2022

Environmental, Social, Governance Report

ichor

Table of Contents

About this Report

This is the second annual environmental, social, and governance (ESG) report of Ichor Holdings, Ltd. (Ichor), which covers activities and data from the 2022 calendar year. This report covers our global operations, including IMG Companies, LLC and its subsidiaries, a company which we acquired in late 2021.

This report provides an overview of our corporate social responsibility (CSR) programs and activities and aims to cover the ESG topics determined to be "material" to Ichor through our 2021 materiality assessment. We have prepared this report with reference to the Global Reporting Initiative (GRI) Universal Standards, to the extent that information is currently available for public disclosure. A full GRI Content Index can be found in the Appendix of this report. This report is also aligned with the Sustainability Accounting Standards Board (SASB) industry metrics. This report has not been externally assured.

To provide feedback or ask questions about the content of this report, please contact us at **esg@ ichorsystems.com**. Visit our website, **ichorsystems.com**, for more information on our company, products and services, ESG program, and financials.

ichor

Letter from Our CEO

For over ten years, Ichor has taken pride in providing world-class technology, value-added manufacturing, and precision testing capabilities to our customers around the globe.

As the leader in the design, engineering, and manufacturing of critical fluid delivery subsystems and components, our commitment to excellence extends beyond our products and services. We recognize that our industry has a significant impact on the environment and the societies in which our business and our customers operate, and we are focused on building a better and more sustainable future for all. In this 2022 Environmental, Social, and Governance (ESG) report, we are proud to share with you our commitment to sustainability as an integral part of our business strategy and roadmap.

Last year, we stood up our cross-functional ESG Council comprised of experienced and diverse employees, and we developed our comprehensive ESG roadmap that upholds our Core Values and aligns with our business strategy. Our focus is on making sustained progress in areas that are most material to our business and that of our stakeholders. We also proudly became a member of the Responsible Business Alliance (RBA), which further enhances our commitment to responsible practices throughout our operations and supply chain and provides us with more channels to help our customers meet their goals.

Recognizing climate change as critical risks to our industry, we have committed our partnership to our top customers with the aim of making broader progress towards environmental sustainability and supply chain responsibility. We are also working diligently to baseline our own environmental data, enabling us to set measurable goals that hold us accountable and track our progress.

The expertise and commitment to innovation that our people demonstrate are our greatest assets and we aim to attract and retain the diverse and skilled individuals so critical to our success. We have developed our Diversity, Equity, and Inclusion (DEI) roadmap, which outlines our approach to engaging, training, recruiting, developing, and reporting on our workforce. With this roadmap, and through the growth of our employee resource groups and employee engagement activities, we strive to foster a strong sense of belonging in our working environment.

Our culture of continuous improvement drives us to make ever more progress against our ESG commitment, and we appreciate the collaboration and partnerships that hold us accountable.

Thank you,

Jeff Andreson

Jeffrey Andreson
Chief Executive Officer and Board Member

About Ichor

Company Profile

Ichor specializes in the design, engineering, and manufacturing of critical fluid delivery subsystems and components for semiconductor capital equipment, as well as several other industries such as defense, aerospace, and medical. Our main products are gas and chemical delivery subsystems, which are critical elements of process tools in the manufacturing of semiconductor devices. Our gas delivery subsystems carefully monitor and control precise quantities of specialized gasses used in semiconductor manufacturing processes like etch and deposition. Our chemical delivery subsystems precisely blend and dispense reactive liquid chemistries used in semiconductor manufacturing processes like chemical mechanical planarization, electro-chemical deposition, and wet cleaning.

We also provide other specialized products such as precision-machined components, weldments, e-beam and laser welded components, precision vacuum and hydrogen brazing, surface treatment technologies, and more. This vertically integrated portion of our business is primarily focused on metal and plastic parts that are used in gas and chemical systems, respectively. Through vertical integration, we have more direct control over the design, manufacturing, and sustainability our key components.

We are proud to support our customers in creating next generation process technologies through our innovative products, world class engineering, value-added manufacturing, efficient materials management, and precision testing capabilities.

Ichor is Recognized by Frost & Sullivan

In 2022, Ichor was proud to Receive Frost & Sullivan's **Enlightened Growth Leadership Best Practices Recognition**, which identifies companies that are within the top 1% of all global companies that have achieved growth excellence and made notable strides in innovation.

Company Highlights

(as of December 31, 2022)

ICHR
on Nasdaq

2009
year founded

$1.28B
in revenue
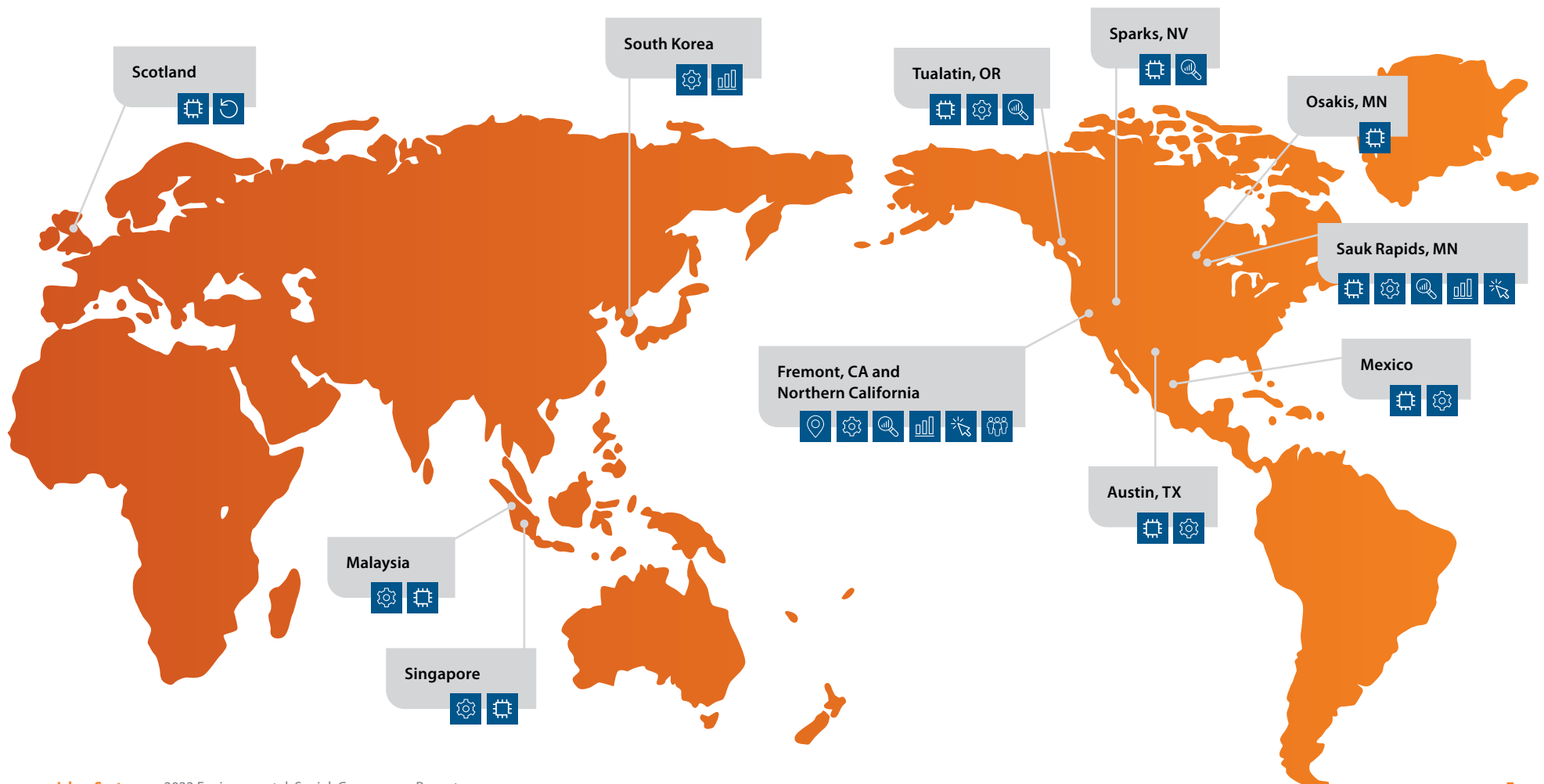
2,980
Over 2,980 employees and associates worldwide

Our Sites around the Globe

Ichor provides world-class design engineering, **value-added manufacturing**, efficient materials management, and precision testing capabilities to our customers. Around the world, we are strategically located to provide the highest level of customer service and support from our program management, sales, engineering, and executive management teams. Ichor is headquartered in Fremont, California, and we have manufacturing facilities in California, Oregon, Texas, Nevada, and Minnesota (in the United States), Singapore, Malaysia, Korea, Mexico, and the United Kingdom. For more information, please see the **locations** page of our website. Our global supply chain includes over 700 suppliers in more than 25 countries on 3 different continents.

Legend:
- Headquarters
- Manufacturing
- Engineering
- R&D
- Sales
- Marketing
- Operations Mgt
- Legacy & Refurbishment

Map locations:
- Scotland — Engineering, Legacy & Refurbishment
- South Korea — Manufacturing, Sales
- Tualatin, OR — Engineering, Manufacturing, R&D
- Sparks, NV — Engineering, R&D
- Osakis, MN — Engineering
- Sauk Rapids, MN — Engineering, Manufacturing, R&D, Sales, Marketing
- Mexico — Engineering, Manufacturing
- Fremont, CA and Northern California — Headquarters, Manufacturing, R&D, Sales, Marketing, Operations Mgt
- Austin, TX — Engineering, Manufacturing
- Malaysia — Manufacturing, Engineering
- Singapore — Manufacturing, Engineering

Our Core Values

Our Core Values are foundational to our beliefs and guide the way we act, behave, and make decisions:

Innovation

We challenge ourselves to explore, innovate, and transform ideas into leading-edge products and best-in-class solutions

Collaboration

We operate with a disciplined and results-driven mindset, embracing each other's strengths, diverse backgrounds, and experiences to create an environment of inclusion

Honesty

We promote a culture of mutual trust and respect and demonstrate integrity in all we do

Operational Excellence

We demonstrate an uncompromising commitment to safety and quality and cultivate a culture of continuous improvement

Reliability

We hold ourselves accountable to deliver results and meet our commitments

Innovation and IT Excellence

To maintain our status as leaders in integrated gas and chemical delivery solutions, we are always exploring new avenues for strategic innovation, product improvement, and information technology (IT) excellence. One of the ways we achieve this is through our Continuous Improvement Program, which monetarily rewards employees for submitting innovative ideas that address issues of product safety, quality, and cost. This program allows us to support our Core Value of operational excellence and has resulted in impactful solutions that Ichor is proud to deliver.

We continue to offer the highest value products and services to our customers, while meeting their ever-evolving needs. Our Advanced Flow Control (AFC) is an example of this. From conception to production, the AFCs consolidated assemblage reduces materials and is designed with sustainability in mind, to reduce gas emissions and energy loss as well. This increase in energy efficiency, reduction in cost, and mitigation of environmental impact, are some of the ways we continue to deliver innovative solutions to our customers.

In alignment with our customers, we have developed processes to reuse material from older generations of equipment with the goal of reducing the use of new materials. In the same spirit, we continue to recertify older technologies to promote reuse, as well as extend the product life cycle. When developing these products and solutions, we adhere to guidelines set by SEMI, ASME, and other relevant industry standards to integrate best practice criteria for production, design, maintenance, performance, and waste and circularity management. Commitment to these standards allows us the opportunity to mitigate environmental, health, and safety concerns through consistent and reliable methods.

AFC Innovation

"The energy efficiency of our AFC design creates a shared value for our business and our customers, from an environmental standpoint and from a cost-savings perspective."

—Greg Mulligan, VP of Engineering

Ichor is a Member of the Responsible Business Alliance (RBA)

We are proud to be members of the **RBA**, the world's largest industry coalition. We are proud to share through this membership, we are committed to working collaboratively with other members of the RBA to promote responsible business practices and to drive sustainable value for workers, the environment, and business throughout the global supply chain.

Our Approach to Corporate Social Responsibility

Addressing today's social and environmental challenges requires dedication and collaboration, which Ichor is committed to demonstrating. As problem-solvers, we recognize these issues are not only challenges to rise to, but valuable opportunities to make a meaningful difference in the communities and environments in which we operate, and to engage with our stakeholders throughout our value chain. We understand that our business practices have the potential to make real, tangible, positive impacts, and we intend to achieve just that.

Making concerted efforts to create a more diverse, equitable, and inclusive culture within our company is a key ingredient to leveraging these opportunities and achieving our ESG goals. As such, our ESG strategy consists of three pillars - Corporate Governance, Environmental Sustainability, and Social and Ethical Responsibility - which are designed to support and meet the needs of our stakeholders, and Ichor as a whole. To the right, these pillars explore the topics that have been deemed as most material to our stakeholders and are shared in more detail in the "Materiality of ESG Issues" section of this document.

Corporate Governance

- Data Protection and Cybersecurity
- Product Safety and Quality
- Responsible Supply Chain Management
- Risk Management of ESG Issues
- Leadership Engagement and Accountability
- Transparency and Reporting

Environmental Sustainability

- Emissions Reduction and Management

Social and Ethical Responsibility

- Employee Health, Benefits, and Well-Being
- Employee Engagement and Development
- Diversity, Equity, and Inclusion
- Occupational Health and Safety

Governance

Ichor is committed to demonstrating best practices in corporate social responsibility, and exemplifying good governance in everything that we do. In this section, we share our approach to managing ESG initiatives, ensuring ethics and compliance, as well as integrating the highest quality standards of business at every level of our business.

ESG Strategy and Management

Our ESG program is developing steadily and is designed to align with the goals and objectives of our key stakeholders, best practices, industry standards, and internationally recognized ESG frameworks.

We continue to grow and refine our strategy through regular input from our stakeholders and integrate their feedback into our initiatives to guide our progress.

Recognizing that strong governance and accountability are key to the success of our ESG program, we launched our first ESG Council in 2022. Since its relatively recent inception, the ESG Council has made strides in advancing our ESG mission, setting our ESG roadmap, and continuing to drive progress on our initiatives. Informed by the results of our 2021 materiality assessment and the Sustainability Accounting Standards Board, our ESG roadmap outlines our key commitments and strategies for initiatives in the areas of environment, human capital, social capital, business model and innovation, and leadership and governance. With the aim of achieving success in our ESG journey, our ESG Council is working together to develop a set of goals that are in line with the vision and strategy of our company.

Our ESG program is also guided, at the highest level, by our Board of Director's Nominating and Corporate Governance Committee, which has frequent meetings with our Executive Leadership Team and relevant department heads to discuss ESG risks, strategy, goals, and progress. This oversight is mandated within the Nominating and Corporate Governance Committee Charter, available on the "**Governance Highlights**" section of our website.
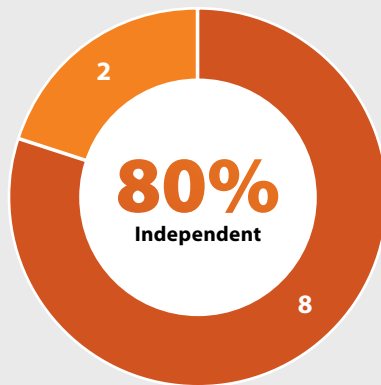
Our ESG Council Mission Statement

"We aim to support our industry as a trusted partner while cultivating a diverse, equitable and inclusive culture, contributing to our local communities, holding ourselves accountable to the highest business ethics standards, and building a sustainable environment for generations to come."
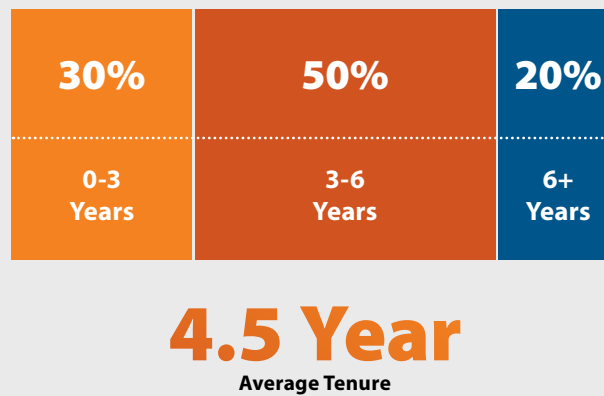
Board Governance

At the highest levels of governance, we believe that having diverse backgrounds, experiences, and skills is important to the success of our company, shareholders, and customers. Our Nominating and Corporate Governance Committee regularly reviews the overall composition of our Board of Directors and its committees to assess whether it reflects the appropriate mix of skills, diversity, experience, backgrounds, and qualifications that are relevant to our current and future success.

Independence

2

80%
Independent

8

Tenure

30%	**50%**	**20%**
0-3 Years	3-6 Years	6+ Years

4.5 Year
Average Tenure

Gender

3

30%
Women

7

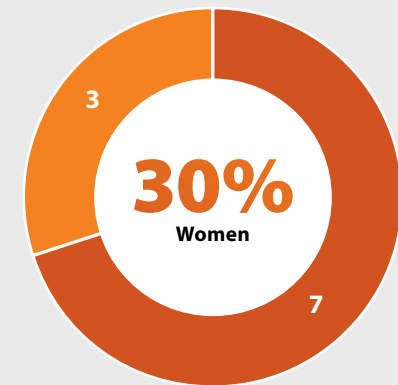**ESG Governance**

"Our cross-functional ESG Council remains focused on the topics that are significant and impactful to our customers, investors, and employees - from environmental emissions management to our employees' overall well-being, and the communities where we live and work."

—Chase Rosson, Director of Accounting & Compliance

Engagement with Our Stakeholders

Maintaining strong relationships with our stakeholders and prioritizing their needs through open communication is of critical importance. We value the relationships we have with our customers, suppliers, shareholders, and employees and understand that leveraging these relationships enables us to make the most impact on the world. Continuing to satisfy our commitments to our biggest customers and suppliers is a major focal point of our business in 2023. We aim to achieve compliance with expectations, as well as fulfill climate-related pledges to our customers. Identifying and prioritizing the ESG issues through quarterly meetings, surveys, forums, materiality assessments, and routine engagement with our stakeholders allows us to deliver on what is most important to them.

Materiality of Our ESG Issues

In late 2021, we took a major leap toward this initiative by conducting our first materiality assessment, an exercise which helped us identify the key ESG issues that are most important and most impactful to our stakeholders and our business.

The assessment provided us with a clear understanding of material ESG topics relating to our business, customers, investors, suppliers, employees, and community partners. The results have allowed us to prioritize our efforts, set our ESG strategy, develop our ESG roadmap, and maintain policies and procedures that allow us to make meaningful progress toward our commitments.

As shown in the table to the right, topics that scored at or above 60% on the "Importance" scale were classified as material, though each topic represented on the matrix is considered valuable and important and will continue to be surveilled for compliance and performance. A full list of these material topics, their definitions, and their alignment with GRI, can be found in "Index B: Material ESG Topics Index" of this report.

Our materiality framework aligns with industry standards and guidelines set by the two of the leading international ESG frameworks: the **Global Reporting Initiative** (GRI), and the **Sustainability Accounting Standards Board** (SASB). Positioning our strategy in line with these frameworks allows us to maintain a program that is robust, relevant, and on par with our peers. By surveying our stakeholders using a standardized set of industry aligned topics, we are able to maintain open and practical communication surrounding our ESG strategy. We use their feedback to focus our efforts in ways that meet expectations, and create the kind of ethical, environmentally aware, and socially responsible company that Ichor strives to continue to be.

Materiality Matrix
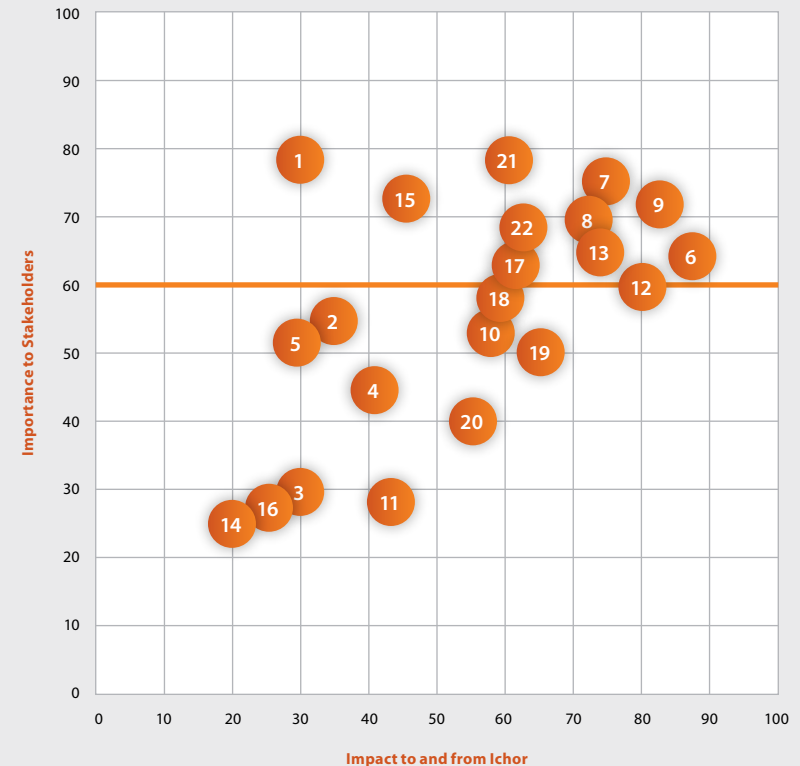
1. Emissions Reduction & Management
2. Energy Consumption & Renewable Sources
3. Water Management
4. Waste Treatment, Management & Recycling
5. Design for Environment
6. Employee Health, Benefits & Wellbeing
7. Employee Engagement & Development
8. Diversity & Inclusion
9. Occupational Health & Safety
10. Responsible Labor Practices
11. Community Engagement & Giving
12. Data Protection & Cybersecurity
13. Product Safety & Quality
14. Universal Human Rights
15. Responsible Supply Chain Management
16. Conflict Minerals & Responsible Sourcing
17. Risk Management of ESG Issues
18. Innovation for Responsible Design
19. Regulatory Compliance & Emerging Issues
20. Business Ethics & Anti-Corruption
21. Leadership Engagement & Accountability
22. Transparency & Reporting

Business Integrity, Ethics, and Compliance

We believe that having a culture of trust and a dedication to compliance is vital to maintaining the integrity of our business. The importance of ethics and compliance is reinforced at the highest level by our Board of Directors and our company executives. Ichor partners with third-party legal experts to ensure our policies and programs are aligned with applicable laws at the international, U.S. federal, state, and local levels.

To help guide our employees in making good decisions, we have implemented and trained our workforce on our policies, including our **Code of Business Ethics and Conduct**. Our CEO oversees the review and maintenance of these policies, as well as the monitoring of our ethics and compliance program. We hold our supply chain partners to our standards of ethics and compliance through our supplier handbook and our Code of Business Ethics and Conduct and solicit feedback on our ethics program from our customers by utilizing surveys.

We regularly review our policies and procedures to ensure they align with current best practices and regulations. In 2022, we updated our Anti-Trafficking and Anti-Slavery Policy Statement, and Policy on Political Contributions and Lobbying, and created and published our first **Global Human Rights and Principles Policy**.

To maintain awareness and engagement with potential risks, our Board of Directors committee charters have ongoing reviews of governance policies, as well as reviews of our ethics program, results of internal and external audits, and whistleblower hotline effectiveness.

We are dedicated to ethical and honest business practices with our customers, vendors, and suppliers, and remain compliant with antitrust and competition laws that promote a fair and competitive marketplace. Our employees are strictly prohibited from offering or accepting any bribes, kickbacks, or other incentives to or from any individual.

Raising Concerns

With honesty as one of our Core Values, we always encourage employees to speak up about any ethical concerns, questions, or complaints they might have. We have a toll-free ethics reporting hotline for confidential, anonymous concerns that is made known and accessible to all employees and is available to our business partners on our website. Reports made through the hotline are promptly reviewed by our Chief Compliance Officer and Chief Human Resources Officer, who ensure a fair and thorough investigation is conducted, without risk of retaliation against any reporting party. High priority issues are escalated to the Board of Directors as needed.

Cybersecurity and Data Protection

It is our commitment to maintain reliability and honesty. This commitment extends to our cybersecurity program, which ensures the protection of sensitive and personal data of our business, employees, customers, suppliers, and other business partners. As our IT program expands, we collaborate closely with internal stakeholders to align our IT priorities with our business objectives and stakeholder expectations.

Our cybersecurity strategy is focused on reducing risks to our business from potential threats, such as data loss, ransomware, lost or stolen assets, and supply chain security. All our policies and protocols are reviewed annually to ensure that we are following the best practices for network hygiene and maintaining protection against potential threats. Throughout 2022, we conducted pen tests and completed a National Institute of Standards and Technology assessment to protect against cybersecurity threats and assess our threat landscape. Our Chief Information Officer and Information Systems team are responsible for conducting this review and updating our policies based on the current cyber threat landscape.

In recent years, we have focused on maintaining a secure remote work environment for our employees by regularly communicating security best practices and preventative measures. We provide our employees with the necessary tools and routine training to safeguard both their personal information and the company's. Additionally, we invest in security and firewall management improvements to align with ever-changing risks. For example, we implemented an email security system to help employees spot malicious emails. We have continued to run a cloud-based employee resource planning (ERP) system globally to enhance employee access to business-critical applications from any location and standardize management systems and data nomenclature. This system supports our ability to enable employees the flexibility to work remotely. In 2023, we aim to continue expanding and strengthening our cybersecurity program to ensure we have the tools needed to protect against emerging cyber threats and maintain business continuity.

Our company is dedicated to compliance with all applicable regulations regarding data protection, privacy, and cybersecurity, including General Data Protection Regulation, applicable California data protection initiatives, and other laws. Compliance is ensured through the work of our cross-functional working group that includes IT, Legal, and Human Resources (HR). In 2023, this group will be expanded to include members from our Engineering and Facilities teams, and from other operations as needed. We continue to prioritize privacy of the personal data protection of our employees, customers, and other stakeholders. We outline our procedures for collecting, using, and disclosing information we collect from visitors to our website through our Privacy Policy, and conduct regular compliance training on these topics as well. We are proud to report that in 2022, we received no substantiated complaints of material data breaches that resulted in a loss of personal data.

Product Quality and Compliance

Ichor's commitment to quality is reflected in all aspects of the way we operate our business. We prioritize meeting or exceeding the requirements of our customers for superior quality and on-time delivery while adhering to our Core Value of operational excellence and innovation. Our ability to scale in tandem with our partners is a point of pride, and we constantly strive to enhance the accuracy, performance, and efficiency of our products. Our U.S. sites in Fremont, CA; Tualatin, OR; Austin, TX; Sauk Rapids, MN; Osakis MN; and in Mexico, Singapore, and Korea are certified to the ISO 9001:2015 international standard for quality management systems. In 2022, our Malaysia site also became certified to the standard. Our Scotland site is also compliant to the standard, and we aim to undergo certification for that site in 2023. Additionally, at our Austin and Singapore sites, we are in the process of expanding our internal audit program to include adherence to additional requirements outside of our quality system, including topics of ESG.

We ensure that we comply with all relevant regulations, such as the Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS), the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), the Restricted Substances List (RSL), and the U.S. Dodd-Frank Act with regard to conflict minerals. Our compliance and design teams work closely together to effectively unify the design and compliance processes, handle materials safely, and responsibly source materials.

Customer Engagement and Satisfaction

We strive to provide innovative, world-class products and manufacturing services that are at the forefront of technological advancements. We keep our customers involved throughout the entire design, production, and delivery process, engaging with them regularly to ensure their satisfaction. Our engagement takes many forms, including quarterly business reviews, customer surveys, and company scorecards.

As a member of the RBA, we uphold the RBA Code of Conduct, and remain aligned to their standards of labor, health and safety, environment, and ethics. We have established feedback mechanisms to continuously enhance our ESG performance, including the annual completion of the RBA corporate- and facility-level self-assessment questionnaires, which we share with

our customers. Through scorecards and quarterly business reviews, we engage our customers in opportunities to improve our ESG programs, quality, technology, logistics, and cost efficiency.

To remain compliant with U.S. import and export licensing requirements, we screen new customers through the Bureau of Industry and Security (BIS), and our management team receives regular updates to the BIS consolidated screening list. In addition, our U.S. employees receive annual trade compliance training through IchorTrainer, our employee learning platform, to ensure their decisions and activities support Ichor in maintaining compliance with relevant U.S. commerce department regulations.

Supply Chain Management

It is our mission and our responsibility to be a force of positive impact and influence throughout our supply chain and our broader industry, collaborating with our customers and supply chain partners to maximize our impact. We aim to be more effective at continuing what we've been doing for years - maintaining open communication and collaboration with our key business partners to uphold high standards of business conduct and enact change. We look forward to continuing to strategically develop and leverage these relationships as a way to advance our commitment to sustainability.

Our **Supplier Handbook and Code of Ethics** helps guide our suppliers through the expectations defined in our supply chain management program, and it is extended to contract agreements with all partners and suppliers of Ichor. The handbook lays out Ichor's expectations for suppliers and business partners with regard to ethics and anti-corruption, labor, compliance, and more, and gives us the opportunity to hold our suppliers accountable to the rigorous and high standards of Ichor. Every year, our Supply Chain and Procurement teams review the handbook, and collect and integrate feedback from key stakeholders to ensure consistency across the company.

It is our goal to facilitate a transparent and collaborative relationship with our suppliers, which is why we require their compliance in completing a risk assessment in the onboarding process for new suppliers, and then every other year to identify and address risks, opportunities, and upcoming production goals. The assessment covers topics of business operations, production and quality control systems, human rights and labor issues, and improvement plans, and ensures suppliers are compliant with our expectations.

Responsible Sourcing and Conflict Minerals

As a global manufacturer of products that are critical to technology and innovation, we take responsibility for the

raw materials that we use to create our products, including precious metals and conflict minerals. To combat human rights violations in our supply chain, we set forth expectations of conduct and due diligence in our conflict minerals compliance program, which outlines the sourcing of

our tin, tantalum, tungsten, gold, and other minerals of concern, including cobalt. Many of these metals are mined from the Democratic Republic of the Congo and surrounding areas and are at significant risk of being procured under circumstances of extreme violence and human rights abuses.

Compliance protocols and our specific commitments to this initiative are outlined in greater detail in our **Conflict Minerals Policy**, which is aligned with guidelines, best practices, and standards developed by the Responsible Mineral Initiative (RMI) and their Responsible

Minerals Assurance Process (RMAP). Key components and requirements of this program are outlined below:

1
Establish Strong Company Management Systems

- Maintain conflict minerals policy, internal management system, and supply chain control systems
- Engage with suppliers, provide grievance mechanism
- Maintain Records

2
Identify & Assess Risk in the Supply Chain (Reasonable Country of Origin Inquiry)

- Evaluate products for use of minerals
- Identify suppliers of covered products
- Request and evaluate CMRTs
- Engage with suppliers to confirm data
- Determine RMAP conformance and risk level

3
Design & Implement a Strategy to Respond to Identified Risks

- Encourage suppliers not yet conformant to RMAP to join RMI and become conformant
- Work with suppliers to remove high risk smelters or refiners from supply chain if needed
- Report on risk mitigation efforts to senior management

4
Support Independent Third-party Audits of Smelters & Refiners

- Review and report on third-party audits conducted on smelters and refiners
- Leverage RMI's RMAP audit status of smelters and refiners as reported by suppliers

5
Report on Supply Chain Due Diligence

- Report on conflict minerals due diligence and risk mitigation activity as required by law

Environmental

As stewards of our environment, Ichor is committed to making strides toward our sustainability goals. Reducing carbon emissions, waste generation, and water consumption within our operation are focal points of our progress. In this section, we address how responsible natural resource management practices within our business can reduce our impact on our environment.

Environmental Stewardship

Throughout our operations and our value chain, we have set our sights on lessening our carbon footprint, minimizing our waste production, and decreasing our water usage to help us build a sustainable future.

As we look forward to the next year, we aim to enhance our internal management strategies and refine our environmental data inventory management process to establish meaningful baselines that help us accomplish our objectives in the years ahead.

By collaborating with our customers and our suppliers, we have identified opportunities to integrate ecological factors into our current procedures, such as our supplier evaluations and plant inspections. Working together, we have identified opportunities to incorporate environmental progress into our current procedures, including supplier evaluations and factory inspections. In 2021, we signed ASML's Letter of Intent to partner in environmental sustainability efforts, and in 2022, we were proud to sign Applied Materials' Supply Chain Responsibility Requirements and RBA Code of Conduct Acknowledgement and commit to Lam Research's Climate Pledge.

Energy Management and Emissions Reduction

Our commitment to mitigating our impact on the environment includes, as a major focus, the reduction of our energy consumption and GHG emissions. To demonstrate this commitment, we have implemented initiatives to reduce our energy consumption, which in turn, lowers our carbon footprint. For example, in 2022, we completed energy efficient lighting upgrades at our Austin, Texas, Singapore, and Malaysia sites to reduce our energy use and related Scope 2 GHG emissions.

Strategically working with our suppliers is another way we are working to reduce our carbon footprint. Through partnerships with our shipping partners, we are able to track emissions and logistics data for approximately 90% of our global shipments, which includes 99% of our domestic less-than-truckload shipments. Using the U.S. Environmental
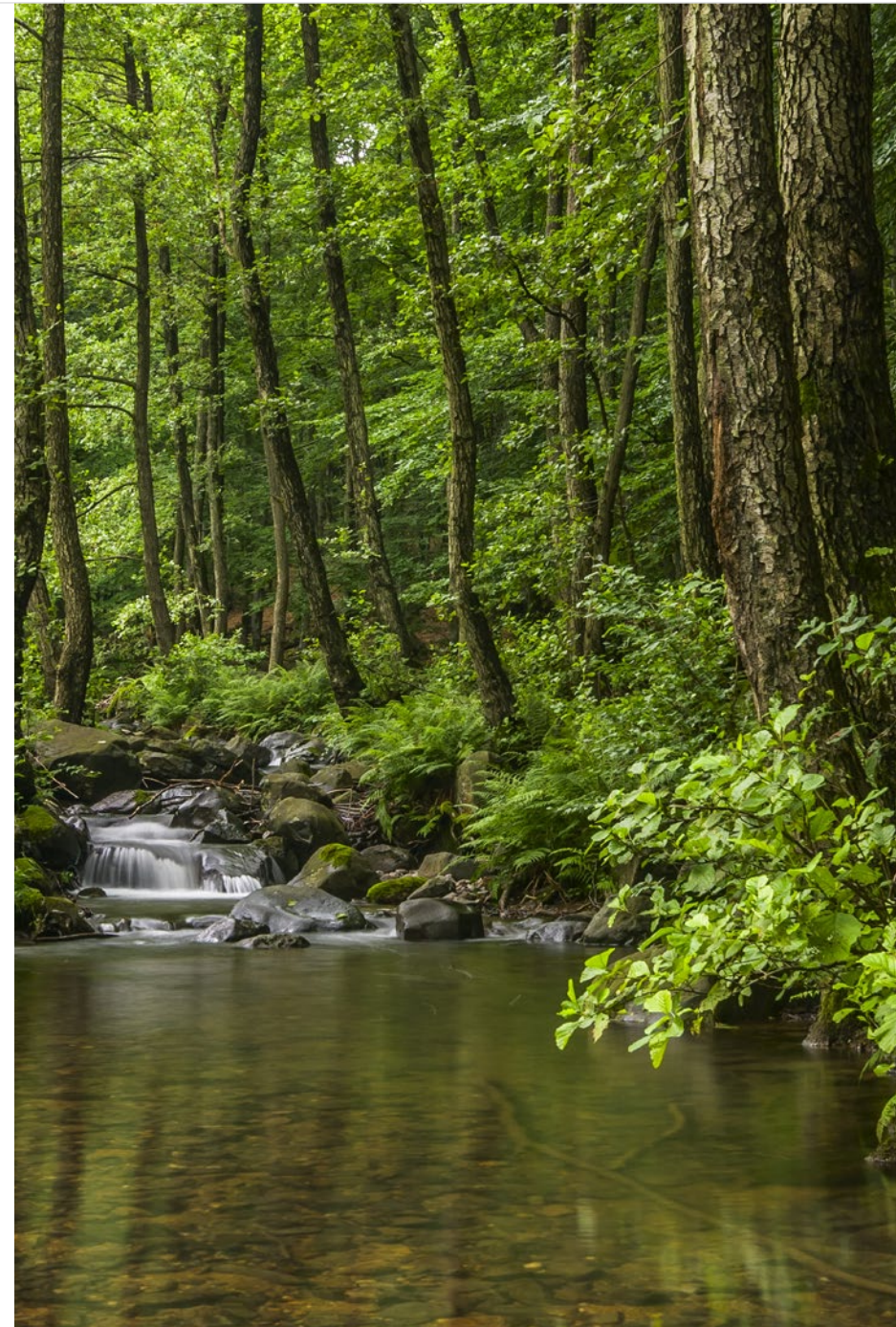
Protection Agency's SmartWay program, we benchmark our performance against industry averages and other users to drive continuous improvement.

We are diligently working to establish baseline metrics for our energy usage and GHG emissions, which will serve as a guide for our future reduction targets. As part of this process, we are compiling an inventory of the data available in our operations to identify the key climate metrics that we can quantify and report. In future disclosures, we intend to align our reporting to the Taskforce on Climate-related Financial Disclosure's (TCFD) guidance.

While we do not yet have our GHG emissions and energy consumption ready for public disclosure, we are committed to ongoing transparency, which is why we share our progress openly in this report.

Later in 2023, we intend to share critical data measuring our Scope 1 and 2 GHG emissions and energy consumption. By regularly monitoring and reporting on our energy and emissions performance, we aim to maintain transparency and accountability to our stakeholders.

Waste and Materials Management

With the aim of fulfilling our commitment to conducting our business efficiently and sustainably, we consistently seek ways to reduce our waste and improve materials efficiency in our operations. Through collaboration with our business partners, including with our customers and suppliers, we know we can make more of an impact collectively than by acting on our own. For instance, at our Tualatin, Oregon facility, we have partnered with a vendor

that specializes in recycling plastic and metal waste, helping us to minimize our environmental impact and help us build a more sustainable future. We are proud that in 2021, we were able to recycle over 50% of the solid waste we generated.

Packaging

We are committed to reducing our impact on the environment and view our packaging design as an opportunity to reduce that impact. In collaboration with our customers, our waste reduction initiatives help minimize material waste that results from our packaging. To execute these initiatives, we have designated teams responsible for measuring the recycled content in packaging and evaluating our packaging suppliers for innovations in quality and sustainability. We look forward to maintaining and expanding on these

initiatives moving forward and continuing to progress on our sustainability commitments.

Water Resource Use

Water conservation and management is an important priority to Ichor, and while our manufacturing processes are not significant consumers of water, we are mindful of its value and critical state as a resource. By leveraging the water data we collect, we are working to refine our water management strategy and establish our water management goals for the future.

To ensure compliance with local requirements and regulations, we prioritize responsible wastewater management across all our facilities. When wastewater is generated in our manufacturing processes, we treat it to ensure safe discharge.

Creating Responsible Products

Engineering complex and environmentally conscious products that help our customers meet their sustainability goals is a key component to our product development strategy. Designing products that operate efficiently, reduce waste, and minimize negative impacts on the environment, while meeting customer specifications is a challenge and opportunity that we eagerly rise to. We are consistently striving to implement best practices and processes that allow us to meet these needs and reduce our energy consumption, as well as waste generation. In mapping out our product life cycles, we have been able to implement an integrated approach that allows us to continue improving upon these metrics, and ultimately reduce our environmental impact. Further information on our product development process can be found in the "Innovation and IT Excellence" section of this report.

We are proud to partner with our customers on initiatives that create a mutual value for our industry and the environment. For example, over the past two years, we have partnered closely with a customer in a parts-harvesting program to limit waste, maximize component reuse, and promote recyclability. We are also working closely with a key customer to reduce the use of helium gas in the testing of high-flow gas modules as a way to reduce cost and environmental impact.

Engineers at Ichor and members from our Research and Development team help us in achieving our goals of creating more responsible products on a daily basis. Their work directly influences the efficiency of our fluid delivery systems, which is prominent in the newest Integrated Manifold System (IMS). IMS architecture produces cutting edge, wet fluid delivery systems that exceed the specifications and performance of the current available technology. This design improvement decreases the physical footprint of equipment in semiconductor fabs, which in turn reduces environmental impact through reduced chemical consumption.

Other products, such as our Advanced Flow Controllers, boast similar efficiencies, including decreased gas consumption and faster response time. The smaller size of our AFCs, compared to a standard gas stick, also allows us to reduce our use of raw materials by up to 30%, reducing the cost and environmental impact of manufacturing, packaging, and transportation. Through the integration of computer measurement machine programs, we are able to increase precision and standardization in our processes, which helps us streamline in ways that can reduce wasted resources. Designing more efficient and responsible products is an initiative we continue to work toward to better serve our customers.

Social and Ethical Responsibility

It is our goal to provide a safe and inclusive workplace for all Ichor employees of diverse backgrounds. We strive to meaningfully contribute to and interact with the local communities in which we operate. In this section, we explore our approach to diversity, equity, and inclusion, community engagement, and creating a safe, healthy work environment for all our employees.

Our Employees

Delivering on our promise to design and engineer the next generation of products, services, and solutions requires more than best-in-class technology; it requires the skill and dedication of our people, and we pride ourselves on this experienced workforce.

Our employees embody the values of innovation, collaboration, and honesty that allow Ichor to maintain the highest standards in employment regulatory compliance. We believe that investing in our employees' professional development through training, skill-building, and supporting their continual education is an investment in our business. At the end of 2022, we had approximately 2,980 full time and temporary employees working at Ichor globally, made up of 2,280 full time employees and 700 contract workers.

better understand the values, motivations, and core beliefs of our employees, and to identify opportunities and areas for growth within the culture at Ichor. We conducted this survey again in 2022 and saw significant improvement in all areas of our Core Values – Innovation, Collaboration, Honesty, Operational Excellence, and Reliability. We continue to use the results from this survey to guide our efforts in developing a cohesive company culture that represents our wealth of diverse employees.

Employee Engagement

It is our mission to create a healthy and productive work environment that encourages collaboration, innovation, and engagement among our employees, within their teams, and between teams across the organization. We value the insight we receive from employees and work to integrate their feedback to help bring this mission to life. In 2021, we conducted a broad employee survey to

Culture

"With collaboration as one of our Core Values, we embrace the strengths, experience, and diversity of our employees, engaging them to drive for results."

—Demetriah Webster, Head of Corporate Social Responsibility
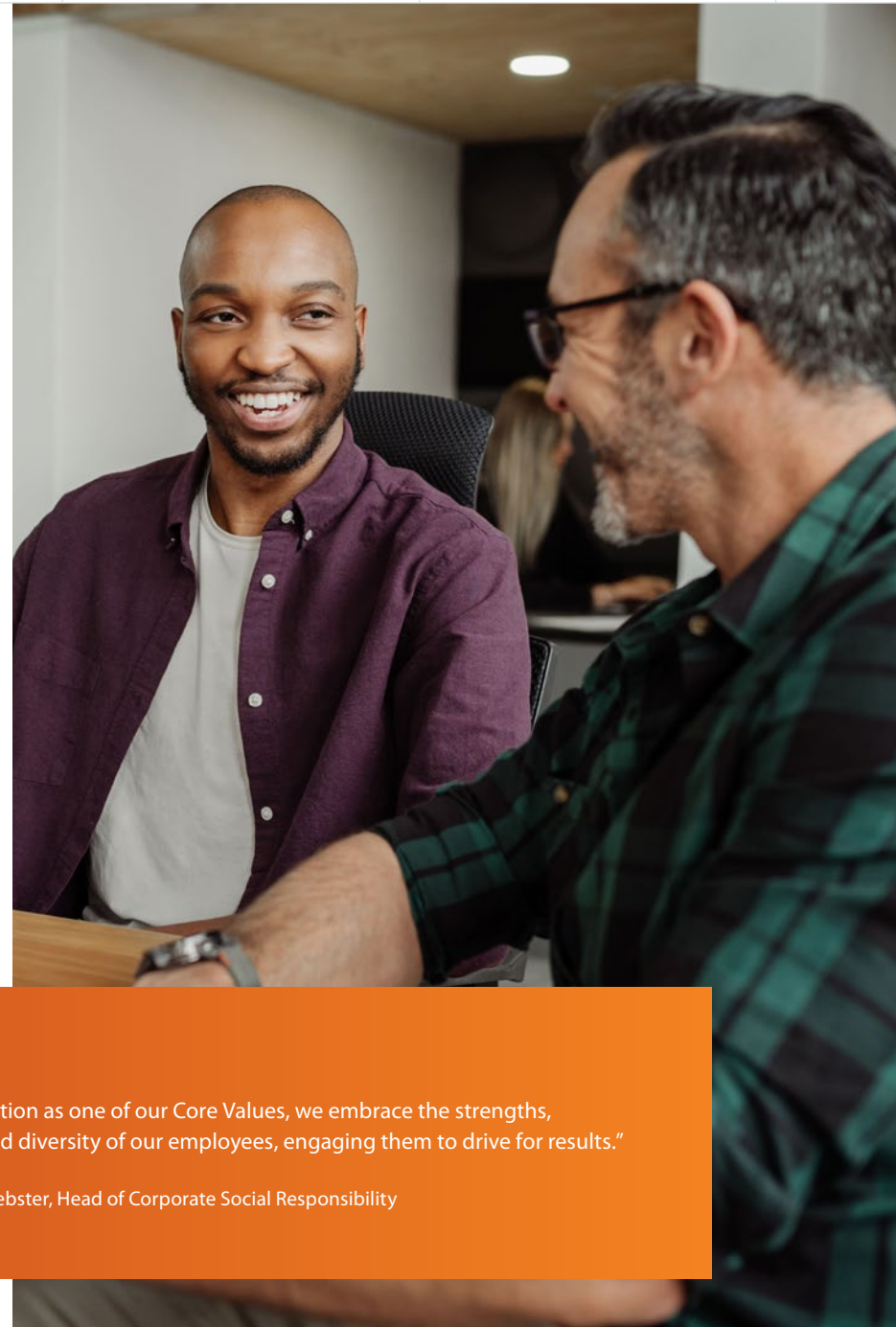
In another effort to encourage collaboration and engagement among our workforce, we publish a quarterly employee newsletter. In it, we highlight the tremendous work our employees are doing, and communicate the progress being made on our leadership and engagement goals. These newsletters serve a great purpose in highlighting our company's initiatives, employee accomplishments, work anniversaries, and employee and community engagement activities.

We continue to provide quarterly updates from our CEO to address questions and comments related to our business performance and other company updates. We believe it is important for our employees to be equipped with the tools to understand our financial performance, discuss our company goals, and work toward our vision of success. We also continue to hold "skip-level" meetings to foster multi-level communication within our organization.

Learning, Development, and Culture

Providing learning and development opportunities to every employee at Ichor is essential to driving inclusive growth, and fostering an informed, collaborative working environment. Through our IchorTrainer, we integrate these training and development opportunities into our employees' workflow, making the learning experience more accessible. IchorTrainer assigns each employee to job-specific training modules and monitors their progress and completion. Some of the topics covered in these training modules include, but are certainly not limited to, safety, diversity, equity and inclusion, human resource policies, ethics and compliance, IT standards, data protection, and cyber security. Our HR department and subject matter experts work together to review these trainings to ensure relevance, accuracy, and compliance.

Establishing and perpetuating a unified culture that represents our wide range of diverse employees is something we are always working toward. In that spirit, this year we continued to expand OneIchor, our global program dedicated to strengthening the cultural identity of our company across all our sites around the world. Through this program, our ESG Council continued their commitment to strengthening and exhibiting our core, company values, while also working to create a supportive and inclusive work environment. Building upon these engagement efforts with our employees is a high priority to us and helps us to maintain a globally interconnected workforce that delivers the kind of high-quality products and services that customers have grown to expect from Ichor.

It is our aim to ensure that every employee of Ichor receives an opportunity to discuss their job performance, career, and receive a formal evaluation. We believe that managing others is about helping employees succeed in their roles and supporting the development of their careers. Providing performance feedback aligned with each employee's goals and objectives and grounded in our Core Values can facilitate this success. Managers are encouraged and reminded to leverage coaching, guiding, mentoring, and motivation to help their employees build skills and grow their careers.

Employee Training and Ongoing Education

We are dedicated to providing consistent, comprehensive, and continual training on a multitude of topics for all our employees. We promote the development of employee skills by providing relevant on-the-job training, and by supporting employee participation in conferences, workshops, and other professional programs. In 2022, our employees completed an average of 15.5 hours of training in our online training tool, IchorTrainer. It is important to note that this number does not include training occurring outside of this system, and that a portion of our tenured workforce is able to test out of some of these trainings by demonstrating a proficient knowledge of the material.

For employees in people manager positions, we offer training sessions on topics including performance management, employee engagement, and Ichor's compensation framework. To maintain a culture of safety first, we offer monthly safety training sessions that address relevant and practical topics including addressing near misses, proper use of personal protective equipment, and more. In 2022, we began offering new training courses to build education and awareness in diversity and inclusion, such as microinequities training, which enhances employee collaboration and fosters a sense of belonging.

We operate under the firm belief that an investment in our employees is an investment in the success of our business.

Ichor benefits tremendously from the empowerment of our employees - when our workforce is equipped with the relevant knowledge and job-specific skills necessary to succeed in their careers, the company is better equipped to deliver the highest quality work to our customers. In pursuit of this goal, we offer education reimbursement up to $7,500 to pay for tuition, required textbooks, and lab fees for eligible curriculums successfully completed by regular full-time employees in good standing. Providing our employees with resources they need to overcome obstacles they may encounter in receiving an education is something that we are proud to offer.

Diversity, Equity, and Inclusion

Diversity, equity, and inclusion (DEI) are foundational principles with which we aspire to operate a socially mindful and equitable company. We aim to embody and promote these principles at every level of our operations across the globe. Attracting and retaining a diverse workforce is more than just a goal, but a means through which Ichor strives to become a more inclusive and equitable place for all, both within our company, and in the communities in which we operate.

In 2022, we established our DEI charter, and named our Head of Corporate Social Responsibility and DEI, to demonstrate our commitment to DEI and to ensure the success of our ESG programs. Since then, we have continued to expand those efforts by creating a Global Council on DEI. One of the first orders of business for this Council was to develop our DEI roadmap, which outlines our approach to address the immediate and long-term DEI goals of the company and the needs of our stakeholders. The roadmap organizes its principles and initiatives under the five categories of Employee Engagement and Belonging; Education and Training; Recruitment and Community; Internal Talent Review and Development; and Data Analytics and Reporting.

Employee Engagement and Belonging

We believe in providing a workplace where employees feel safe to make collaborative decisions, share common values, opinions, and interests, and organize community outreach events. In 2021, we established our first employee resource group, Women of Ichor, setting a framework for the successful operation of future ERGs. In 2022, we launched Ichor Pride for LGBTQ+ employees and allies, furthering our commitment to harnessing a sense of belonging.

Education and Training

Integrating inclusive processes throughout all phases of our hiring process, onboarding, training, and company messaging is critical to progressing in our DEI journey. Our DEI training provides education and training to our employees and our leadership teams on topics like unconscious bias, diversity, and microaggressions, and is one of the key ways we have addressed this initiative across our company.

Recruitment and Community

Our strategy is to attract and retain a diverse and skilled workforce by engaging employees, fostering inclusivity, and building community. We actively seek to internally promote our existing employees, remove barriers to recruitment opportunities, and develop leadership skills to build a pipeline of leaders within the company. We build strategic partnerships with collegiate and professional diversity organizations to increase our candidate pool, help us meet our diverse hiring goals, and provide us with opportunities to develop an inclusive culture that promotes proactive discussions on DEI.

Internal Talent Review and Development

We are committed to the continuous development of our employees' knowledge, skills, and career trajectory. Providing training is a key component of this, as we believe that investing in our employees' education is critical to our success. We also strive to proactively develop leadership candidates by identifying, engaging, mentoring, and sponsoring employees that demonstrate high potential.

Data Analytics and Reporting

Continuing to collect and baseline data across the company is our top focus, and a significant undertaking. Our DEI data is particularly valuable, and we strive to make progress on the collection and analysis of our workforce data by

DEI

"As part of our commitment to DEI, we developed a multi-pillar roadmap that outlines our strategies for creating a more equitable and inclusive workplace. We are proud of our employee resource groups, which support our Engagement and Belonging pillar. In 2021, we established Women of Ichor and Ichor Pride. We look forward to launching other ERGs that represent the diverse groups within our organization."

—Diana Finucane, Chief Human Resources Officer

gender, race, ethnicity, disability, military service, promotions, and other criteria. We aim to use these baselines to inform our key performance indicators for the advancement of our DEI program.

Discrimination, Harassment, and Equal Opportunity

Discrimination or harassment of any form on the basis of age, sex, race, ethnicity, national origin, religion, ancestry, citizenship, medical condition, genetic information, pregnancy, marital status, gender identity or expression, sexual orientation, military or veteran status, or any other criteria as applicable and protected by the law is strictly prohibited at Ichor. We are committed to providing a work environment that is free from discrimination and harassment.

We outline our expectations and requirements in our **Employee Code of Ethics and Business Conduct**, in which we cover topics of hiring, compensation, training, employee development, promotions, and other matters related to employment, in compliance with all applicable state and federal employment laws, regulations, and policies. We take complaints of discrimination and harassment seriously, making sure any instance is quickly and thoroughly considered, investigated, and dispositioned.

Employee Diversity and Diverse Recruitment

Ichor's global workforce, which is representative of a wide array of diverse qualities, is a point of pride for our company. We believe that the diversity of our employees provides the company with a competitive advantage in delivering products and services that serve our customers and advance the communities in which we live and work.

We believe that our workforce and leadership teams, including our Board of Directors, should be composed of individuals with knowledge, experience, and competence in many substantive areas that impact our business, and a diverse set of viewpoints, backgrounds, identities, and skills. We are proud that as of December 31, 2022, 30% of our Board members were women. Our Nominating and Corporate Governance Committee and the Board of Directors ensure that the pool of qualified persons to be considered for directorship include those who bring gender and ethnic diversity, and as future Board positions occur, we will continue to seek diversity in all qualified candidates.

In 2022, our industry and our business scaled with strong demand, and we experienced an increase in hiring, which provided us an opportunity to focus on intentional growth of our employee base. We leveraged a new third-party hiring platform which helped us monitor social metrics that contribute to a more diverse workplace. We aim to attract, retain, and represent people with the diverse expertise and skills that are so critical to our success, while ensuring ongoing opportunities for people from underserved communities. In line with this, we insist that our placement agencies are compliant with the Equal Opportunity Commission's guidelines on non-discrimination.

Ichor's Partnership with MECOP

Ichor is proud to be a partner with the Multiple Engineering Cooperative Program (**MECOP**), a consortium in Portland, Oregon, that showcases diverse talent in schools and works with local educational institutions to give students the opportunity to network and build career prospects. Through this partnership, Ichor has the opportunity to attract early career talent from diverse backgrounds.
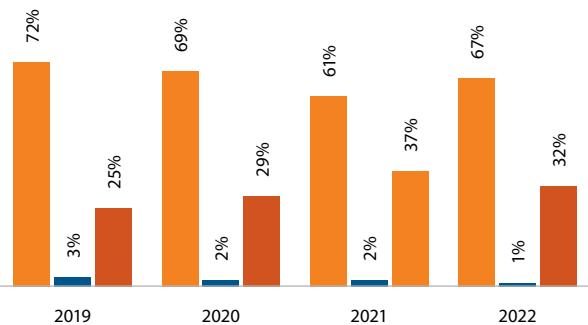
Diversity Data

We are dedicated to promoting diversity and fostering inclusivity in our company by monitoring key performance metrics. We understand that there is room to grow, and we are dedicated to making ongoing and measurable improvement in our diversity data and our culture of DEI. The following data represent the U.S. workforce. We are proud that we continue to make progress in achieving a more equitable distribution of male-to-female colleagues, and in 2022, we enhanced our self-disclosure process by including the option to choose a "non-binary" gender. We also continue to increase our representation of employees of minority-identifying race and ethnicity. We are also proud to retain a strong distribution of employees across varying age groups - retaining talented and experienced professionals while attracting skilled individuals that are early in their careers.

Percent of global full-time employees by region

Legend:
- Americas
- Europe
- Asia Pacific

	2019	2020	2021	2022
Americas	72%	69%	61%	67%
Europe	3%	2%	2%	1%
Asia Pacific	25%	29%	37%	32%

Percent of global employees by gender

Legend:
- Women
- Men
- Non-binary

	2019	2020	2021	2022
Women	19%	20%	23%	24%
Men	81%	80%	77%	76%
Non-binary				0.25%
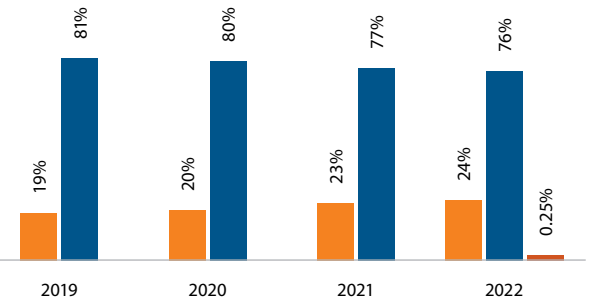
Percent of U.S. population by race/ethnicity

Legend:
- Asian
- Black/African American
- Caucasian/White
- Hispanic or Latino
- Native Hawaiian / Pacific Islander
- Other

	2019	2020	2021	2022
Asian	15%	16%	16%	15%
Black/African American	3%	3%	4%	4%
Caucasian/White	60%	60%	62%	61%
Hispanic or Latino	15%	15%	14%	16%
Native Hawaiian / Pacific Islander	2%	2%	2%	1%
Other	5%	4%	2%	3%
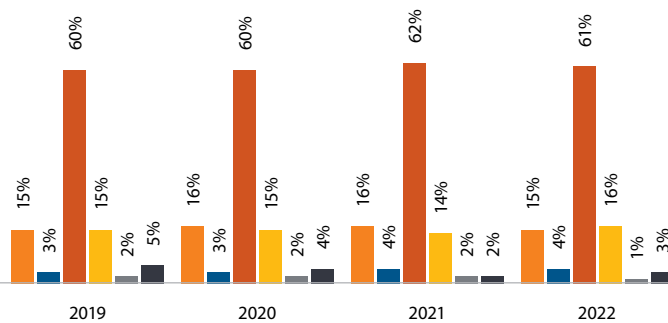
Percent of U.S. population by age (2022)

Legend:
- Support
- Professional / Management
- VP and above

	< 30	30-50	> 50
Support	23%	31%	18%
Professional / Management	3%	14%	11%
VP and above	0%	0.1%	0.7%
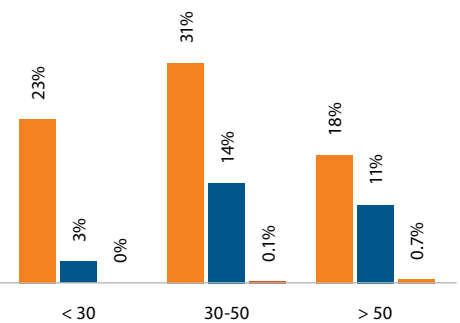
Our EHS Mission Statement

"Ichor Systems will not compromise accident and injury prevention, or environmental protection and compliance for profit or production."

Employee Health, Safety, and Well-being

The health, safety, and well-being of our employees is a top priority at all levels of our company, at each of our sites around the world. Our Environmental, Health, and Safety (EHS) manual aligns with our EHS Mission Statement and Guiding Principles, and it establishes consistent policies and procedures to help ensure a safe and productive working environment.

EHS Guiding Principles

- Everyone is responsible for their personal safety and for the safety of those around them.

- Ichor will keep all employees informed of required safety, health and environmental procedures and requirements and provide the resources for each employee to ensure his/her own safety.

- Ichor will ensure the performance and commitment to safety standards will be an integral part of every employee's job and performance evaluation.

- Ichor will drive continuous improvement in all aspects of our safety and environmental compliance program training, implementation, and motivation.

- All employees have the right and responsibility to immediately halt and report unsafe or non-compliant equipment, acts, or practices. Management support of this policy will be total and absolute.

- Ichor will meet or exceed all government regulations that affect our facilities.

We are proud to have in place an emergency response team (ERT) at every site and have standardized their training programs with the American Red Cross curriculum to ensure best practices are being implemented. Many of our sites also have a designated emergency clinic identified as a primary source of minor emergency care. We continuously evaluate our EHS program and policies to identify areas for near-term enhancement and to allocate resources for expanding the program in tandem with the growth of our business operations.

In partnership with our leadership team, our Business Continuity Council monitors fast-evolving regulations and industry best practices, and proactively manages health and safety risks to employees and to our business. The Council conducts regularly scheduled meetings to manage changes in operations, training, and communications procedures. We also encourage our employees to engage in our EHS safety programs, including through bulletin board postings, monthly safety performance updates, and through our open-door communication policy.

We are committed to ensuring employees have the flexibility to address their individual needs and prioritize their health. It is important that we encourage flexible work and, where possible, leverage remote and hybrid working environments when the health and well-being of our employees is at risk.

Squeezing the Stress Away on Mental Health Day

In recognition of World Mental Health Day, Ichor's Singapore site distributed squishy toys to all employees. As research has shown that squeezing a stress ball helps reduce essential stress hormones in the body, our team encouraged employees to keep and use these toys for stress-relieving effects. Many other sites around the world also wore bracelets to raise awareness and break the stigma around mental health issues.

Safety Performance

We cultivate a safety-first culture by promoting open communication with our employees, beginning meetings with principles of safety, providing comprehensive education materials, and offering an incentive program to keep safety at the forefront of our company's focus. Through our training platform, IchorTrainer, we offer role-specific safety training modules to each employee as applicable. Our aim is to achieve a 100% completion rate for new hire and monthly safety training, which we track our progress on regularly. To learn more about our comprehensive training procedures, please see the "Employee Training" section of this report.

We also employ a variety of practices and programs to reduce hazards, assess risks, and investigate incidents for swift correction. We perform job safety analyses and conduct facility-wide safety inspections regularly. We also encourage and monitor near miss and incident reporting and implement company-wide root cause corrective action plans when incidents occur.

At least once per month, we monitor our safety metrics and analyze results. We conduct regular site-specific safety inspections, hold monthly committee meetings, and report summarized metrics in a monthly scorecard shared with senior management globally. These metrics help inform the content available to employees on IchorTrainer. From 2021 to 2022, we were proud to see a reduction in our year-over-year injury rate of 20% and a reduction in the year-over-year loss time injury rate of 38%.

Our executive leadership reviews on a monthly basis our safety performance results and on an annual basis reviews our annual aggregate results and sets our targets.

Wages and Benefits

The satisfaction and well-being of workers around the world are a crucial component of our strategy to employ a workforce made up of diverse talents, expertise, and backgrounds. That's why we work hard to ensure that we provide comprehensive benefits and compensation packages to employees at each of our sites around the world.

Ichor's compensation philosophy is based on three pillars: pay for performance, market competitiveness, and internal equity. We commit to showing appreciation and recognition to those whose contributions are vital to our success, as well as instilling a sense of belonging, connection, and value among all employees. We conduct annual independent third-party market-based pay studies to ensure our salary ranges are aligned with industry trends and equitable throughout our workforce. We continue to leverage the results of this assessment to ensure appropriate performance-based and market-based compensation.

Ichor offers a premium-free medical option for all regular U.S. employees working at least 20 hours per week, demonstrating our deep commitment to employee health protection and preventative care. Our health benefits program also includes pharmaceutical, dental, and vision plans for eligible employees and their dependents. We prioritize holistic health and well-being of our employees by offering benefits that include 100% coverage on preventive healthcare, mental health and crisis counseling, retirement savings plans, and resources promoting good nutrition and exercise.

We also offer Employee Assistance Programs (EAP) that provide services to employees to help with stress, anxiety, depression, and mental wellness, including virtual therapy offerings. Our EAP offerings are available in several languages to be accessible to our diverse employees.

All Ichor employees can participate in our global Employee Stock Purchase Plan where they can purchase Ichor stock at a 15% discount. Through this program, we intend to enable everyone to participate in the shareholder value generated.

Health and Safety

"We firmly believe that every employee has the right to work in an environment that is safe and healthy, and we are fully committed to providing such an environment at all times."

—Keith Nelson, Sr. Director of Facilities Management

Human Rights in Our Operations and Supply Chain

Ichor is committed to respecting and upholding the human rights of all people, including our employees, contractors, and supply chain stakeholders. We strictly adhere to all applicable laws and regulations that prohibit any activities involving forced and bonded labor, slavery, human trafficking, and child labor.

To honor our membership with the RBA, we have aligned our business practices and policies with the RBA Code of Conduct to ensure responsible practices and integrity across all our operations and with our supplier relationships. In 2022, we published our **Global Human Rights and Principles** policy, as well as our **Anti-Trafficking and Anti-Slavery Policy**. Additionally, throughout our policies including our **Code of Business Ethics and Conduct** and our **Supplier Handbook and Code of Ethics**, we share our expectations of all employees and business partners to support a commitment to respecting human rights. These policies and codes provide the guidance our stakeholders need to make ethical decisions and identify risks related to labor practices and human rights.

Community Engagement and Philanthropy

We believe in being a responsible and engaged member of the community in the locations in which we operate globally. At the site level, our teams are dedicated to identifying opportunities to volunteer and give back to local causes and community efforts.

In 2022, Ichor employees at our Fremont, California; Austin, Texas; and Tualatin, Oregon sites participated in food drives during the Thanksgiving holiday and toy drives during the winter holiday seasons, where Ichor Corporate matched thousands of dollars in personal online donations made by our employees to their local food banks.

Across our sites in Asia, we held several community engagement and philanthropic events in 2022. Our team in Singapore partnered with the local Red Cross to organize a corporate blood donation drive, where we were able to engage over 30 employees to participate. Across Singapore and Malaysia, we organized our second virtual charity walk to raise funds for two charity homes in Malaysia. We are proud to have engaged over 400 employees and raised over $6,000 through the charity walk.

For example, we continue to develop our internship program in Singapore, where we partnered with local universities for students to intern at Ichor and gain valuable industry experience. We welcomed and graduated 13 interns from our program in 2022 and were pleased to have one student move on to become a full-time employee with Ichor Singapore. It is important for us to engage with our local community to support the education of students in the technology industry.

Food Drive in Singapore

In Singapore, we conducted our first food donation drive, collecting 1,078 items and contributing over $3,600 in employee donations to Food from the Heart. We also organized a volunteer event with Food from the Heart, where 10 of our employees helped to pack and organize 110 food bags for distribution to beneficiaries.

Appendix

Index A: Memberships and Associations

Ichor is a proud supporter of multiple external frameworks and initiatives, listed below:

- Responsible Business Alliance (RBA)
- SEMI (not as a member, but have adopted guidelines)
- CISE (Consortium of Infosec Executives)

Index B: Material ESG Topics Index

Our material topics were identified through our 2021 materiality assessment, described in the "Materiality of ESG Issues" section of this report. The topic boundary is contained within company operations, and the explanation of the material topics is included in the 'Topic Description' column below. Our management approach and outcomes are described in the correlating report chapter, referenced in the "Section of this Report" column below.

Ichor's Material Topic	Topic Description	Section of this Report	GRI Disclosure
Data Protection and Cybersecurity	Includes the company's data collection, data protection, and privacy policies and practices, as well as its cyber and IT security practices and incident response.	Cybersecurity and Data Protection	GRI 418
Product Safety and Quality	Refers to the company's efforts to mitigate issues involving unintended effects of products sold that may create health or safety risks to end users. Addresses the company's ability to offer manufactured products that meet customer expectations with respect to their health and safety characteristics. Acknowledges the company's efforts to supply products that meet and/or exceed quality expectations while maintaining high standards of safety.	Product Quality and Compliance	GRI 416
Responsible Supply Chain Management	Ensures the company's existing and potential suppliers are screened using environmental, social, and governance (ESG) criteria and that suppliers' performance in these areas is considered for continued business. Includes regular risk assessments of supplier performance, such as surveys and audits, as well as trends of performance over time.	Supply Chain Management	GRI 308; GRI 414

Ichor's Material Topic	Topic Description	Section of this Report	GRI Disclosure
Risk Management of ESG Issues	Refers to the company's management and mitigation of environmental, social, and governance (ESG) risks, is integrated into the company's risk management system and considers the financial, physical, and market risks associated with climate change and social issues.	Business Integrity, Ethics and Compliance Cybersecurity and Data Protection Supply Chain Management Employee Health, Safety, and Well-being	N/A
Leadership Engagement and Accountability	Emphasizes the engagement and accountability of the company's leadership in environmental, social, and governance (ESG) issues. Includes the oversight, engagement, and knowledge of company leadership and members of the Board of Directors, emphasizing the integration of ESG issues into core business strategies and functions.	ESG Strategy and Management	N/A
Transparency and Reporting	Emphasizes transparency in the company's reporting on environmental, social, and governance topics. Includes disclosure of the company's management structure, goals, metrics, progress, and programs using clear, benchmarked, and easily accessible public channels.	ESG Strategy and Management	N/A
Emissions Reduction and Management	Refers to the management, reduction, measuring, and reporting of the company's Scope 1, 2, and 3 greenhouse gas emissions (GHGs)*. Emphasizes partnerships with suppliers and customers to make industry progress.	Energy Management and Emissions Reduction	GRI 305
Employee Health, Benefits, and Well-Being	Emphasizes programs for upgrading employee skills, developing careers, giving access to ongoing education and training, and providing fair wages and benefits. Includes equitable compensation, medical and disability coverage, flexible work and work life balance, and mental and physical health programs for full-time and temporary workers.	Employee Health, Safety, and Well-being	GRI 401

Ichor's Material Topic	Topic Description	Section of this Report	GRI Disclosure
Employee Engagement and Development	Ensures the engagement and satisfaction of the company's employees, with an emphasis on strengthening employee retention, promotion, and development, and providing quality education and training to its workforce. Includes the recruitment and management of a skilled labor force and regular solicitation and consideration of employee feedback.	Learning, Development, and Culture	GRI 404
Diversity and Inclusion	Refers to the equitable treatment of employees and potential employees through company programs and policies ensuring nondiscrimination and the hiring, promotion, retention, and inclusion of diverse individuals. Includes reporting and progressing on employee diversity metrics, empowering employee resource groups, and providing training on diversity and inclusion topics.	Diversity, Equity, and Inclusion	GRI 405
Occupational Health and Safety	Includes the company's compliance with local labor and workplace safety laws in the areas in which it operates. Encourages alignment with the guidelines from the International Labor Organization and includes ongoing safety training for employees, and the mitigation and reduction of worker injuries and incidents.	Employee Health, Safety, and Well-being	GRI 403

Index C: GRI Universal Standards Index

To the extent that information is available, we have developed this report with reference to the GRI standards.

Statement of use	Ichor Systems has reported the information cited in this GRI content index for the period January 1 - December 31, 2022, with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Company Profile
	2-2 Entities included in the organization's sustainability reporting	Company Profile
	2-3 Reporting period, frequency and contact point	About this Report
	2-4 Restatements of information	No restatements
	2-5 External assurance	About this Report
	2-6 Activities, value chain and other business relationships	Company Profile Our Sites around the Globe
	2-7 Employees	Our Employees Diversity Data
	2-8 Workers who are not employees	Our Employees
	2-9 Governance structure and composition	**Board of Directors** **Corporate Governance Highlights** **Annual 10-K for 2022**
	2-10 Nomination and selection of the highest governance body	**Corporate Governance Highlight**s
	2-11 Chair of the highest governance body	**Board of Directors**
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG Strategy and Management **Corporate Governance Highlights**
	2-13 Delegation of responsibility for managing impacts	ESG Strategy and Management Raising Concerns Cybersecurity and Data Protection

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	ESG Strategy and Management **Corporate Governance Highlights**
	2-15 Conflicts of interest	Business Integrity, Ethics, and Compliance **Our Code of Business Ethics and Conduct**
	2-16 Communication of critical concerns	Raising Concerns
	2-17 Collective knowledge of the highest governance body	**Corporate Governance Highlights**
	2-18 Evaluation of the performance of the highest governance body	**Corporate Governance Highlights**
	2-19 Remuneration policies	This is Ichor confidential data.
	2-20 Process to determine remuneration	Wages and Benefits
	2-21 Annual total compensation ratio	This is Ichor confidential data.
	2-22 Statement on sustainable development strategy	This information is not currently available for public disclosure, and we continue to evaluate the opportunity to disclose this detail.
	2-23 Policy commitments	Business Integrity, Ethics, and Compliance Supply Chain Management Responsible Sourcing and Conflict Minerals Human Rights in Our Operations and Supply Chain

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Business Integrity, Ethics, and Compliance Supply Chain Management Responsible Sourcing and Conflict Minerals Human Rights in Our Operations and Supply Chain
	2-25 Processes to remediate negative impacts	Business Integrity, Ethics, and Compliance **Our Code of Business Ethics and Conduct**
	2-26 Mechanisms for seeking advice and raising concerns	Business Integrity, Ethics, and Compliance **Our Code of Business Ethics and Conduct**
	2-27 Compliance with laws and regulations	Business Integrity, Ethics, and Compliance **Our Code of Business Ethics and Conduct**
	2-28 Membership associations	Index A: Memberships and Associations
	2-29 Approach to stakeholder engagement	Materiality of Our ESG Issues Customer Engagement and Satisfaction
	2-30 Collective bargaining agreements	There are no collective bargaining units present at Ichor.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality of Our ESG Issues Index B: Material ESG Topics Index
	3-2 List of material topics	Materiality of Our ESG Issues Index B: Material ESG Topics Index
	3-3 Management of material topics	Index B: Material ESG Topics Index
Material Topic: Emissions Reduction and Management		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	This information is not currently available for public disclosure, however we intend to publish some parts of this data later in 2022 on our website.
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	
	305-4 GHG emissions intensity	
	305-5 Reduction of GHG emissions	
	305-6 Emissions of ozone-depleting substances (ODS)	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
Material Topic: Responsible Supply Chain Management		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain Management
	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Management

GRI STANDARD	DISCLOSURE	LOCATION
Material Topic: Responsible Supply Chain Management (continued)		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supply Chain Management Human Rights in Our Operations and Supply Chain
	414-2 Negative social impacts in the supply chain and actions taken	Responsible Sourcing and Conflict Minerals
Material Topic: Employee Health, Benefits, and Well-Being		
GRI 403: Occupational Health and Safety 2018	401-1 New employee hires and employee turnover	This is Ichor confidential data.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Wages and Benefits
	401-3 Parental leave	This information is not currently available for public disclosure.
Material Topic: Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Employee Wellness, Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Employee Wellness, Health and Safety
	403-3 Occupational health services	Employee Wellness, Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Employee Wellness, Health and Safety
	403-5 Worker training on occupational health and safety	Employee Wellness, Health and Safety
	403-6 Promotion of worker health	Employee Wellness, Health and Safety

GRI STANDARD	DISCLOSURE	LOCATION
Material Topic: Occupational Health and Safety (continued)		
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Health, Safety, and Well-being
	403-8 Workers covered by an occupational health and safety management system	Employee Health, Safety, and Well-being
	403-9 Work-related injuries	This is Ichor confidential data.
	403-10 Work-related ill health	This is Ichor confidential data.
Material Topic: Employee Engagement and Development		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Training and Ongoing Education
	404-2 Programs for upgrading employee skills and transition assistance programs	Learning, Development, and Culture
	404-3 Percentage of employees receiving regular performance and career development reviews	This is Ichor confidential data.
Material Topic: Diversity and Inclusion		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Employee Diversity and Diverse Recruitment Diversity Data
	405-2 Ratio of basic salary and remuneration of women to men	This is Ichor confidential data.
Material Topic: Product Safety and Quality		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	This is Ichor confidential data.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	This is Ichor confidential data.

GRI STANDARD	DISCLOSURE	LOCATION
Material Topic: Data Protection and Cybersecurity		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity and Data Protection
Material Topic: Risk Management of ESG Issues		
N/A	Not applicable to GRI standards	Business Integrity, Ethics, and Compliance Cybersecurity and Data Protection Supply Chain Management Responsible Sourcing and Conflict Minerals Employee Wellness, Health and Safety Human Rights in Our Operations and Supply Chain
Material Topic: Leadership Engagement and Accountability		
N/A	Not applicable to GRI standards	ESG Strategy and Management
Material Topic: Transparency and Reporting		
N/A	Not applicable to GRI standards	ESG Strategy and Management

Index D: SASB Material Metrics

Our material topics were identified through our 2021 materiality assessment. The topic boundary is contained within company operations. We are reporting our metrics in accordance with the SASB Semiconductor Industry Standards, which is the best fit to our key business operations. Below we report the data we have available at time of publishing this report and continue to improve our data collection and reporting practices for future disclosure.

Table 1. Sustainability Disclosure Topics & Accounting Metrics

Code	Disclosure	Metric	Our Response
TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	Metric tons (t) CO_2-e	This data is not publicly available for 2022 at the time of publishing this report. Please refer to our website for updates on our energy and emissions data.
TC-SC-110a.2	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	n/a	This data is not publicly available for 2022 at the time of publishing this report. Please refer to our website for updates on our energy and emissions data.
TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	This data is not publicly available for 2022 at the time of publishing this report. Please refer to our website for updates on our energy and emissions data.
TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	n/a	Please see our approach to managing health and safety in "Employee Health, Safety, and Well-being".
TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Reporting currency	$0 USD
TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	n/a	Please see our approach to managing critical minerals in "Responsible Sourcing and Conflict Minerals".
TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Reporting currency	$0 USD

Table 2. Activity Metrics

Code	Disclosure	Metric	Our Response
TC-SC-000.A	Total production	Unit	This is Ichor confidential data.
TC-SC-000.B	Percentage of production from owned facilities	Percentage	0% as our facilities are leased.