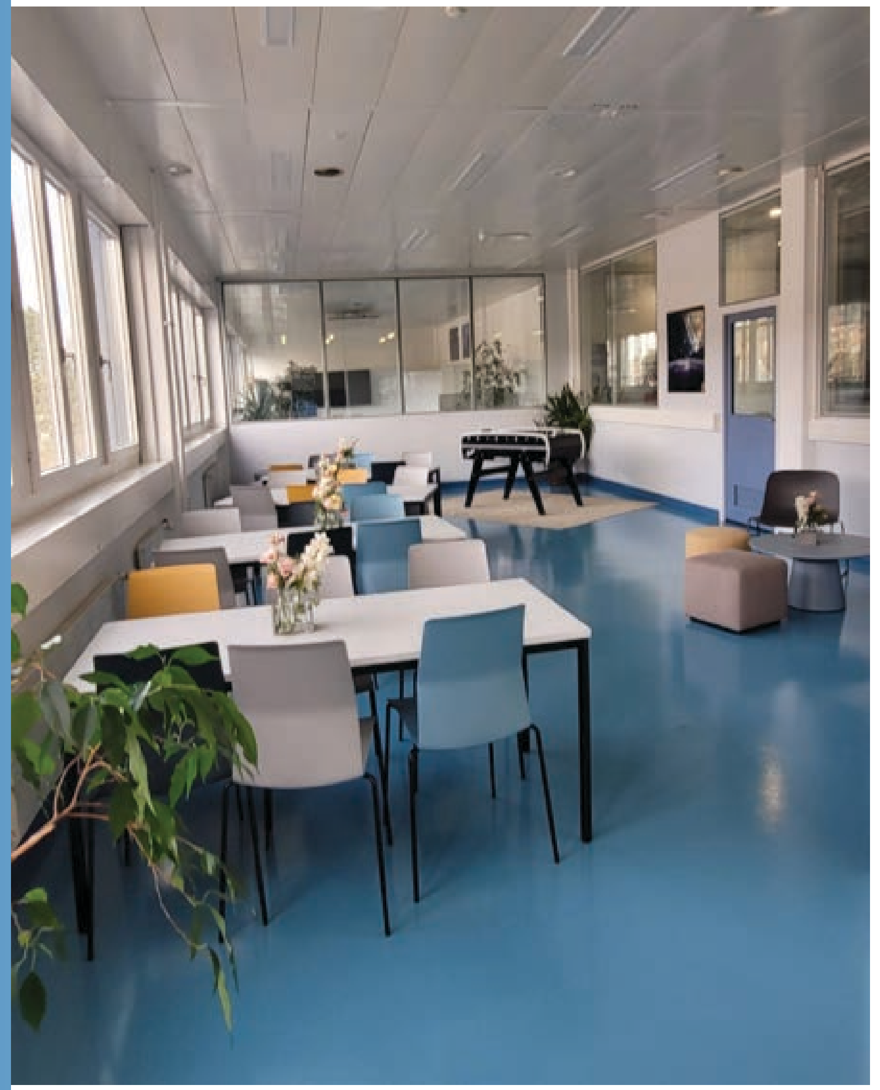
2025 Efficiency Improvements

Multiple global facilities delivered meaningful reductions in electricity consumption through optimized space utilization, resulting in a decrease in electrical energy usage at:

- **Milpitas, California: -32%**
- **St. Paul, Minnesota: -16%**
- **Poway, California: -15%**
- **Norwood, Massachusetts: -14%**
- **La Chaux-de-Fonds, Switzerland: -11%**

Singapore

In addition to efficiency measures, we implemented a revised operating schedule at our Singapore manufacturing facility, reducing site operations from seven to six days per week. This change not only lowered energy consumption (-15%), but also improved equipment maintenance cycles.



Energy Data *(statistics are for full year 2025)*

Total Energy Use (million kWh)			
By Operating Site		**By Country**	
Kolbermoor, Germany	0.88	Germany	0.88
La Chaux-de-Fonds, Switzerland	0.54	Switzerland	0.54
Laguna, Philippines	4.92	Philippines	4.92
Melaka, Malaysia	3.48	Malaysia	3.48
Osaka, Japan	2.01	Japan	2.01
Singapore	0.62	Singapore	0.62
Milpitas, California, USA	0.45	USA	5.08
Norwood, Massachusetts, USA	1.70		
Poway, California, USA	2.19		
St. Paul, Minnesota, USA	0.37		
Lincoln, Rhode Island, USA	0.37		

Total Grid Electricity Use (million kWh)			
By Operating Site		**By Country**	
Kolbermoor, Germany	0.59	Germany	0.59
La Chaux-de-Fonds, Switzerland	0.22	Switzerland	0.22
Laguna, Philippines	4.92	Philippines	4.92
Melaka, Malaysia	3.48	Malaysia	3.48
Osaka, Japan	1.91	Japan	1.91
Singapore	0.62	Singapore	0.62
Milpitas, California, USA	0.45	USA	4.57
Norwood, Massachusetts, USA	1.66		
Poway, California, USA	1.96		
St. Paul, Minnesota, USA	0.13		
Lincoln, Rhode Island, USA	0.37		

Grid Electricity Derived from Renewable Sources (% of total kWh) by Operating Site	
Kolbermoor, Germany	100%
La Chaux-de-Fonds, Switzerland	57%
Laguna, Philippines	84%
Melaka, Malaysia	87%
Osaka, Japan	100%
Singapore	100%
Milpitas, California, USA	23%
Norwood, Massachusetts, USA	26%
Poway, California, USA	59%
St. Paul, Minnesota, USA	40%
Lincoln, Rhode Island, USA	34%

We were awarded the **TNB Melaka Prime Customer Award** by our energy provider in Malaysia for our commitment to green energy.

Water Management

Using water responsibly and efficiently.

Water Consumed and Water Reduction Initiatives

Water withdrawal was 46.7 million liters, a 4% decrease year-over-year, primarily driven by the completion of the transfer of our test handler production equipment at our Laguna, Philippines facility.

In addition, the continued operation of the rainwater harvesting system at Laguna, contributed to reduced reliance on potable water. Water consumption also declined at Poway, California and La Chaux-de-Fonds, Switzerland sites.

Water Withdrawal Sources

- Fresh surface water, including rainwater, water from wetlands, rivers, and lakes: 1.2 million liters from rainwater
- Brackish surface water/ seawater: 0 Liters
- Groundwater – Renewable: 0 Liters
- Groundwater – Non-renewable: 0 Liters
- Produced/ entrained water: 0 Liters
- Third party sources: 45.5 million liters

Water Management Highlights

1.2 Million Liters of Rainwater Collected

Laguna, Philippines

In 2024, we incorporated a rainwater collection and recycling system in our 92K sq. ft. manufacturing facility.

In 2025, the system continued to operate effectively during the year and an estimated 1.2 million liters of rainwater were collected and reused for non-potable purposes, including toilet flushing, contributing to reduced reliance on mains water and supporting water conservation in the local community.

Wastewater Discharged

- Total of 42.9 million liters

Wastewater Discharge by Discharge Destination

- Fresh surface water (e.g., river, lake): 0 Liters
- Brackish surface water/ Seawater: 0 Liters
- Groundwater (water located beneath the Earth’s surface): 9.2 million liters
- Third party destinations (usually this includes public or private wastewater treatment plants and other external organizations): 33.7 million liters

Wastewater Discharge by Treatment Method

- Treated under the control of Cohu before being discharged to the natural environment: 0 Liters
- Discharged to the natural environment without treatment by Cohu: 9.2 million liters (which is only fresh water released, e.g., for watering plants or release from the fire pump testing)
- Discharged to a third party without treatment by Cohu: 29.3 million liters
- Discharged under other treatment method by Cohu: 4.4 million liters

WASH Services

Percentage of Cohu sites providing fully-functioning, safely managed WASH (Water, Sanitation, and Hygiene) services to all workers: 100%.

Aqueduct Water Risk Atlas

We refer to the Aqueduct Water Risk Atlas tool[24] 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. Where elevated risks are identified, Cohu implements risk mitigation actions tailored to local conditions. These measures may include infrastructure investments such as rainwater harvesting and recycling systems, diversified water source planning, efficiency improvements, and site level emergency preparedness.

24 See https://www.wri.org/aqueduct.

Water Data *(statistics are for full year 2025)*

Total Water Use (million Liters)			
By Operating Site		By Country	
Kolbermoor, Germany	1.41	Germany	1.41
La Chaux-de-Fonds, Switzerland	0.44	Switzerland	0.44
Laguna, Philippines	11.28	Philippines	11.28
Melaka, Malaysia	13.01	Malaysia	13.01
Osaka, Japan	15.67	Japan	15.67
Singapore	0.91	Singapore	0.91
Milpitas, California, USA	0.02	USA	3.97
Norwood, Massachusetts, USA	0.84		
Poway, California, USA	2.19		
St. Paul, Minnesota, USA	0.27		
Lincoln, Rhode Island, USA	0.65		

Cohu Operating Site	Water Stress[25]	Drought Risk[26]
Kolbermoor, Germany	Low	Low-Medium
La Chaux-de-Fonds, Switzerland	Low-Medium	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

25 Water Stress measures the ratio of total water demand to available renewable surface and groundwater supplies.
26 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.

Emissions Management

Reducing GHG emissions across operations.

Greenhouse Gas Emissions

We reduced our global GHG emission by 51% year-over-year. Our Scope 1 and 2 emissions decreased to approximately 3,410 metric tons CO_2-e, for all global locations. We report our greenhouse gas emissions using various publicly available conversion tools.[27] 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) as marked-based and location-based data.

We also account for and report our Scope 3 GHG emissions across the Scope 3 categories outlined on page 16.

For target setting purposes, 2023 was selected as the base year and 2031 as the target year for assessing emissions reduction performance.

We have successfully submitted our near-term emissions reduction targets and supporting emissions data for 2023 and 2024 to the SBTi[28] on 19 December 2025, with validation expected to commence in April 2026.

With respect to Scope 3, Cohu finalized complete calculation of the data for 2023 and 2024. The data has been used to define our emissions reduction goal with SBTi. Our total Scope 3 emissions for 2024 amounted to 115,902 metric tons CO_2-e.

To support the timely publication of our 2025 ESG performance, Scope 3 emissions data is not included, as the annual data consolidation process is still in progress. Consistent with prior practice, we will disclose our complete Scope 3 results in our CDP[29] reporting later in 2026.

Emissions Management Highlights

Strengthen Transparency & Climate Governance

In 2025, we published Scope 3 emission for the first time, improved our CDP Climate Rating to a B, and submitted our near-term emissions-reduction targets to the SBTi.

These steps reinforce our long-term commitment to credible, science-aligned climate action.

51% Reduction in Scope 1 & 2 GHG Emissions

to 3,410 metric tons CO_2-e
(Scope 1 = 971 | Scope 2 = 2,439)[30]

27 See note 4 above.
28 See note 6 above.
29 See note 5 above.
30 Calculated based on market-based emission factors.

Emissions Data *(statistics are for full year 2025)*

Scope 1 and 2 GHG Emissions (metric tons CO_2-e)							
By Operating Site				By Country			
	Scope 1	Scope 2 (market-based)	Scope 2 (location-based)		Scope 1	Scope 2 (market-based)	Scope 2 (location-based)
Kolbermoor, Germany	137	7	3	Germany	137	7	3
La Chaux-de-Fonds, Switzerland	63	7	7	Switzerland	63	7	7
Laguna, Philippines	354	397	397	Philippines	354	397	397
Melaka, Malaysia	282	297	297	Malaysia	282	297	297
Osaka, Japan	20	0	0	Japan	20	0	0
Singapore	1	0	0	Singapore	1	0	0
Milpitas, California, USA	0	103	89	USA	93	1,110	1,034
Norwood, Massachusetts, USA	8	406	407	Other[31]	21	621	608
Poway, California, USA	42	450	390				
St. Paul, Minnesota, USA	43	59	56				
Lincoln, Rhode Island, USA	0	92	92				

Scope 3 Category	
Category	Scope 3 GHG Emissions 2024 (metric tons CO_2-e)
Category 1 - Purchased Goods & Services	33,114
Category 2 - Capital Goods	4,969
Category 3 - Fuel- and Energy-Related Activities not included in Scope 1 or Scope 2	1,886
Category 4 - Upstream Transportation and Distribution	3,633
Category 5 - Waste Generated in Operations	548
Category 6 - Business Travel	2,553
Category 7 - Employee Commuting	8,805
Category 9 - Downstream Transportation and Distribution	5,670
Category 11- Use of Sold Products	54,576
Category 12 - End-of-Life Treatment of Sold Products	148

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

Waste Management

Ensuring safe disposal and maximized recycling.

Hazardous Waste Generated & Reportable Spills

Several of Cohu's manufacturing sites generate amounts of hazardous waste: Kolbermoor, Germany; Laguna, Philippines; Melaka, Malaysia; Osaka, Japan; Singapore; and Lincoln, Rhode Island. The total amount of hazardous waste was 200K kg and 91% (183K kg) of such waste was recycled. All hazardous waste was handled and recycled or disposed of in accordance with local laws and regulations.

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 and Cohu recycled approximately 591K kg of paper, plastic, wood and other non-hazardous waste in 2025. Percentage of non-recycled non-hazardous waste incinerated was 26%, and percentage of non-recycled non-hazardous waste landfilled was 74%.

Reused Packaging Material

Cohu describes a clear strategy to reduce the environmental impact of packaging across its lifecycle by prioritizing the reuse of cradles, packaging, and filling materials, achieving reused-material rates of 40% at Kolbermoor, Germany and Singapore, 37% in Osaka, Japan, 25% in Lincoln, Rhode Island, 5% in Norwood, Massachusetts, and ongoing efforts to improve from a baseline of 0% at other principal sites.

Electronic Waste

Cohu is committed to disposing of electronic waste responsibly and in accordance with internationally recognized guidelines (e.g., the Waste Electrical and Electronic Equipment (WEEE) framework (Directive 2012/19/EU)).

Waste Management Highlights

Business Waste Management Program

Our principal production sites apply a comprehensive waste management program that ensures all production-related waste is responsibly handled. We maintain clear rules governing the storage, handling and disposal of hazardous waste to ensure full compliance with local regulations and to safeguard our employees, surrounding communities, and the environment.

As part of this program, waste streams are separated based on the categories available in each region, supporting recycling and waste management partners in treating materials efficiently - enabling recycling whenever practical and ensuring the safest possible disposal for all remaining waste.

Non-Hazardous Waste Recycled

591K kg

91% of Hazardous Waste was Recycled

Climate Opportunities

Leveraging the shift to a low-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 Nominating and Governance Committee regularly reviews our sustainability program. Management presented sustainability matters to the Nominating and Governance Committee three times in 2025. Additionally, the Board annually reviews 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, GC and executive staff members.

Accelerating Automation with Collaborative Robotics

At our Lincoln, Rhode Island, manufacturing facility, we have invested in collaborative robotic assembly, which is 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 of reducing employee travel (and associated Scope 3 emissions), we continue to utilize our remote-assisted reality customer support system for remote technical support and training, allowing us to avoid 387,278 km of employee travel in 2025.

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. Our 99K sq. ft. manufacturing site in Melaka, Malaysia, was converted to an energy provider and utilizes 87% renewable energy in 2025.

In addition, in January 2025, we converted our Singapore 13K sq. ft. manufacturing facility to use 100% renewable electricity, and in February 2025, we converted our Laguna, Philippines 92K sq. ft. manufacturing facility to use 100% renewable electricity.

Memberships and Disclosures

Strengthening transparency and accountability.

Carbon Disclosure Project[32]

We continued our annual submittal to CDP (formerly the Carbon Disclosure Project), a third-party global disclosure system for environmental reporting. Founded in 2020, it enables voluntary annual reporting on climate change, water security, and deforestations to drive transparency and corporate action towards a sustainable, net-zero economy.

In 2025, we improved our Climate Change and Water Security scores to B.

Science Based Targets initiative[33]

Cohu has committed to set near-term company-wide emission reductions in line with the Science Based Targets initiative (SBTi).

The SBTi is a collaboration between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF), and the We Mean Business Coalition. The SBTi defines and promotes best practice in science-based target setting, offers resources and guidance to reduce barriers to adoption, and independently assesses and approves companies' targets.

To express our commitment towards emissions reduction we have successfully submitted our near-term emissions reduction targets and supporting emissions data for 2023 and 2024 to the SBTi on December 19, 2025, with validation expected to commence in April 2026.

TCFD[34] and SASB[35]

In addition to our CDP disclosure and our commitment with SBTi, we are disclosing ESG data in alignment with Task Force on Climate-Related Financial Disclosure (TCFD) and SASB standards, as shown in the appendices of this Sustainability Report.

Sustainable Business & Enterprise Roundtable[36]

Cohu has joined the Sustainable Business & Enterprise Roundtable (SBER) with the goal of reviewing strategies to reduce GHG emissions at principal operating sites and investigating renewable electricity energy sources. The SBER provides strategic advisory and support services in enterprise decarbonization and is trusted by scores of the world's leading companies. The Sustainability Roundtable helps executives set goals, drive progress, and report results as they lead their organizations toward more sustainable, high performance — all to help align business with life.

Responsible Business Alliance[37]

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

Our Melaka, Malaysia facility successfully completed the Responsible Business Alliance (RBA) Validated Assessment Program, achieving "Silver" status with no priority findings and attaining an overall score of 193.8 (out of 200). This independent assessment demonstrates strong alignment with the RBA Code of Conduct across labor standards, health and safety, environmental management, business ethics, and management systems. This achievement reflects Cohu's continued commitment to responsible business practices, effective governance, and ethical operations, supporting our broader environmental, social and governance (ESG) objectives.

America's Greenest Companies 2026

Cohu was recognized in Newsweek's[38] "America's Greenest Companies 2026" and improved our ranking compared with the prior year.

32 See note 5 above.
33 See note 6 above.
34 See note 3 above.
35 See note 1 above.
36 See note 13 above.
37 See note 7 above.
38 See note 11 above.

Cohu

Our Solutions

Products and Services

Continual improvement of high-performing solutions.

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.

Management of Harmful Chemical in Products

We manage harmful chemicals beginning at the design stage, where our global engineering team reviews all new product development and re-engineering efforts for the presence of hazardous substances. When feasible - and while meeting customer requirements - we substitute harmful materials with safer alternatives, supporting our long-term goal of fully eliminating hazardous chemicals from our products.

For substances that cannot be replaced, we mitigate risks through full documentation, regulatory compliance, and strict procedures that ensure safe handling for employees and customer operators. Managing chemical risks remains an ongoing, company-wide commitment focused on continuously reducing and phasing out hazardous materials.

39 See note 7 above.

Design Process for Sustainability

We consider energy usage in our product design. For example, our Diamond$_x$™ tester features an 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 flexibility to reconfigure systems to test different applications, thereby extending the useful life of the platform.

Responsible Business Alliance (RBA)[39]

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

Supplier Engagement

Cohu maintains a strong collaboration with our suppliers through our annual Supplier Day, quarterly business reviews, and tactical quality performance reviews as needed. These frequent touch points provide strategic insight, cascade supplier requirements, and strengthen our supplier partnerships as part of our approach towards continuous improvement. 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 86% of Cohu annual supplier spend.

Quality and Environmental Standards

Embedding international standards globally.

ISO Certifications

To demonstrate that our products, services, and operational processes meet internationally recognized standards, we maintain a comprehensive set of ISO certifications verified through independent, accredited third party auditors.

These certifications confirm that our management systems comply with globally accepted benchmarks for quality, environmental responsibility, and operational efficiency. Maintaining these certifications supports consistent product performance, enhances customer confidence, and reinforces our commitment to continuous improvement across our global footprint.

ISO 9001 (Quality Management System)

We are ISO 9001 certified at ten out of eleven of our principal sites

- Poway, California
- Norwood, Massachusetts
- Lincoln, Rhode Island
- Milpitas, California
- Kolbermoor, Germany
- La Chaux-de-Fonds, Switzerland
- Laguna, Philippines
- Melaka, Malaysia
- Osaka, Japan
- Singapore

ISO 14001 / EMAS (Environmental Management System)

In addition, our Kolbermoor, Germany site - as one out of eleven principal sites - holds ISO 14001 certification, underscoring our commitment to minimizing environmental impacts and integrating sustainability into day-to-day operations.

Supplier ISO Certifications

Our commitment to high quality and responsible production extends to our supply chain. A significant portion of our suppliers maintain third party ISO certifications that support product reliability, environmental stewardship, and risk reduction.

ISO 9001 (Quality Management System)

- 502 of Cohu's suppliers maintain an ISO 9001 certification, representing 26% of Cohu's supplier quantity and 80% of Cohu's total annual supplier spend.

ISO 14001 / EMAS (Environmental Management System)

- 311 of Cohu's suppliers maintain an ISO 14001 certification, representing 16% of Cohu's supplier quantity and 35% of Cohu's total annual supplier spend.

These certifications across our supplier network help ensure consistent quality, promote responsible resource management, and support aligned sustainability performance across the value chain.

Enabling Technology

Creating solutions that improve health and sustainability.

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 CO_2 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.

Yield and Productivity

Enhancing customer productivity and 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 2025, R&D expense was 52% of total operating expenses[40], 50 patents applications were filed, and 20 patents were issued.

Accelerating Time to Insight

Our high-performance, AI-driven PAICe Digital Twin Platform™ boosts yield, optimizes equipment performance, and enables smart automation across the fab ecosystem.

- PAICe Prescriptive™ uses equipment expertise and AI/ML to turn Cohu's equipment data into actionable insights with guided repair recommendations.
- PAICe Inspection™ software uses deep learning and pattern recognition to boost inspection yield, cut overhead, and enhance manufacturing efficiency.
- PAICe Monitor™ quickly ingests and stores raw trace and tool data, extract insights, and deploys predictive analytics for semiconductor front-end, back-end and OEMs.
- PAICe Maker™ is an AI-driven advanced process control for manufacturing that automatically adapts to process drifts over time.

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.

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.

PAICe 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.

PAICe INSPECTION™

40 See note 15 above.

Compact Low-Power Technology

Cohu's Diamond$_x$™ 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$_x$™ consumes 2.8 kVA of electrical power, resulting in ~75% less power required compared to a comparable liquid-cooled test system. Diamond$_x$™ 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 Neon™ inspection metrology system and NY32-LU™ handlers are equipped with an external loader unloader to integrate with factory robots for customers adopting Industry 4.0 initiatives, our Krypton™ inspection metrology system, and MATRiX™, Eclipse™, and Jaguar™ handlers operate with Automated Guided Vehicles (AGV)/Automated Mobile Robots (AMR) equipment. Our NV-Core™ Inspection software uses AI-powered deep learning algorithms to improve inspection yield.

Next Generation Architecture Extending the Life of the Platform

Our Sense+™ 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+™ 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 MATRiX™ 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.

PAICe Prescriptive™ 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.

PAICe PRESCRIPTIVE™

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 RBA[41] tenets of human rights and have implemented the Cohu Human and Labor Rights Policy[42] reflecting these standards and undergo periodic third-party audits (through RBA) to measure the effectiveness of our policy. Select illustrative metrics are listed below which reflect relevant data for calendar year 2025.

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.[43]

Employee Training

Cohu conducts annual non-discrimination, harassment prevention, and managing bias in the workplace training. In 2025, we conducted quarterly compliance training with topics on prevention of harassment and discrimination and managing bias in the workplace; anti-corruption and bribery, with focus on preventing human trafficking; preventing workplace violence; and code of conduct and ethics including avoiding conflicts of interest. We implement continual cyber security training with regular micro learnings, on-demand lessons and robust random real-time testing to employees worldwide, reinforcing responsible data handling and shared accountability for protecting company and stakeholder information.

2025 Highlights

- **Continued our excellent employee safety record, with a 2025 global recordable incident rate of 0.44 per 100 employees, which is 51% below our industry benchmark[44]**
- **Maintained our corporate RBA Risk Rating of "Low"**
- **Decreased voluntary turnover in every region**
- **Ongoing robust ethics and harassment/discrimination prevention training**
- **Increased cumulative training hours by 41% to 58,600 hours globally and invested $457K in employee training, seminars, and educational assistance**
- **Continued global focus on career development through enhanced Learning Communities, expanded High-Potential/High-Professional programs and increased participation in Emerging Leader Program**

41 See note 7 above.
42 See Human and Labor Rights Policy https://www.cohu.com/corporate-responsibility.
43 See Code of Business Conduct and Ethics https://www.cohu.com/corporate-responsibility.
44 See note 16 above.

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, ranging from regular all-employee meetings at various facilities to round-table sessions with senior executives, as well as multiple anonymous question forums and hotlines. This is supported by the metric that, in 2025, approximately 13% 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 2025, 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 2025.

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

15%
US

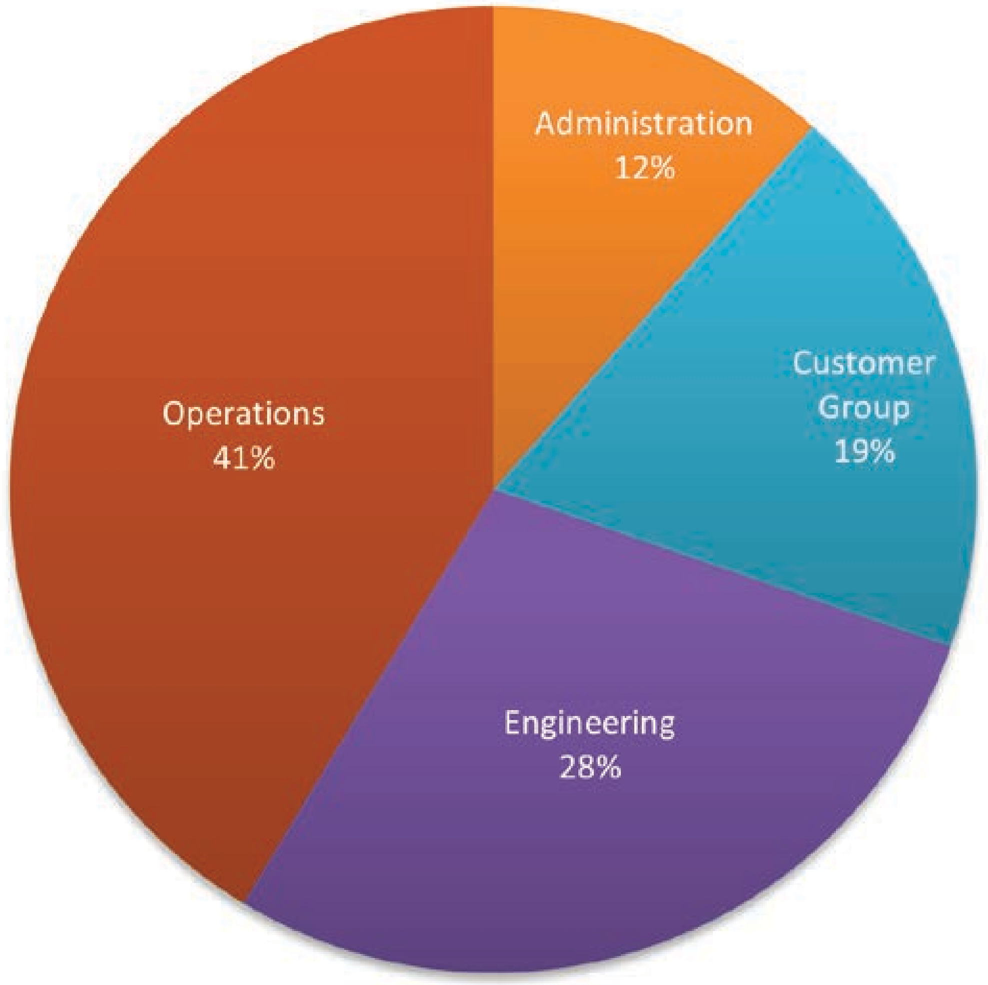
10%
Europe

75%
Asia Pacific

Employee Distribution by Country

Country	Number
Switzerland	36
China	99
Germany	216
France	14
Italy	10
Japan	111
South Korea	26
Malaysia	768
Philippines	791
Singapore	156
Thailand	23
Taiwan	93
United States	403
Other	31

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 2025, we increased our investment in employee development by providing more than 58,600 cumulative training hours to employees globally - including technical and soft skills, compliance, safety, and leadership training - investing approximately $457K in training, seminars, and educational assistance fees. This equates to approximately 21 hours of annual training per employee and represents a 41% increase over the training hours provided in 2024.

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.

67% (14 of 21 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. 29 Cohu leaders from across the enterprise have graduated from our six-month ***Leadership Development Program***, which will conclude in 2026 with 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.

COHU LEADERSHIP DEVELOPMENT PROGRAM

Our global ***Emerging Leader Program*** is delivered in two six-month parts and has had more than 396 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, conflict resolution, communicating with different personalities, and performance management.

COHU EMERGING LEADER PROGRAM

Six Critical Practices for Leading a Team

In April, our team in Malaysia brought together 25 leaders for an engaging and impactful learning experience. This was the first session of its kind, facilitated by our in-house L&D Consultant who is a certified trainer and facilitator of this FranklinCovey program.

The session equipped leaders with the practical tools and proven strategies to lead effectively, build trust, and drive team success.

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 2025, we continued our excellent employee safety record, with a global recordable incident rate of 0.44 per 100 employees, which is 51% lower than our industry benchmark.[45]

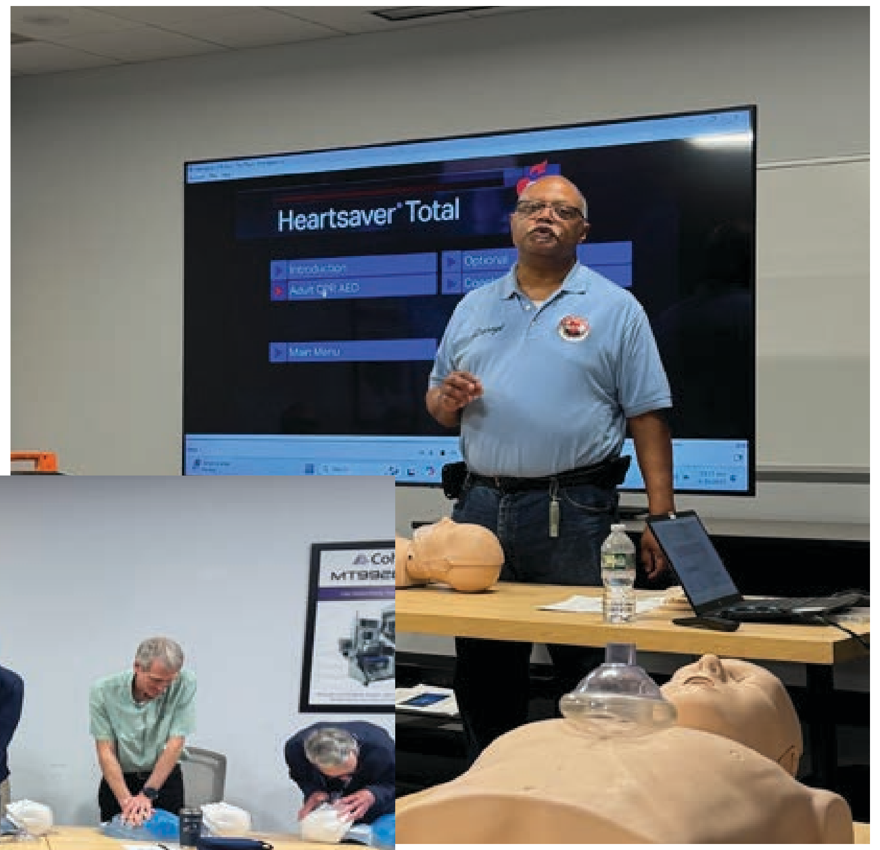
Flood Training in Germany

In 2025, employees in our Kolbermoor office took flood training, in case of a 500-year flood scenario, learning how to build and break down the necessary barriers around the infrastructure and machinery. A total of 20 physical flood barriers were installed and will only be deployed when needed. Additionally, the basement - where critical building systems are located - was redesigned to protect against water ingress and to safeguard vulnerable pipelines. However, all these measures can only be effective if implemented together. Any gap would lead to significantly greater damage.

Chemical Spillage Safety Training in Malaysia

In Melaka, employees enrolled in chemical spillage safety training, learning the proper protocols, procedures, and cleaning techniques in the event of a chemical spill. This training session equipped them with the knowledge and reflexes to handle and respond to the situation effectively.

45 See note 16 above.



Cardiopulmonary Resuscitation (CPR) Training

We are committed to employee safety and well-being, empowering our employees by providing training using life-saving skills.

In Norwood, we hosted a CPR training course, courtesy of CPR Boston, where employees learned the proper techniques of the American Heart Association. Employees received certification after the course to accurately perform CPR, use of the AED, and the Heimlich maneuver.

Learning and Utilizing Artificial Intelligence to Drive Responsible Innovation

In October, we hosted an AI Experience Week at our Kolbermoor, Germany site, bringing employees together to build practical understanding of artificial intelligence and its responsible application in the workplace. The week opened with a keynote titled “AI – From Hype to Impact,” which explored how AI is evolving from theoretical concepts into real world tools that are transforming technology and software applications.

The keynote presentation highlighted how AI interprets user prompts to deliver actionable insights, examined the role of machine learning and deep learning in driving innovation, and discussed the transformative impact of large language models (LLMs) on the rapidly evolving AI landscape.

This was followed by a session titled “AI or You – Who Outsmarts Whom,” which focused on LLMs, prompt engineering, and the foundational concepts behind how AI systems learn. The presentation provided deeper insight into the mechanics of AI, including the use of matrices, probability, and tokenization, helping participants better understand how modern AI models process information.

The program continued with a panel discussion, “AI – Opportunities, Responsibility, Future,” where leaders explored how AI can be leveraged to improve productivity, efficiency, and speed across the organization. The discussion also addressed the ethical and strategic considerations of AI adoption, including data privacy and responsible use, sparking thoughtful dialogue around the company’s evolving AI landscape.

In the afternoon, participants took part in hands on workshops focused on real world applications, such as interacting effectively with AI tools and building intelligent workflows using Copilot. The day concluded with a session outlining actionable strategies for addressing customers facing AI challenges, reinforcing how AI can be applied thoughtfully to support both employees and customers.

Governing Responsible and Value-Driven AI Adoption

In 2025, we announced the formation of Cohu’s AI Implementation Committee, marking an important step in advancing the responsible adoption of artificial intelligence across the enterprise.

The committee’s purpose is to guide the strategic use of AI technologies to unlock value through innovation and operational efficiency, while ensuring that all AI initiatives remain aligned with our business objectives and company values. A core focus of the committee is to safeguard data privacy, ethical standards, and governance across every AI enabled solution.

By coordinating AI initiatives under a shared governance framework, Cohu is able to innovate with confidence, manage risk effectively, and build AI solutions that are not only powerful, but also responsible, transparent, and trustworthy.

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, to enjoy being new parents, to recover from personal illness or injury, and to fulfill 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 2025, we held multiple events globally:

- Health days focusing on physical fitness, nutrition, preventative care, mental health, and wellness education
- 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 and cultural celebrations
- Blood donation drives for local hospitals
- CPR and AED training

Wellness Fairs in the United States

Our Norwood, Massachusetts and Lincoln, Rhode Island offices recently held wellness fairs where employees had the chance to gather information on a variety of health and wellness initiatives that can have a positive impact on their lifestyle and well-being. The fairs included interactive demonstrations and hands-on opportunities to have fun and learn from several local vendors such as nutritionists, fitness instructors, meditation specialists, physical therapists and more.

Archery Competition in Suzhou, China

In Chinese culture, archery is considered one of the Six Noble Arts and provides a foundational discipline of martial skill, moral cultivation, and harmony for those who practice it. In May, our employees in Suzhou decided to hold a friendly archery competition. The competition featured both team and individual categories, with top three winners in each. The activity was a great way to bond with colleagues, relax, and sharpen their skills.

Health Day at Kolbermoor, Germany

In August, a vibrant celebration of wellbeing, prevention, and community spirit was held at our Kolbermoor site. From cardiovascular vein checks to heart rate variability (HRV) biofeedback sessions, our colleagues had the chance to gain valuable insights into their health with preventative screenings — guided by occupational health experts.

A virtual cycling competition was an employee highlight, with participants racing along a two km virtual route that led to our very own Cohu building. A fresh juice bar, complete with ginger shots, complimented the event and emphasized the importance of exercise & nutrition.

Team Building

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

More Than Just a Game: Building Connection Through Shared Experiences

In recognition of Mental Wellness Month, our employees in Batam, Indonesia came together for a paintball outing followed by a team dinner. The experience served as an important reminder of the value of stepping away from day to day demands to reconnect with one another. Through laughter, reflection, and shared moments, the team strengthened personal connections and reinforced a culture of mutual support. These experiences are more than morale boosting activities - they are essential to employee well-being, fostering resilience, trust, and an understanding that behind every role is an individual balancing many aspects of life.

New Collaborations at the Innovation Lab Summit

Employees in Kolbermoor, Germany, recently concluded three days of innovation, collaboration, and forward thinking at the Innovation Lab (iLab) Summit. From early morning sessions to evening discussions, the summit brought together colleagues from across the organization to exchange ideas, challenge assumptions, and explore new ways of working.

Each day featured engaging discussions, hands on workshops, and thought-provoking insights that will help shape our approach to innovation in the months ahead. Key takeaways included new methods for tackling complex challenges, exposure to emerging technologies, and strengthened connections across teams - reinforcing a culture of continuous learning and cross functional collaboration.

Three Days of Team Success in Thailand

In November, our Bangkok based team came together for a three day training and team building program designed to strengthen skills, collaboration, and connection.

The program focused on three core themes: problem solving and decision making tools, working and playing as a team, and managing conflict effectively. These concepts were reinforced through interactive activities and games that encouraged teamwork, open communication, and shared laughter.

Beyond skills development, the experience fostered stronger relationships and lasting connections across the team - highlighting the value of bringing people together to learn, collaborate, and grow as one.

University Outreach Across the Globe

In 2025, 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 Malaysia

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. Throughout the year, we hosted engaging industrial visits for faculty and engineering students from several universities including Universiti Malaysia Perlis (UNIMAP), Universiti Teknikal Malaysia Melaka (UTeM), Universiti Sains Malaysia (USM), Monash University, and Universiti Teknologi PETRONAS (UTP), expanding our partnership with more universities compared to 2024.

The visits include presentations where we discuss various engineering disciplines available at Cohu, highlighting our manufacturing processes and capabilities through tours of our Penang and Melaka facilities. We also engage 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.

New Strategic Partnership

Formalized by a Memorandum of Understanding, Cohu announced a new strategic partnership with the Universiti Malaysia Pahang Al-Sultan Abdullah (UMPSA) in September. This collaboration is a commitment to innovation and nurturing the next generation of engineering talent for the semiconductor industry.

Co-Operative and Internship Programs

We strive 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.

Collaboration with Rosenheim Technical University of Applied Sciences

In December, 15 students from the Industrial Engineering program of Rosenheim Technical University of Applied Sciences visited our Kolbermoor site, furthering our commitment to student education in Germany. Students embarked on a company tour showcasing our machines and processes and attended presentations on key areas for Cohu, including supply chain, project management, and quality management. The visit concluded with a Q&A from students that strengthened the link between business and academia and inspired the next generation for technology and production.

Apprentices in Kolbermoor, Germany

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 wiring techniques and crimping.

To strengthen the bond between apprentices and learn new ways to work together, our Kolbermoor apprentices held a team building event at Hocheck Adventure Park in Oberaudorf. The exercises challenged their cooperation and strategic thinking. A high-ropes course through the treetops further enforced how important communication and mutual trust are in their everyday work lives.

Supporting STEM

Our mission at Cohu is to make girls and young women aware of the career opportunities available in Science, Technology, Engineering and Mathematics (STEM). 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 five female students, aged 12 years and older, had the opportunity to obtain firsthand insights into career opportunities in the semiconductor industry.

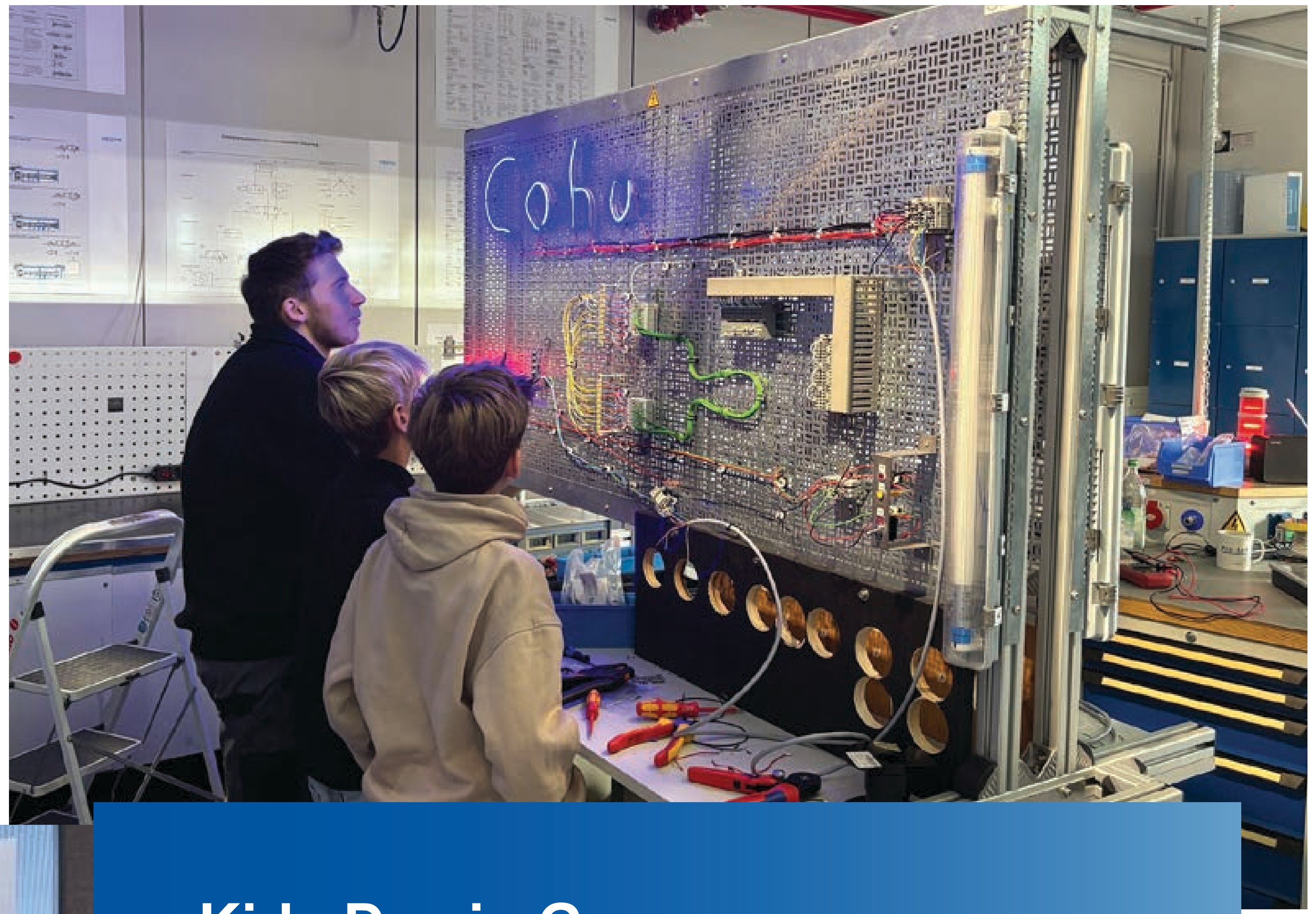
The participants have the opportunity to utilize their technical skills with hands-on exercises and electronics.

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.

Toys for Tots Donation in the United States

During the holiday season, our Norwood, Massachusetts office partnered with the Marine Toys for Tots Foundation. Since 1947, the Toys for Tots Program, a 501(c)(3) nonprofit charity, has collected and distributed toys to economically disadvantaged children across the United States. We took this as an opportunity to make the holidays a little brighter for children throughout southeastern Massachusetts who would otherwise go without. Employees shopped for, collected, and donated new, unwrapped toys for children of all ages - from newborns to 12 years old.



Kids Day in Germany

In November, we welcomed Cohu Kolbermoor employees to bring their children to work for a day full of discovery, welcoming in the next generation of innovators.

Our apprentices set up an exciting technology station where kids made the Cohu letters light up out of flexible electroluminescent wire. Other activities included watching their names be laser-engraved, exploring creative crafting activities, and enjoying short films.

Raising Awareness for Breast Cancer in Switzerland

October is Breast Cancer Awareness month and 1 in 8 women will be diagnosed with breast cancer in their lifetimes. We partnered with a bakery local to our La Chaux-de-Fonds, Switzerland office for a brunch featuring baked goods that are only baked in October. The bakery then donates the profits to breast cancer research and awareness initiatives. Our employees gathered for brunch featuring these baked goods and wore pink to show their support.

Racial Harmony Day In Singapore

Racial Harmony Day is a day in Singapore to promote racial and ethnic harmony within the nation. This historical event serves to remind Singaporeans of the need to maintain racial understanding and tolerance among the different communities in Singapore.

In July, our colleagues came together in the spirit of unity, proudly dressing in a vibrant array of traditional attire representing various ethnic backgrounds. Their beautiful clothing highlighted the rich diversity we are proud to celebrate in our workplace. As part of the celebration, everyone also enjoyed tea breaks and snacks prepared for the occasion – a simple yet meaningful way to share and celebrate together.

Supporting Singapore Boys' Town and Beyond Social Services

Several of our Singaporean employees participated in the Mapletree Annual Futsal Charity Challenge with two spirited teams - the Futsal Firebirds and the Urban Strikers. This Mapletree tournament helped raise proceeds that went to supporting the Boy's Town and Beyond Social Services. Weeks of inclusive training brought together colleagues across departments, building camaraderie through shared effort, laughter, and support. We are honored to have been part of raising funds to support and give back to the local community.

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:

- Cheerful Children Center Bukit Baru - a home for orphaned children in Melaka
- Tzu-Chi Recycle and Education Center - a facility run by the global Buddhist humanitarian Tzu Chi Foundation that promotes environmentalism through hands -on recycling, educational programs, and community service
- Charity Outlet Melaka Mall - a nonprofit organization serving support for the underprivileged
- Lembaga Pengurusan dan Kebajikan Anak Yatim Miskin - a home for underprivileged children in Melaka
- Kawan Shop - a community run thrift shop run by Youth With A Mission (YWAM) in Penang
- Lembaga Pengurusan and Kebajikan Anak Yatim Miskin in Paya Rumput - a charity home supporting a combined total of over 30 single mothers and orphaned children

Melaka Charity Run

Over 200 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 special needs.

We helped raise RM 7,475 in donations which were used to purchase a range of essential items for two care homes under Pusat Jagaan Kasih Sayang Prasanna, located in Semabok and Bukit Baru, Melaka. These funds helped ensure residents had access to crucial resources that enhanced their well-being and comfort.

More than just a handover, the visit became a day of connection filled with cheerful interactions and fun games with the residents.

Melaka General Hospital Blood Drive

Over 100 employees volunteered to take part in our annual blood donation campaign in partnership with Melaka General Hospital, with 86 employees being successful donors. Each donation showcased how our workplace extends beyond its walls, lifting lives and empowering communities – one action at a time.

Supporting San Diego Blood Bank

Our Poway employees held a blood drive in June that showcased the company's commitment to supporting the local community and contributing to vital causes. The event was held in collaboration with the San Diego Blood Bank (SDBB) and saw an overwhelming response from employees who generously donated their time to help those in need.

The donations went towards hospitals and healthcare facilities that were in urgent need of blood supplies, critical for patients undergoing surgeries, cancer treatments, trauma care, and those suffering from chronic conditions.

Bringing Health and Wellness Preventative Care to Work in Melaka

Our Melaka site held a wellness program event for our employees and their families which included complimentary health and wellness activities such as ear scanning, eye scanning, postural checking, complimentary flu vaccinations and more. The event engaged over 330 employees and dependents. Vendors also provided free samples, product education, and discounted products to all who attended.

Providing Care for Silangan Village, Philippines

2025 marked the 10-year anniversary of our Laguna site hosting Miles for a Mission charity runs. The theme this year was “Bubble Run” and the event drew many participants, including employees, partners, families, and friends who ran or walked 3 km, 5 km, or 10 km routes. The event saw impressive participation from all generations, a fact celebrated by special awards for the oldest runner at age of 72 and the youngest at age of two.

The proceeds generated from the “Miles for a Mission” Bubble Run were entirely dedicated to funding a comprehensive medical mission, the Silangan Village in Canlubang, Laguna.

The proceeds purchased medical equipment for the community and dedicated volunteers, healthcare professionals, and local leaders provided free medical consultations, basic health screenings, and medicines to residents.

We were able to accommodate 174 individuals, including children, elderly citizens, and families. Services offered included general check-ups, blood pressure monitoring, blood sugar testing, and distribution of vitamins and maintenance medications.

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 and save lives. Over 50 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 making a difference, reinforcing the importance of compassion and social responsibility.

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 2025, we conducted an anonymous global employee pulse survey. We received more than 1,672 responses from all regions, business units, and functions providing us with comments and suggestions. We reached an employee engagement score of 67% 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 2026.

Actions in 2025

Based on feedback we continued our focus on providing a variety of development opportunities to build a more robust internal talent pipeline and promoting recognition programs.

- 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.
- Internal consultants delivered targeted development courses at several global sites tailored to local learners.
- Expanded well-received programs for peer-to-peer recognition to all regions globally.

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 Surveys to collect ongoing feedback and determine progress being made from forthcoming initiatives.

2025
Survey Score Results

67%
Employee engagement

76%
Job satisfaction

82%
I find my work at Cohu challenging (in a positive way), professionally and personally.

85%
I know where to turn for help if something unexpected or confusing comes up at work.

Corporate Responsibility

Business Ethics

Operating with integrity across all business practices.

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. Further, Cohu 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 globally prohibit 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 2025, five (5) individual reports were made, four (4) were related to two (2) separate workplace assertions; 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

Collaborating to advance sustainability goals.

Employees

- Held quarterly in-person and virtual employee meetings across global functional areas and business units where we invite questions and answers.
- Produced quarterly CEO/CFO videos providing business updates and actual performance to targets.
- Produced two Cohu Connect videos interviewing Cohu executives.
- Published quarterly Cohu Connection employee publications.
- Regular executive leadership emails to our global employees detailing organizational changes or key leadership hires.
- Periodic CEO skip level meetings at principal operating sites.
- Annual quantifiable and measurable corporate objectives are communicated and cascaded throughout the organization.
- 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 19 advanced production training classes with 80 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 RBA[46] maintaining our Risk Rating of "Low".
- In support of key customer sustainability initiatives, submitted extensive compliance data to RBA; and submitted our emissions data to CDP[47].
- Delivered multiple technical presentations at industry shows and events.

46 See note 7 above.
47 See note 5 above.
48 See Supporting and Encouraging Community Involvement on page 38.

Investors

- Conducted approximately 186 one-on-one-investor and prospective investor meetings, including 20 of our top 25 shareholders. We met multiple times with 13 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 86% of Cohu's total annual supplier spend.
- Conducted periodic on-site audits for new fabrication part and contract manufacturers.

Community & Organizations[48]

- Cohu Norwood, Massachusetts, USA location partnered with the Marine Toys for Tots Foundation by organizing a fundraiser for unwrapped toys for children of all ages.
- Cohu San Diego, California, USA location, in collaboration with the San Diego Blood Bank, held a blood drive with the donations benefiting hospitals and healthcare facilities.
- Cohu La Chaux-de-Fonds, Switzerland location organized a fundraiser through a local bakery with the profits being donated to breast cancer research and awareness initiatives.
- Cohu Singapore location participated in the Mapletree Futsal Charity Challenge which helps raise proceeds to support the Boy's Town and Beyond Social Services.
- Cohu Malaysia locations volunteered their time to visit organizations and hold social activities, including a Community Care-A-Thon benefiting several NGOs, a Charity Run with proceeds benefiting local charity homes supporting individuals with special needs, and a Blood Drive with Melaka General Hospital.
- Cohu Philippines location organized a Blood Drive with Philippines Red Cross, and a Charity Run with the proceeds dedicated to funding the Silangan Village, a comprehensive medical mission.

Responsible Sourcing

Promoting ethical supply-chain 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 products delivered to us contained conflict minerals.

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.

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 routinely review critical materials supply chain for potential risks based upon global events, like the Russia-Ukraine and Hamas-Israel conflicts and believe we have reasonably mitigated any supply disruption. 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 86% of Cohu's total annual supplier spend. Cohu also participates in the Responsible Business Alliance[49] (RBA) and adheres to the RBA Code of Conduct for our operations and as our Supplier Code of Conduct.

49 See note 7 above.

Information Security Risk Management

Safeguarding information with robust protections.

Cybersecurity

Cohu has a multifaceted information security program with the goal of continuous improvement. The Company conducts regular internal and 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 2025, 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. Members of our corporate information technology team also receive training on data privacy and handling. 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.

Cohu

Sustainability Goals

2026 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	2025 Results[14]
(1) Reduce GHG emissions	Review strategies to reduce GHG emissions at our principal operating sites.	Scope 1 and 2 emissions were approximately 3,410 metric tons CO_2-e for all global locations, a 51%[50] year-over-year decrease. The decrease over 2025 was primarily driven by the conversion of our Singapore and Laguna, Philippines facilities to renewable electricity in January and February 2025 respectively. Additionally, in February 2024, we committed to engage with the SBER[51] to support SBTi[52] commitment and broader ESG reporting. Through their structured guidance, we enhanced our greenhouse gas inventory methodology, strengthened alignment with SBTi and relevant ESG frameworks, and improved internal understanding and governance of climate and sustainability related data. This support enabled us to meet reporting requirements more effectively and advance the integration of sustainability into our business practices. With this guidance, we also successfully submitted our near-term emissions reduction targets and supporting emissions data to the SBTi in December 2025. With respect to Scope 3, Cohu finalized complete calculation of the data for 2023 and 2024. The data has been used to define our emissions reduction goal with SBTi. Our total Scope 3 emissions for 2024 amounted to 115,902 metric tons of CO_2-e. To support the timely publication of our 2025 ESG performance, Scope 3 emissions data is not included, as the annual data consolidation process is still in progress. Consistent with prior practice, we will disclose our complete Scope 3 results in our CDP reporting later in 2026.
(2) Renewable energy sources	Investigate renewable electricity energy sources on-site and off-site.	Our use of renewable energy sources was 10.3 million kWh or 63% of grid electricity energy usage was derived from renewable sources. In 2025, we converted our Laguna, Philippines and Singapore facilities to using renewable energy.

50 2024 emissions were 7,005 metric tons CO_2-e.
51 See note 13 above.
52 See note 6 above.

Topic	Goal	2025 Results[14]
(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 2025, we avoided 387K km in employee travel. Melaka, Malaysia: Solar carpark project which was started in October 2025 and expected to complete in March 2026. Total investment 2025: $701K. Expected total amount saved: more than 25% of kWh used by Melaka facility.
(4) Water usage	Investigate and deploy water use reduction measures where feasible.	Water withdrawal was 46.7 million liters, a 4% decrease year-over-year, primarily driven by the completion of the transfer of our test handler production equipment at our Laguna, Philippines facility. In addition, the continued operation of the rainwater harvesting system at Laguna, contributed to reduced reliance on potable water. Water consumption also declined at Poway, California and La Chaux-de-Fonds, Switzerland sites.
(5) Waste management	Implement best practices in waste management to increase the amount of waste that is recycled.	591K kg of paper, plastic, wood and other non-hazardous waste were recycled. Percentage of non-recycled non-hazardous waste incinerated was 26%, and percentage non-recycled non-hazardous waste landfilled was 74%. The total amount of hazardous waste was 200K kg, of which 91% (183K kg) was recycled. All hazardous waste was handled and recycled or disposed of in accordance with local laws and regulations.

Safety

<table>
<tr><th>Topic</th><th>Goal</th><th>2025 Results[14]</th></tr>
<tr><td>(1) Employee Safety</td><td>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.</td><td>
<table>
<tr><th colspan="3">U.S. Bureau of Labor Statistics 2025 Injury, Illness & Fatality Rates</th></tr>
<tr><td>Industry</td><td>NAICS Code</td><td>Total Recordable cases[53]</td></tr>
<tr><td>Instrument manufacturing for measuring and testing electricity and electrical signals</td><td>334515</td><td>0.9</td></tr>
<tr><td>Cohu’s 2025 Injury, Illness & Fatality Rates</td><td></td><td>0.438</td></tr>
</table>
Cohu’s 2025 recordable incident rate was 0.44, or 51% lower than our industry benchmark incident rate[54].</td></tr>
</table>

Culture and Talent Optimization

Topic	Goal	2025 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.

53 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).
54 See note 16 above.

Innovation

Topic	Goal	2025 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[55] was 52%.
(2) Patents	Protect IP and pursue patents as appropriate.	50 patents applied; 20 patents issued.

55 See note 15 above.

Cohu

Appendices

Task Force on Climate-Related Financial Disclosures (TCFD)[56]

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 three (3) times in 2025. 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, GC and executive staff members.

56 See note 3 above.

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. We partner with outside risk management experts to periodically 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 Cohu facilities meet or exceed code and local safety standards, after such analysis, Cohu committed approximately $3.7 million in capital expenditure to further enhance our business resilience at key operating sites. 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 the consolidation of our two former manufacturing sites into the new building in Laguna, Philippines.

Topic	Recommended Disclosure	Response[14]
		In addition, we regularly consider and implement initiatives, including enabling others to reduce emissions with the goal of reducing 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 continue to utilize sources of renewable energy. In 2025, we converted our Singapore and Laguna, Philippines sites to use 100% renewable energy; iii. With the goal to reduce employee travel (and associated Scope 3 emissions), we continue to utilize our assisted reality customer support system used for remote technical support and training, and in 2025, we avoided 387K km in employee travel; iv. We reduced our electricity consumption by optimizing our office footprint resulting in several principal sites: Milpitas, California (-32%), St. Paul, Minnesota (-16%), Poway, California (-15%), Singapore (-15%), Norwood, Massachusetts (-14%) and La Chaux-de-Fonds, Switzerland (-11%); and v. We started our Solar Carpark project in Melaka, Malaysia with expected completion in March 2026, targeting energy saving of more than 25% of facility electricity usage.

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 undertaken to mitigate risk and pursue opportunities collectively represent 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. Identification of 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. Continued engagement 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 dat,a and recycling initiatives annually in this report and through the CDP Corporate Questionnaire. We made our 2025 CDP filing available on our website and expect to publicly disclose our 2026 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 reviewing and achieving near-term science-based emissions reduction targets set.

Sustainability Accounting Standards Board (SASB)[57]

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: 971 metric tons CO_2-e Scope 2: 2,439 metric tons CO_2-e Gases/Refrigerants: 637 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-130a.1	Total energy consumed: 17.5 million kWh Grid electricity consumed was 93% of total energy consumed. Electricity derived from renewable sources of grid electricity consumed was 63%.

57 See note 1 above.

Topic	Metric	Response[14]
Water Management	(1) Total water withdrawn, (2) total water consumed, (3) percentage of each region with High or Extremely High Baseline Water Stress. Category: Quantitative Cohu Unit of Measure: liters Code: TC-SC-140a.1	Cohu's total water withdrawn was 46.7 million liters in 2025. Total water consumed equals the total water withdrawn. Water withdrawn in regions with high or extreme high baseline water stress (and percentage of total global withdrawals): • Laguna, Philippines (24%) • Lincoln, Rhode Island, USA (1%) • Norwood, Massachusetts, USA (2%) • Poway, California, USA (5%)
Waste Management	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled. Category: Quantitative Cohu Unit of Measure: kg, Percentage (%) Code: TC-SC-150a.1	200K kg, of which 91% 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.1	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 2025 recordable incident rate per 100 employees per year was 0.44, or 51% below our industry benchmark of 0.9.[58]
	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-320a.1	None.

58 See note 16 above.

Topic	Metric	Response[14]
Recruiting & Managing a Global & Skilled Workforce	Percentage of employees that require a work visa. Category: Quantitative Cohu Unit of Measure: Percentage (%) Code: TC-SC-330a.1	Employees that require a work visa <4%.
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.1	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 to replace non-compliant parts with RoHS-compliant alternatives.
	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops. Category: Quantitative Cohu Unit of Measure: Various, by product category Code: TC-SC-410a.2	Cohu manufactures semiconductor capital test equipment for semiconductor manufacturers. All 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-440a.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	Total Production Category: Quantitative Cohu Unit of Measure: installed systems Code: TC-SC-000.A	Cohu has approximately 25,000 systems installed at over 280 customer manufacturing sites in 31 countries.
Percentage of production from owned facilities	Percentage of production from owned facilities Category: Quantitative Cohu Unit of Measure: Percentage (%) Code: TC-SC-000.B	Omitted: Cohu does not disclose this information.

Stakeholder Engagement Survey

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 initiative actions. We are pleased to present our 2025 engagement summary and highlights.

Topic	Engagement	Key Topics	2025 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	• Held quarterly in-person and virtual employee meetings across global functional areas and business units where we invite questions and answers • Produced quarterly CEO/CFO videos providing business updates and actual performance to targets • Produced two Cohu Connect videos interviewing Cohu executives • Published quarterly Cohu Connection employee publications • Regular executive leadership emails to our global employees detailing organizational changes or key leadership hires • Periodic CEO skip level meetings at principal operating sites • Annual quantifiable and measurable corporate objectives are communicated and cascaded throughout the organization • Innovation weeks 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 • Continued global focus on career development through enhanced Learning Communities, expanded High-Potential/High-Professional programs and increased participation in Emerging Leader Program to more than 400 employees

Topic	Engagement	Key Topics	2025 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 19 advanced production training classes with 80 customers worldwide
			• Completed annual facility and corporate Self-Assessment Questionnaires as required by the RBA[59] maintaining our Risk Rating of "Low"
			• In support of key customer sustainability initiatives:
			  • submitted extensive compliance data to RBA, and
			  • submitted our emissions data to CDP[60]
			• Delivered multiple technical presentations at industry shows and events

Investors	• Annual Shareholder Meeting • Quarterly earnings calls • Investor Conferences and roadshows	• Business Strategy and Outlook • Financial Results • Capital Priorities	• Conducted approximately 186 one-on-one investor and prospective investor meetings, including 20 of our top 25 shareholders. We met multiple times with 13 of our top 25 shareholders.
Suppliers	• Quarterly scorecards and business reviews • Supplier screening and questionnaires • Supplier visits and audits • Supplier Code of Conduct	• Transparency • Business sizing • Performance and compliance	• Maintain and review supplier scorecards with approximately 75% of Cohu's direct spend, covering key elements of performance, compliance to Cohu's business requirements, and risk management. • Held QBRs with key suppliers • Cohu's Supplier Code of Conduct, aligned with RBA principles, is signed by over 1,000 suppliers, covering approximately 86% of Cohu annual supplier spend • 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 volume manufacturing facilities in Melaka, Malaysia, Laguna, Philippines, and Singapore.

59 See note 7 above.
60 See note 5 above.

Topic	Engagement	Key Topics	2025 Highlights[14]
Community and Organizations	• Partnerships • Promotion of shared principles • Disaster relief • Volunteering	• Donations/Volunteering	• Cohu Norwood, Massachusetts, USA location partnered with the Marine Toys for Tots Foundation by organizing a fundraiser for unwrapped toys for children of all ages. • Cohu San Diego, California, USA location in collaboration with the San Diego Blood Bank held a blood drive with the donations benefiting hospitals and healthcare facilities. • Cohu La Chaux-de-Fonds, Switzerland location organized a fundraiser through a local bakery with the profits being donated to breast cancer research and awareness initiatives. • Cohu Singapore location participated in the Mapletree Futsal Charity Challenge which helps raise proceeds to support the Boy's Town and Beyond Social Services. • Cohu Malaysia locations volunteered their time to visit organizations and hold social activities, a Community Care-A-Thon benefiting several NGOs, Charity Run proceeds benefiting local charity homes supporting individuals with special needs, and a Blood Drive with Melaka General Hospital. • Cohu Philippines location organized a Charity Run with the proceeds dedicated to funding the Silangan Village a comprehensive medical mission, and a Blood Drive with Philippines Red Cross.

Human Capital Report

Cohu, Inc. and our subsidiary companies operate in numerous countries globally, and we are committed to upholding the human rights of workers and treating them with dignity and respect to the standards of the international community. We fully support the RBA[61] tenants of human rights and have implemented the Cohu Human and Labor Rights Policy [62] reflecting these standards and undergo periodic third-party audits (through RBA) to measure the effectiveness of our policy. Select illustrative metrics are listed below which reflect relevant data for calendar year 2025.

Topic/Metric	Description	Cohu (2025)
Freely Chosen Employment	All employment with Cohu is voluntary in nature and employees are free to terminate their employment relationship at any time.	There is no compulsory, forced, bonded, indentured, slave or trafficked labor in any Cohu operation or facility globally.
Child Labor Avoidance	Other than through legitimate workplace apprenticeship programs sponsored by local governments or educational institutions, our policy prohibits and Cohu and does not, employ 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 2025.
Non-discrimination	Cohu provides work environments that are free of harassment and unlawful discrimination and is committed to providing workplaces that are productive, pleasant and based on mutual respect. Cohu has implemented explicit company policies that prohibit harassment and unlawful discrimination or retaliation in any form for making harassment or discrimination claims.	During 2025, we had no substantiated claims of this type. Cohu conducts annual training on discrimination and harassment prevention and managing bias in the workplace along with quarterly ethics and business conduct training.

61 See note 7 above.
62 See https://www.cohu.com/wp-content/uploads/2025/03/Cohu-Human-and-Labor-Rights-Policy-2024

Topic/Metric	Description	Cohu (2025)
Freedom of Association	Open and direct communication between workers and management is the most effective way to resolve workplace issues. It is Cohu's policy to respect the rights of workers to associate freely and to join or not join labor unions or workers' councils or to collectively bargain 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, as well as multiple anonymous question forums and hotlines.	This is supported by the metric that in 2025 approximately 13% of Cohu workers were represented by a union or workers council.
Work-Life Balance	Cohu supports employees to balance their career and personal lives through a variety of programs including 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.	All such programs remain in effect.
Occupational Health, Safety and Compliance	Cohu has a global policy and is committed to providing and maintaining a safe and healthy workplace and to improving the environmental quality of our operations and surrounding communities. Cohu complies with all environmental, health and safety ("EHS") regulations that apply to our operations globally. We develop and implement safe work procedures to ensure occupational health and safety for all our global employees, and we monitor the impact our operations have on the environment. Employees share the responsibility for maintaining a safe and healthy work environment and training is provided about local EHS practices and requirements. Cohu has local safety reporting procedures at each of its operating sites.	Policy remains in effect. In 2025, Cohu's global recordable incident rate was 0.44 which is 51% below our industry benchmark.[63]

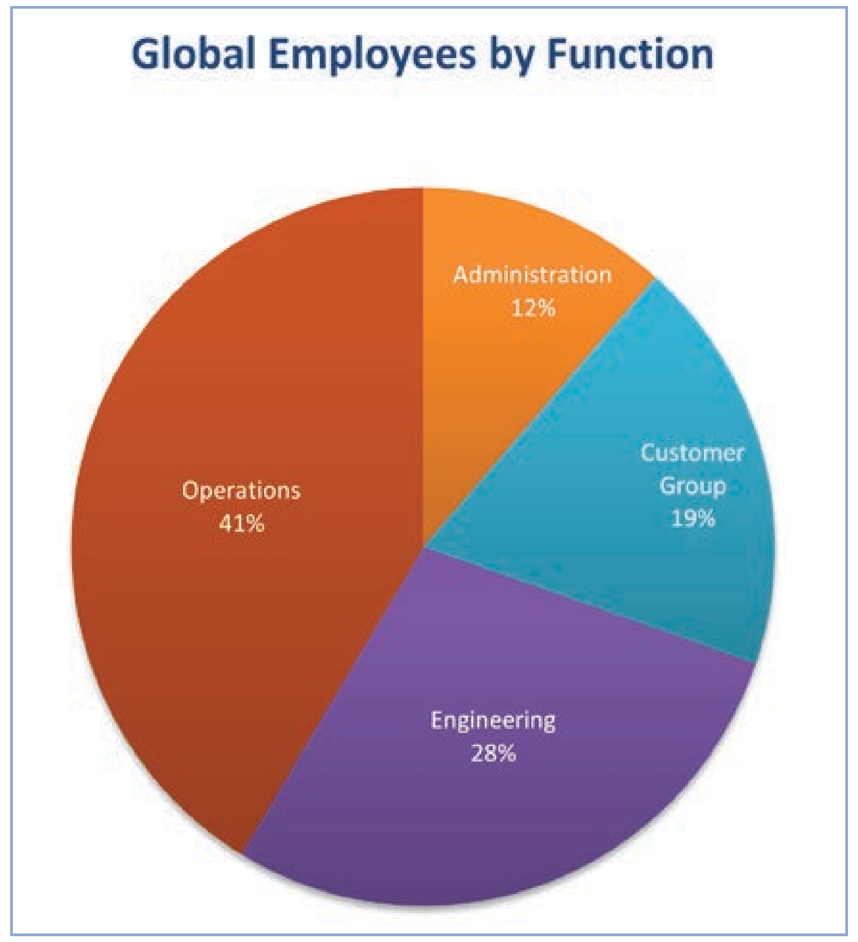
63 See note 16 above.

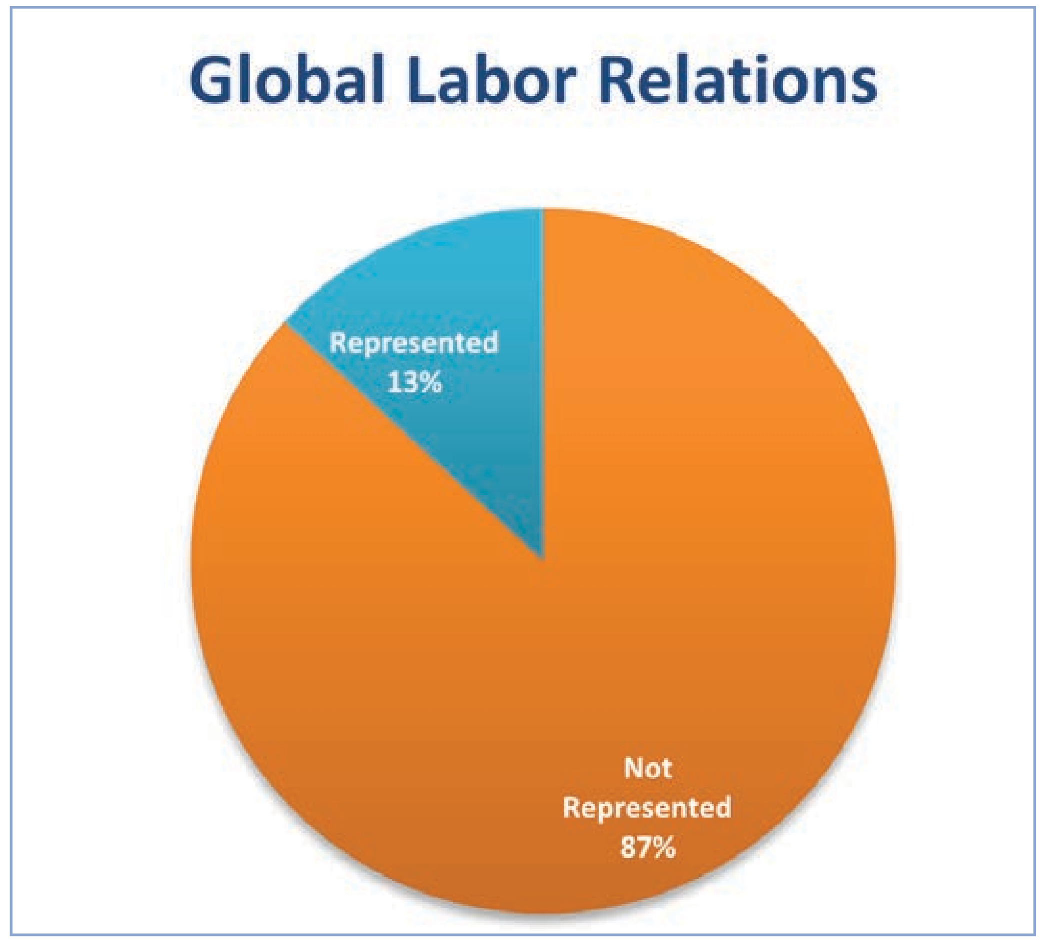
Topic/Metric	Description	Cohu (2025)
Employee Engagement	We endeavor to communicate, and engage, with our employees through many global initiatives.	Highlights include: • Held quarterly in-person and virtual employee meetings across global functional areas and business units where we invite questions and answers • Produced quarterly CEO/CFO videos providing business updates and actual performance to targets • Produced two Cohu Connect videos interviewing Cohu executives • Published quarterly Cohu Connection employee publications • Regular executive leadership emails to our global employees detailing organizational changes or key leadership hires • Periodic CEO skip level meetings at principal operating sites • Annual quantifiable and measurable corporate objectives are communicated and cascaded throughout the organization • 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

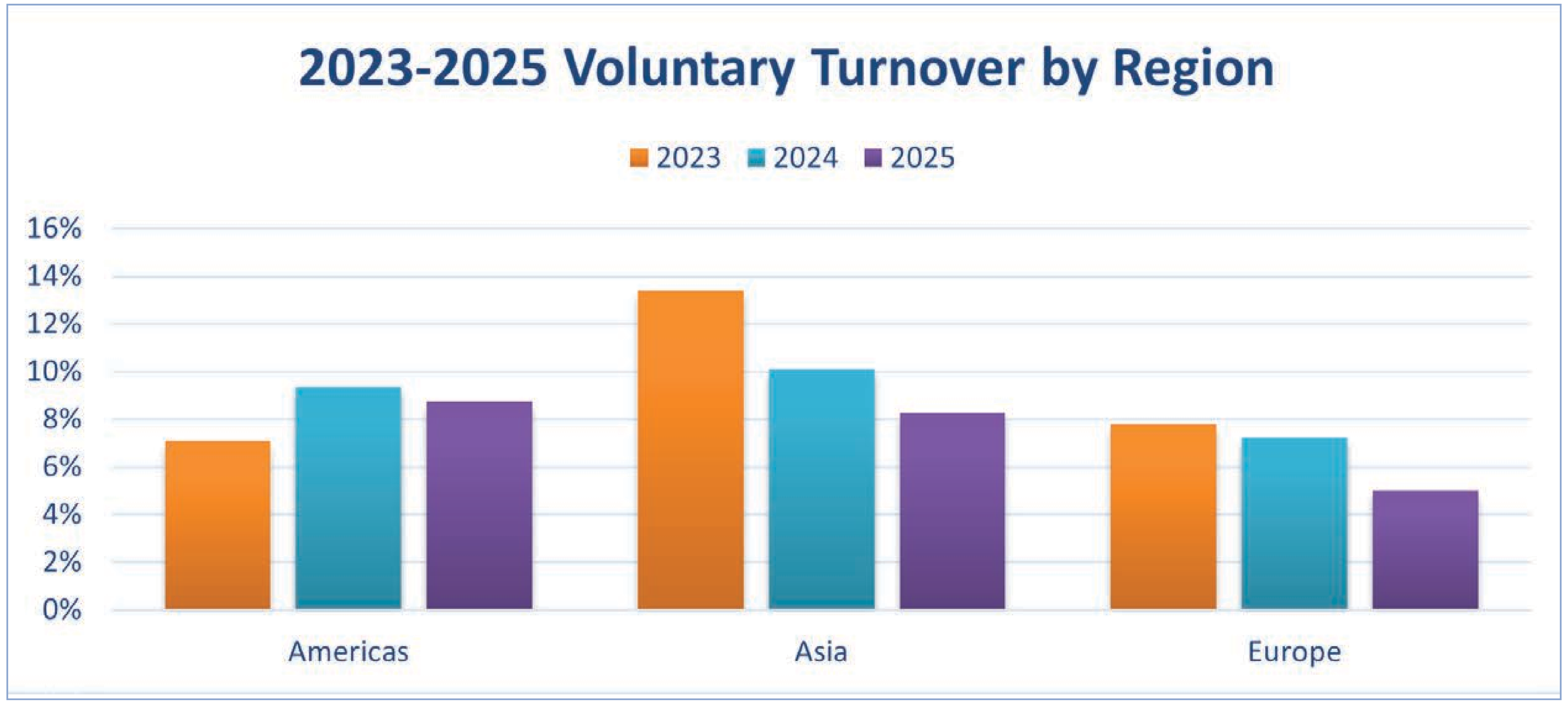
Topic/Metric	Description	Cohu (2025)
(1) Employee training and development	Training hours invested and leadership development initiatives	Increased cumulative training hours by 41% to 58,600 hours to employees globally, including compliance, safety, and leadership training, investing approximately $457K in training, seminars and educational assistance fees. This equates to approximately 21 hours of annual training per employee. 67% (14 of 21) members of the executive leadership team have been promoted from within. In 2025, we continued our global focus on career development and integrated several initiatives to enhance employee engagement.
Number of Employees	Number of employees worldwide	As of December 27, 2025, we had approximately 2,777 employees in 25 countries.
Global Workforce by Region	Percentage of worldwide employees by region	Americas: 15% Asia: 75% Europe: 10%
Global Workforce by Employee Type	Percentage of worldwide employees by employee type	Direct Employees: 97% Contingent Employees: 3%
Global Employees by Function	Percentage of worldwide employees by function	Operations: 41% Administration: 12% Customer Group: 19% Engineering: 28%

Topic/Metric	Description	Cohu (2025)		
Global Labor Relations	Percentage of worldwide employees represented	Represented: 13% Not Represented: 87%		
2023-2025 Voluntary Turnover by Region	Trend of voluntary turnover by region from 2023 to 2025	Americas: • 2023: 7.1% • 2024: 9.4% • 2025: 8.7%	Europe: • 2023: 7.8% • 2024: 7.2% • 2025: 5.0%	Asia: • 2023: 13.4% • 2024: 10.1% • 2025: 8.3%
Employee by Gender by Region	Percentage of employees split by gender per region	Americas: • Male: 72% • Female: 28%	Europe: • Male: 77% • Female: 23%	Asia: • Male: 68% • Female: 32%
Gender by Organizational Level	Percentage of employees split by gender per organizational level	Individual Contributor: • Male: 69% • Female: 31%	Manager: • Male: 72% • Female: 28%	Executive: • Male: 87% • Female: 13%

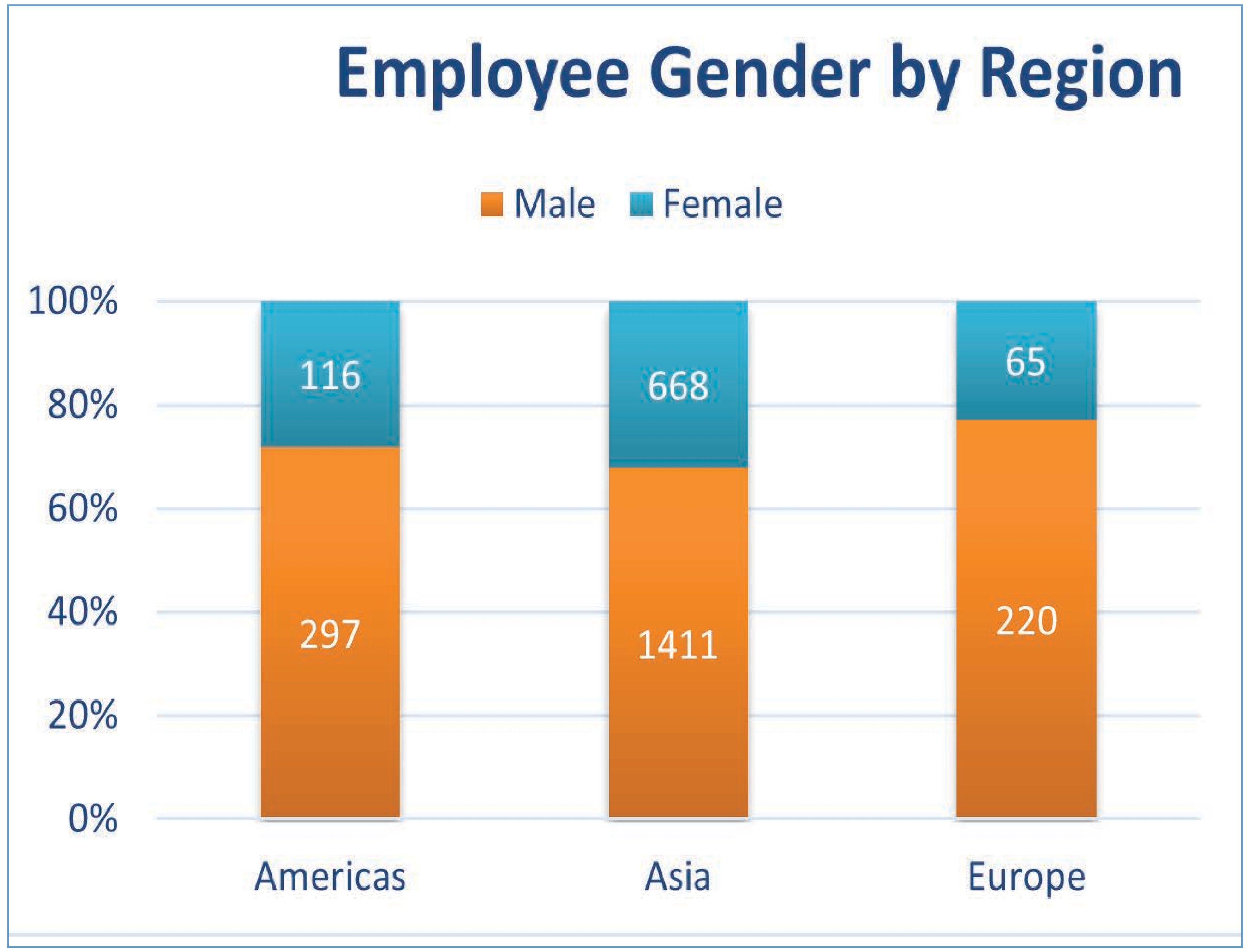
Global Workforce Statistics

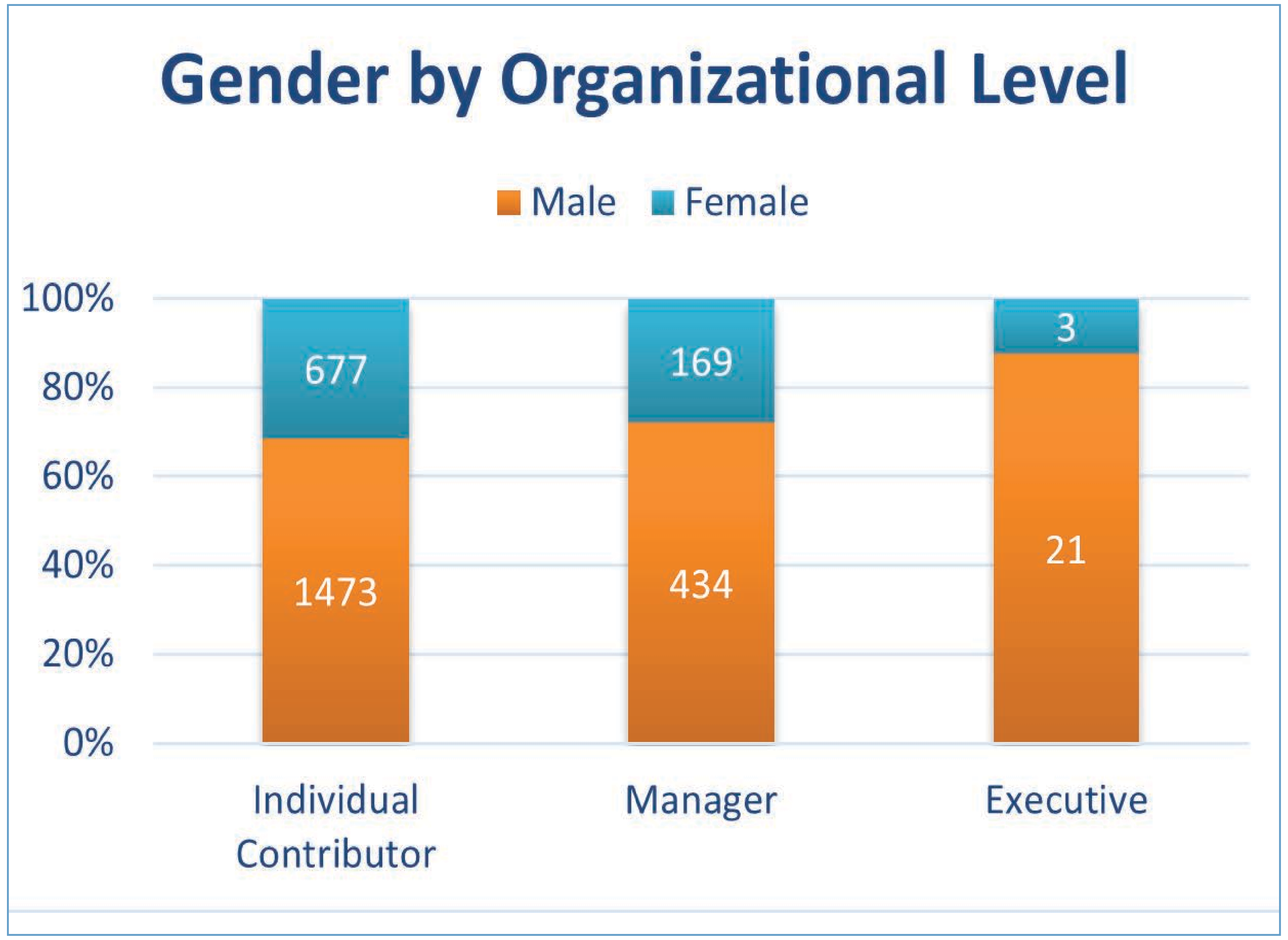






Global Workforce Demographics





Employee Health and Safety Report

Safety Metrics	Cohu 2025 Result
Total number of deaths	0
Total reported cases	14
Reported incident rate per 1,000 employees	3.854
Days missed work as % of total days worked, by all employees	<0.01%
Days restricted time as % of total days worked, by all employees	<0.01%

Forward-Looking Statements

Certain statements contained in this report and accompanying materials may be considered forward-looking statements within the meaning of the U.S. Private Securities Litigation Reform Act of 1995, including statements regarding risk management strategies for compliance, cybersecurity and critical materials, sustainability goals, metrics and objectives, climate-related and emissions goals, forecasted projects or consumption reduction targets, business resilience, magnitude of any business of financial impact of climate- related change, and any other statements that are predictive in nature and depend upon or refer to future events or conditions, and/or include words such as “may,” “will,” “should,” “would,” “expect,” “anticipate,” “plan,” “likely,” “believe,” “estimate,” “project,” “intend,” and/ or other similar expressions among others. Statements that are not historical facts are forward-looking statements. Forward-looking statements are based on current beliefs and assumptions that are subject to risks and uncertainties and are not guarantees of future performance. Cohu has taken reasonable efforts to review this data; however, manually collecting, converting and consolidating data from various sites around the world is complex and human errors may occur. We voluntarily make this data available as we believe it is of interest to our stockholders, but provide this report on an “as is” basis with no warranty whatsoever as to its accuracy.

Actual results and future business conditions could differ materially from those contained in any forward-looking statement as a result of various factors, including, without limitation: rapid technology changes and product transition and investment risks; industry cyclicality, seasonality and volatility; outsourced manufacturing and supply chain disruptions or dependencies; product defects and quality issues; supplier concentration and part shortages; inflation and interest rate exposure; high customer concentration and rapid innovation cycles; semiconductor industry consolidation; operational strain from rapid shifts in demands; failure to meet innovation demands of customers and industries; talent attraction and retention challenges; AI related risks; international operations complexity; trade barriers and tariffs; geopolitical instability; natural disasters and health events; climate transition and physical risks; stakeholder ESG expectations; M&A and strategic transaction risks; acquisition integration risks; risks related to gaining access to capital; foreign currency exposure; restructuring and impairment charges; financial institution instability; goodwill and intangible asset impairment charges; stock price volatility; underperformance against stock price or financial metric targets; indebtedness and covenant limits; dilution from equity issuances or note conversions; share repurchase uncertainties; anti takeover provisions; export controls and trade regulation; tax law changes and audits; environmental regulatory compliance; changing U.S. and foreign policy landscape; cybersecurity breaches or threats; IP protection challenges; IP infringement claims; data privacy obligations; or litigation risk.

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.