



## 2022 Cohu, Inc. 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 to treat them with dignity and respect to the standards of the international community. We fully support the EICC/RBA tenants of human rights and have implemented the Cohu Human and Labor Rights Policy<sup>1</sup> reflecting these standards. Select illustrative metrics are listed below which reflect relevant data for calendar year 2022.

### 2022 Highlights

- Improved diversity in the U.S. through hiring
- Improved global gender diversity through hiring
- Conducted annual training for U.S. employee for prevention of harassment and discrimination in the workplace and added bias
- Provided more than 46,700 cumulative training hours to employees globally, investing approximately \$866,000 in training, seminars and educational assistance fees
- Continued our excellent employee safety record, with a 2022 global recordable incident rate of 0.24, which is 60% below our industry benchmark<sup>2</sup>

Topic/Metric	Description	Cohu (2022)
<u>Freely Chosen Employment</u>	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.
<u>Child Labor Avoidance</u>	Other than through legitimate workplace apprenticeship programs sponsored by local governments or educational institutions, 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 2022.

<sup>1</sup> See <https://www.cohu.com/wp-content/uploads/2020/12/Cohu-Human-and-Labor-Rights-Policy-Ver-12.1.20.pdf>

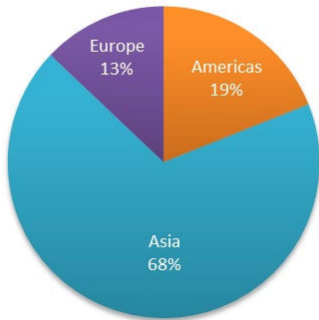
<sup>2</sup> Latest published Industry benchmark of 0.6 (recordable incidents per 100 employees, per year) is based on 2021 U.S. Bureau of Labor Statistics Injury, Illness and Fatality statistics for our industry (NAICS Code 334515)

Topic/Metric	Description	Cohu (2022)
<b><u>Non-discrimination</u></b>	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 <sup>3</sup> .	During 2022 we had no substantiated claims of this type. Cohu conducts annual training on discrimination and harassment prevention and managing bias in the workplace for U.S. Quarterly ethics and business conduct training was launched in 2022.
<b><u>Freedom of Association</u></b>	Open and direct communication between workers and management is the most effective way to resolve workplace issues. Cohu respects the rights of workers to associate freely and to join or not join labor unions or workers' councils in accordance with local laws. Cohu provides numerous communication channels for employees to engage directly with management from regular all-employee meetings at various facilities, to round-table sessions with senior executives, multiple anonymous question forums and hotlines.	This is supported by the metric that in 2022 approximately 16% of Cohu workers were represented by a union or workers council.
<b><u>Work-Life Balance</u></b>	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.

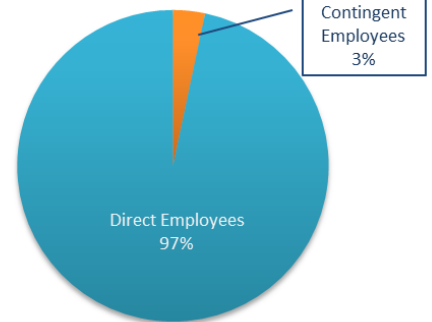
<sup>3</sup> See <https://cohu.gcs-web.com/static-files/be2ba29b-3a98-4987-9695-4d9a03173556>

## 2022 Global Workforce Statistics

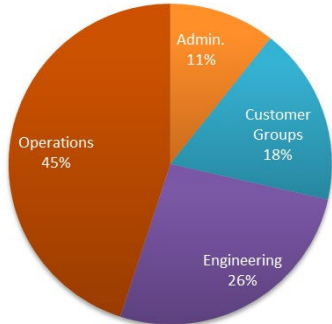
### Global Workforce by Region



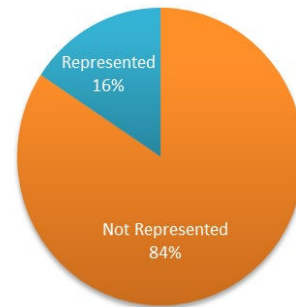
### Global Workforce by Employment Type



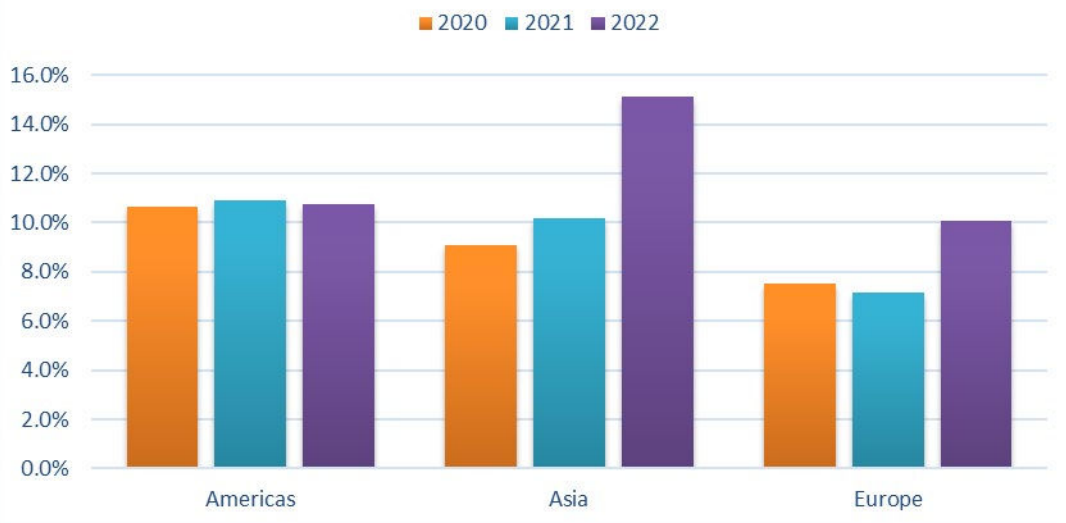
### Global Employees by Function



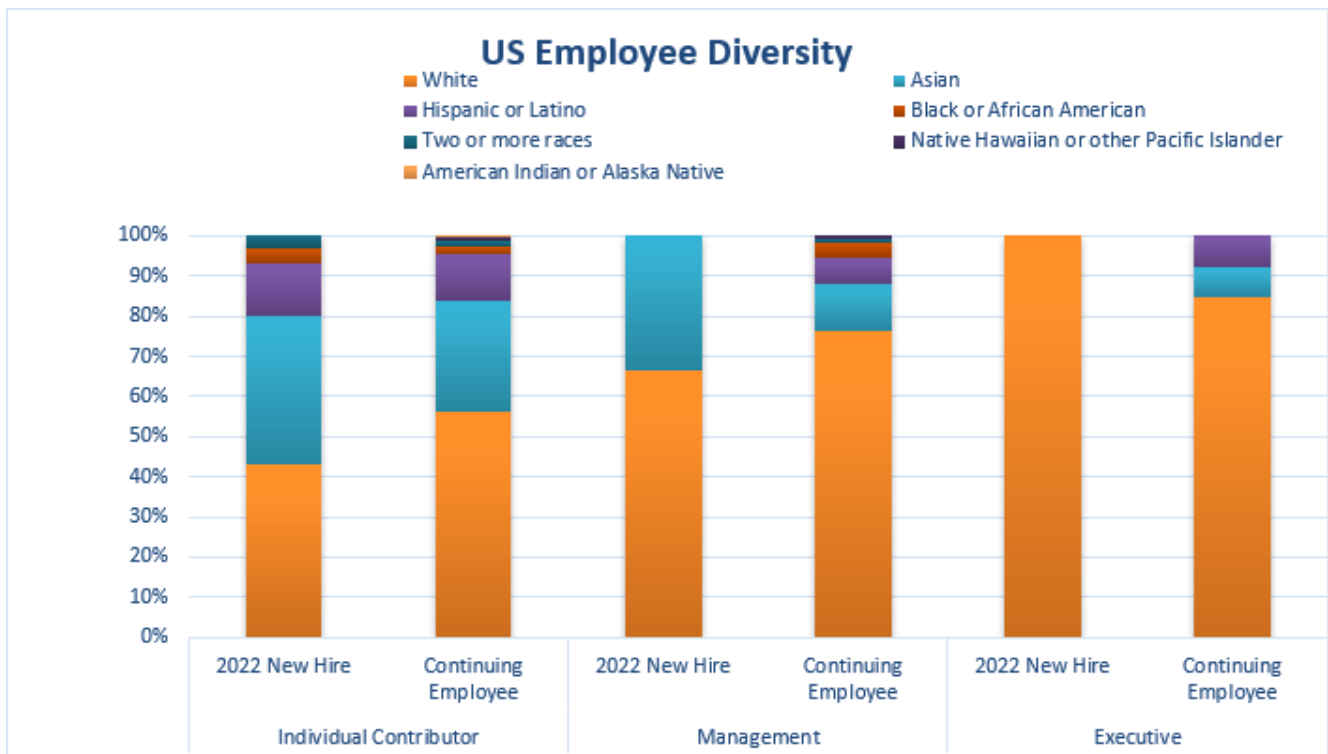
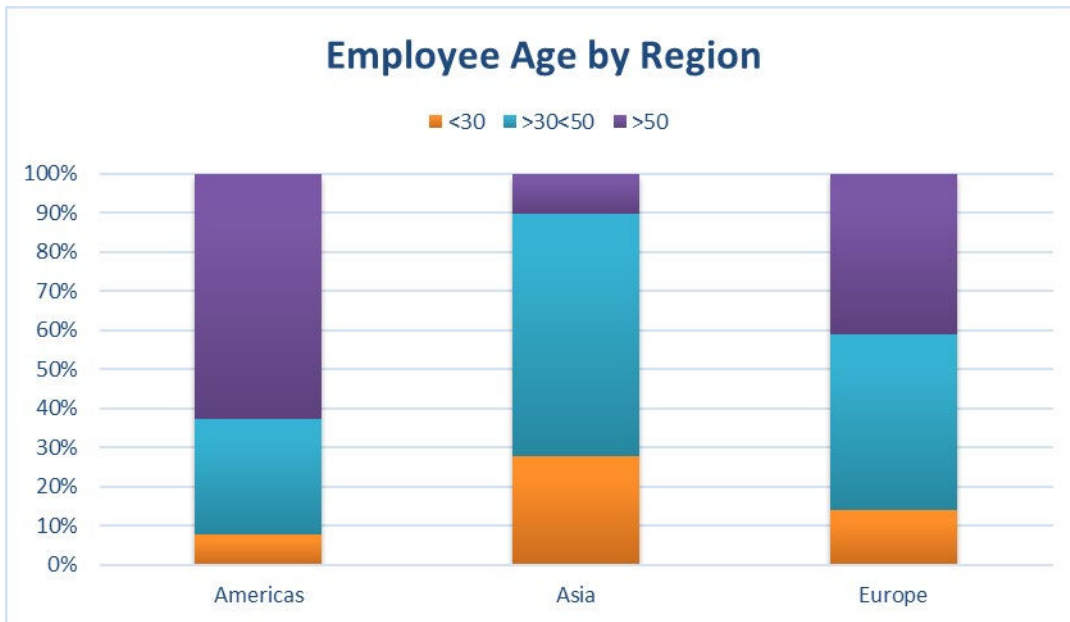
### Global Labor Relations



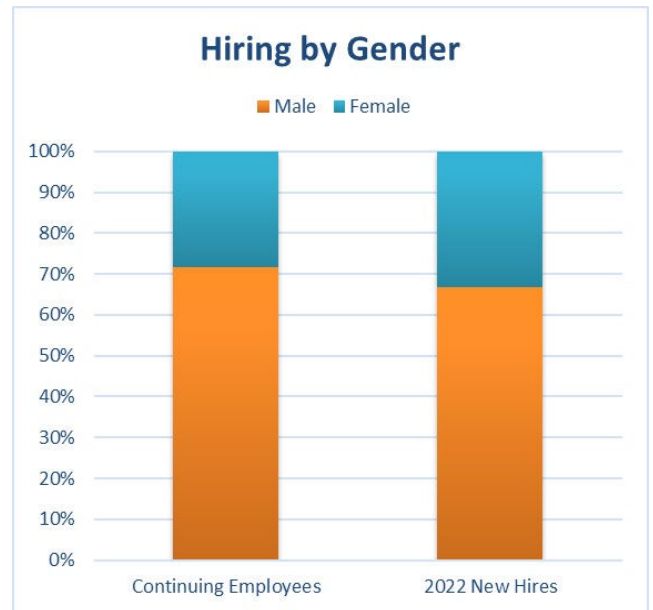
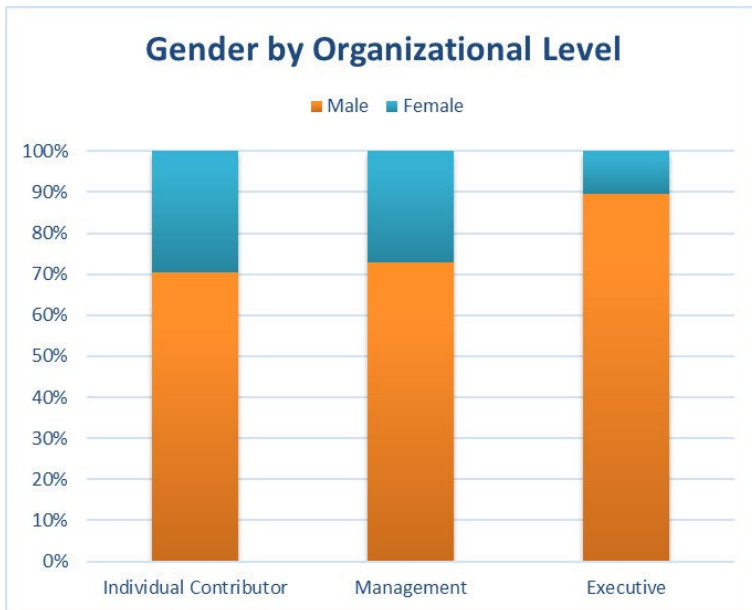
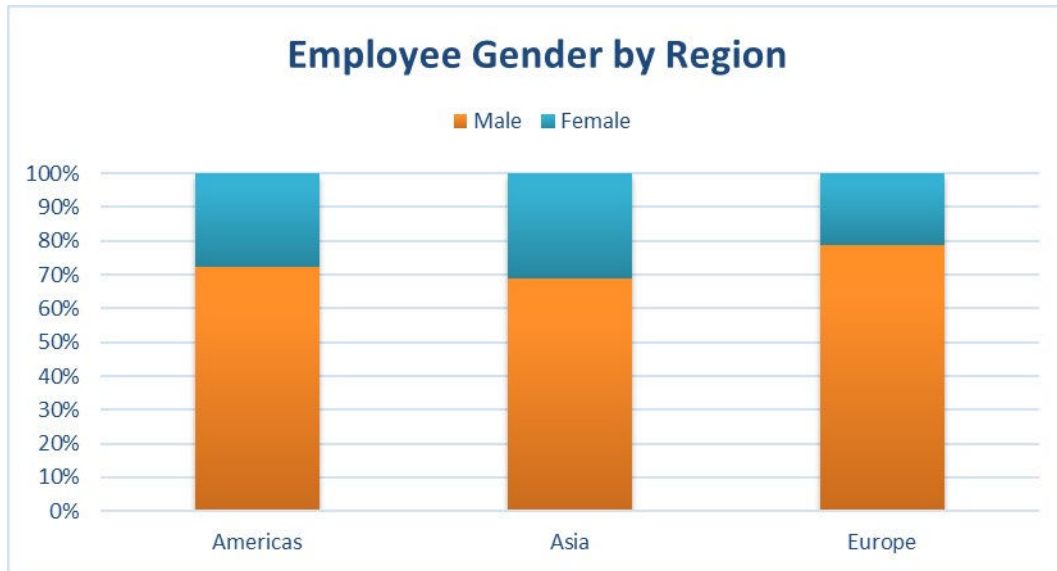
### 2020-2022 Voluntary Turnover by Region



## 2022 Global Workforce Demographics



## 2022 Global Workforce Gender Demographics



### **Forward Looking Statements:**

Certain statements contained in this report may be considered forward-looking statements within the meaning of the U.S. Private Securities Litigation Reform Act of 1995, including statements regarding planned programs, anticipated changes in the makeup of our global workforce, and/or that 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.

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: cyclical COVID-19 pandemic impacts; new product investments and product enhancements which may not be commercially successful; inability to effectively manage multiple manufacturing sites in Asia and secure reliable and cost-effective raw materials; failure of sole source contract manufacturer; ongoing inflationary pressures on material and operational costs coupled with rising interest rates; economic recession; the semiconductor industry is seasonal, cyclical, volatile and unpredictable; the semiconductor equipment industry is intensely competitive; rapid technological changes and product introductions and transitions; a limited number of customers account for a substantial percentage of net sales; significant exports to foreign countries with economic and political instability and competition from a number of Asia-based manufacturers; loss of key personnel; reliance on foreign locations and geopolitical instability in such locations critical to Cohu and its customers; natural disasters, war and climate-related changes; increasingly restrictive trade and export regulations impacting our ability to sell products, specifically within China; significant goodwill and other intangibles as percentage of our total assets; risks associated with the MCT acquisition, such as integration and synergies, and other risks associated with additional potential acquisitions, investments and divestitures; levels of debt; financial or operating results that are below forecast or credit rating changes impacting our stock price or financing ability; law/regulatory and including tax law changes; significant volatility in our stock price; and the risk of cybersecurity breaches.

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](http://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.

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