



Cohu Environmental Policy
Cohu, Inc.
Ver. 12.1.20

Environmental responsibility is important to our future, and we are committed to enabling a smarter, safer, and more connected sustainable world. Recognizing the importance of environmental conservation across the globe, Cohu embraces energy-efficient and environmentally sound behaviors and values as part of our overall business decision making.

As we assess our global footprint, run our manufacturing operations and work with suppliers, Cohu remains focused on our sustainability principles.

1. Environmental Responsibility

We are committed to environmental responsibility and guided by these principles:

- Working together to promote environmental stewardship throughout the organization.
- Develop products that support a sustainable environment, and design them for environmentally responsible lifecycle management.
- Encourage operational opportunities to minimize environmental impact, specifically focused on:
 - Air: Reduce gases and monitor air emissions where possible;
 - Water: Reduce water consumption in our operations and maintain or improve water quality, including freshwater, which is a basic human right, in the areas where we operate;
 - Energy: Assess energy consumption, become more energy-efficient and look for ways to use renewable energy where feasible; and
 - Waste: Work to eliminate, reduce, reuse, and recycle wastes from our products and processes.
- Strive to reduce or eliminate hazardous substances used during the manufacturing process.
- Comply with applicable national, regional, and local environmental requirements.
- Foster a community striving for continuous improvement regarding sustainability metrics.

2. Managing These Commitments

This policy is part of our environmental and social governance (“ESG”) program, which is managed by our Legal and Human Resources Departments, who will coordinate and monitor our commitments in this policy across Cohu. This policy will be reviewed at least annually and will be updated as necessary.

3. Stakeholder Engagement

Consistent with our commitment to dialogue and engagement, we consult with relevant internal and external stakeholders to understand environmental-related concerns and issues, and to assess and escalate them as appropriate.

4. Version

Version adopted 12.1.2020