



MEMORANDUM

To: All Employees and Applicants for Employment
From: Luis A. Müller, President and Chief Executive Officer
Date: July 1, 2020
Subject: Reaffirmation of Equal Employment Opportunity and Affirmative Action Policy Statement

Cohu, Inc. reaffirms the strong commitment we have to a continuing policy of Equal Employment Opportunity (EEO) for all employees and applicants for employment in all terms and conditions of employment. We will recruit, employ, train and promote individuals and administer all other personnel programs without regard to race, color, religion, religious creed, national origin, ancestry, citizenship, physical or mental disability, medical condition (including genetic characteristics), genetic information, marital status, sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender, gender identity, gender expression, age, sexual orientation, veteran and/or military status, protected medical leaves, political affiliation, or any other status protected by local, state or federal law.

Cohu has developed and maintains a written Affirmative Action Program (AAP) that includes an audit and reporting system to determine overall compliance with our equal employment opportunity mandates. The EEO Officer, Anna Aguirre oversees the AAP development, modification, implementation, effectiveness and reporting requirements. The AAP is available for inspection upon request during normal business hours by contacting Human Resources.

To ensure full compliance, we review and monitor our policies, practices and procedures to guarantee that all applicants for employment and all current employees will be evaluated solely on the basis of their abilities and skills. The only criteria for evaluating applicants and candidates for hire or promotion are those basic qualifications which bear a direct relationship to job performance.

Additionally, we want to maintain an environment that fosters employee respect and promotes harmonious, productive working relationships. That means that those relationships must be professional and free of harassment or any other form of discrimination. Any harassment based on any protected status listed above will not be tolerated and should be immediately reported to your manager, human resources or the EEO Officer. Cohu will not allow any form of retaliation against individuals who make good faith reports of alleged violations of this policy, or who cooperate in the investigation of such reports, even if the reports do not reveal any wrongdoing.

All officers, managers and supervisors are held responsible for the application of this policy and ensuring a harassment free work environment. This includes initiating and supporting programs and practices designed to develop understanding, acceptance, commitment and compliance within the framework of this policy, and most importantly, for modeling the behaviors and actions needed to foster our desired environment of inclusion and diversity.

In addition to reaffirming Cohu's corporate commitment, I would like to express my personal support for our EEO and AAP programs. Without equality of opportunity, we cannot hope to provide the necessary environment to enable all Cohu people to reach their full potential.