



Environmental, Social,
Governance Report

2023



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About this Report

This is the third annual environmental, social, and governance (ESG) report of Ichor Holdings, Ltd (Ichor), which reports activities and data from the 2023 calendar year. 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) metrics for the semiconductor industry. 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](https://www.ichorsystems.com), for more information on our company, products and services, ESG program, and financials.

Letter from Our CEO

Since its origination in 1999, Ichor’s dedication to excellence has defined our reputation as the leader in the design, engineering, and manufacturing of critical fluid delivery subsystems and components.



As the expectations of our stakeholders evolve, our standard of excellence increases, ensuring that we can rise to new challenges while maintaining the quality, expertise, and innovation that we’re known for. We acknowledge the impact our industry has on the environment and our unique opportunity to make a difference in the lives of people around the world. Through the activities described in this 2023 Environmental, Social, and Governance report, we’re pleased to share our strategies, progress, and ambitions for a better world.

Throughout 2023, we continued to lay the foundation for our growing ESG program, which our cross-functional ESG Council spearheads. Accelerated by our Continuous Improvement Program and in support of our ESG roadmap and core values, we undertook several initiatives to further our progress in climate action, employee satisfaction, diversity, equity, and inclusion. We’re proud to maintain our membership with the Responsible Business Alliance, demonstrating our commitment to ethical business practices and industry-wide progress. To that end, we have increased our

engagement with our global customers and suppliers, leveraging assessment tools, collaborative forums, and innovative programs to compound our progress.

Our commitment to reducing our environmental footprint remains as strong as ever, with our efforts focused on the progress we can make on our climate-related risks and impacts. After completing our initiative to collect, baseline, and track our energy and emissions data, we’re pleased to share our performance in this report and prepared to commit to measurable progress toward reduced Scope 1 and 2 emissions. Through our ongoing partnerships with our customers and suppliers, we’re also aiming to make an impact beyond our four walls – our parts harvesting program helps eliminate waste and reduce new materials introduced into the ecosystem, while our upstream logistics operations leverage carbon-neutral shipments where possible.

Despite the economic challenges faced by our industry and many others, our commitment to providing an enriching and inclusive working environment is unwavering. For the second year, we saw overall

improvements in our Core Values survey results, which showed a favorable perception of our company culture and alignment with our Core Values of Innovation, Collaboration, Honesty, Operational Excellence, and Reliability. Through our growing employee resource groups, new mentorship programs, and ongoing learning opportunities, we’re proud to create a workplace where our skilled employees thrive.

Guided by our Core Values and through the hard work of our global employees, I’m proud to share this report on our sustainability journey. I encourage you to read through our accomplishments and continue holding us accountable for positive change.

Thank you,



Jeff Andreson
Chief Executive Officer and Board Member

About Ichor

COMPANY PROFILE

At Ichor, we specialize in the design, engineering, and manufacturing of critical fluid delivery subsystems and components for semiconductor capital equipment and sectors such as defense, aerospace, and medical. Our gas and chemical delivery subsystems play key roles in the manufacturing processes of semiconductor devices. Our gas delivery subsystems meticulously monitor and control precise quantities of specialized gases essential for semiconductor manufacturing processes like etch and deposition, while our chemical delivery subsystems precisely blend and dispense the reactive liquid chemistries used in semiconductor manufacturing processes such as chemical mechanical planarization, electrochemical deposition, and wet cleaning. These subsystems ensure the integrity and precision demanded by today's advanced semiconductor manufacturing technologies.

Our commitment to excellence extends beyond our fluid delivery subsystems and is exemplified throughout our wide range of specialized products. We provide a spectrum of precision-engineered solutions, including precision-machined components, weldments, e-beam and laser welded components, precision vacuum and hydrogen brazing, surface treatment technologies, and more. These vertically integrated segments of our business are strategically focused on manufacturing metal and plastic parts integral to gas and chemical delivery systems. We have enhanced our ability to control every aspect of the design, manufacturing, and sustainability of these critical components. We take pride in supporting our customers in creating next-generation process technologies. With our commitment to innovation and reliability, we support our customers to achieve new heights of efficiency and performance in their own products.



Company Highlights

(as of December 31, 2022)

ICHR

on Nasdaq

1999

year originated

\$811M

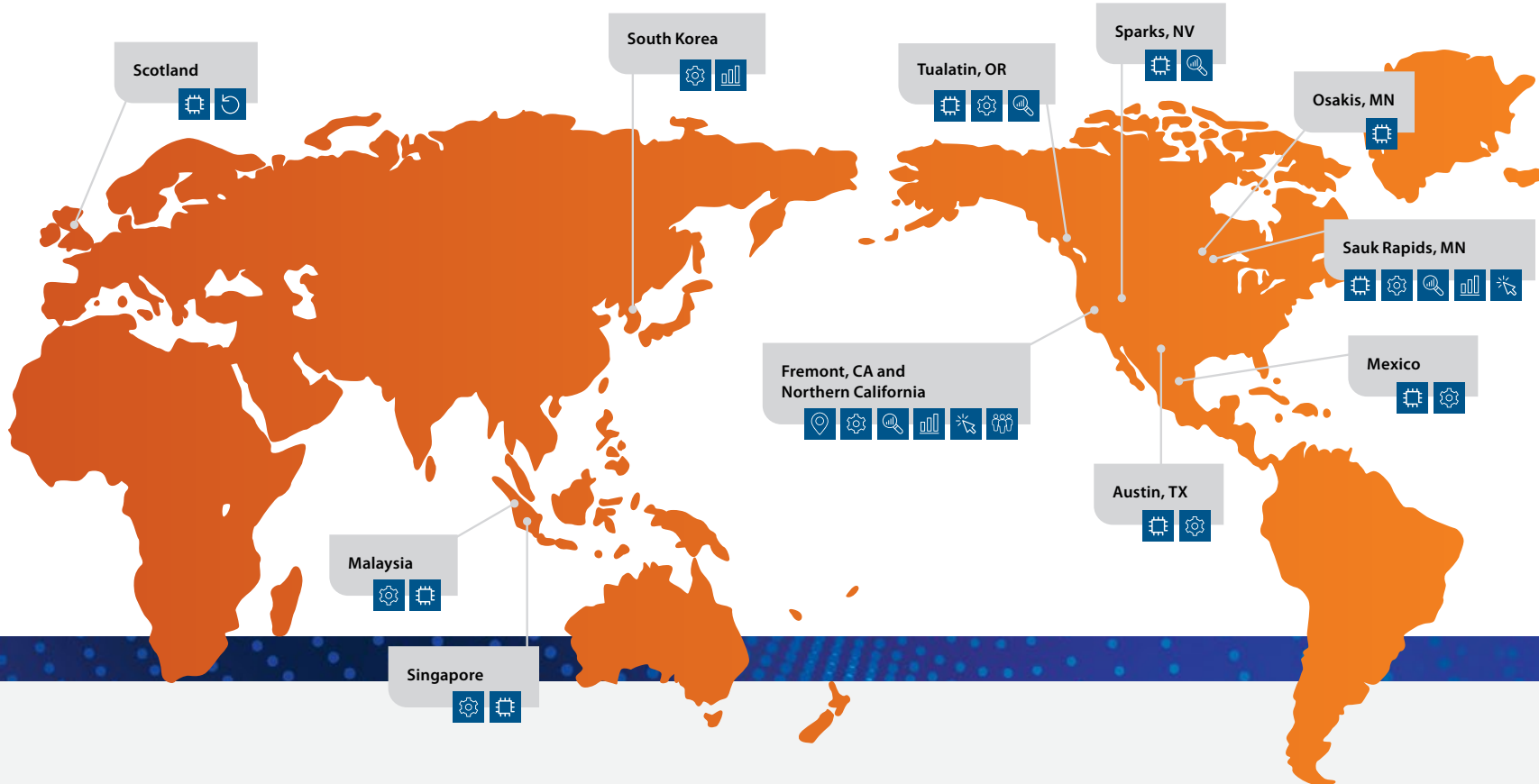
in revenue

74

patents worldwide

2,245

employees and associates worldwide



OUR GLOBAL FOOTPRINT

Ichor is a leading provider of world-class engineering, value-added manufacturing, efficient materials management, and precision testing capabilities for our valued customers worldwide. Our strategic global footprint allows us to deliver the highest level of customer service and support through our dedicated program management, sales, engineering, and executive management teams. Headquartered in Fremont, California, Ichor operates manufacturing facilities across key locations in the United States, including California, Minnesota, Nevada, Oregon, and Texas. Internationally, we have a strong presence in Malaysia, Mexico, Singapore, South Korea, and the United Kingdom.

Our global supply chain spans over 700 suppliers spread across more than 25 countries on three different continents. This extensive network ensures the seamless flow of resources and materials, contributing to the success of our operations worldwide, and is a testament to our commitment to excellence. We take pride in our ability to deliver precision solutions, innovation, and value to our customers across the globe. For more detailed information on our global reach, capabilities, and partnerships, we invite you to visit the [locations page](#) on our website.

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

Our Core Values

Our Core Values form the foundation of our company culture and act as the compass that directs our actions, decision-making, and policies. These values drive us to do more and do better.



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 PRODUCT STEWARDSHIP

As leaders in integrated gas and chemical fluid delivery solutions, we are unwavering in our pursuit of innovation, design enhancement, and product stewardship. We know that staying competitive in the market is no simple feat, and to maintain our reputation as innovators in our industry, we must explore new ways of thinking, embrace emerging technologies, and stay focused on continuous improvement.

Demonstrating this approach is the work done through our Continuous Improvement Program, which is designed to champion a culture of innovation and empower our employees to contribute their creative insights. Through this program, we incentivize and reward team members for submitting innovative ideas that address critical aspects of product safety, quality, and cost efficiency. The impact of this program is evident in the transformative solutions that we're proud to design, produce, and deliver around the world.

We are dedicated to providing our customers with high-value products and services that seamlessly adapt to meet their evolving needs as well as support their sustainability efforts. By reducing the amount of material in our process equipment, we're able to create products with a greater capacity to do more with less. From conceptualization to production, our Advanced Flow Control (AFC) solution is a consolidated assemblage that optimizes materials usage, thereby increasing efficiency and reducing emissions at the manufacturing level and end-use application. Incorporating sustainability concepts in the fundamentals of the product design process has driven down costs as well. By prioritizing innovation and efficiencies, we can not only meet but exceed customer expectations, offering solutions that deliver tangible benefits in efficiency, cost-effectiveness, and environmental responsibility.

We also partner with our customers to support their sustainability goals by implementing programs that prioritize the reuse of materials from older generations of equipment, thereby reducing the use of new materials. In line with this initiative, we also recertify older technologies to promote reuse and extend product life cycles. Throughout the development of our products and solutions, we adhere to stringent guidelines established by industry standards bodies such as SEMI and ASME. By integrating best practices for production, design, maintenance, performance, and waste and circularity management, we ensure that our solutions meet the highest standards of quality and sustainability.



Product Development and Technology

“With our newest advanced flow controllers, we’re using fewer materials, which means less consumption and less waste. At Ichor, we’re always finding ways for our products to do more with less.”

– Greg Mulligan, Vice President of Engineering

Continuous Improvement at Ichor

As we continue to evolve and adapt to the dynamic landscape of our industry, our commitment to innovation and improvement remains steadfast. At Ichor, innovation is a fundamental part of who we are, propelling us forward as we strive to exceed expectations and set new standards of excellence. Our transition from a value-added integrator to a company that also creates internally designed products will challenge the status quo and require new ways of thinking. That's why, in 2023, we launched a new program to formalize our commitment to continuous improvement and hired our first Vice President of Production Engineering and Continuous Improvement to hold us accountable to progress and enable us to seamlessly transition to a product-based business model.

Our Continuous Improvement Program at a glance

Our culture of continuous improvement helps us solve problems, move faster, and interface better with our internal and external stakeholders.



VISION

Engrain continuous improvement culture into Ichor's daily work, drive excellence, and establish a global competitive advantage.



MISSION

Empower Ichor's workforce with the tools, technology, and processes to improve continuously and sustainably.



OBJECTIVES

- Establish a global problem-solving foundation
- Broaden the impact of global waste reduction initiatives
- Actively recognize and reward contributions and commitment to Ichor's operational excellence
- Scale processes to apply globally and enable product transitions
- Deploy technology to increase efficiency

Our Approach to Corporate Social Responsibility

We're committed to addressing our world's social and environmental challenges head-on, recognizing them as opportunities to innovate, demonstrate our commitment to responsible business, and make an impact in the communities where we operate. By focusing our efforts on our material ESG topics and by engaging with our stakeholders to collaborate on solutions, we're able to leverage our expertise and the insights of our business partners to drive positive change.

As a member of the [Responsible Business Alliance \(RBA\)](#), the largest industry coalition in the world, we're an active participant in demonstrating the highest standards of business conduct. We leverage this partnership to connect and collaborate with our customers, suppliers, and other key stakeholders to tackle issues in labor, ethics, environment, and health and safety, using our influence to move our industry toward progress in these areas.

Our ESG strategy is defined within three pillars - Corporate Governance, Environmental Sustainability, and Social and Ethical Responsibility - which are based on the results of our ESG materiality assessment and guide our related activities. The table below outlines the material topics covered in each of these pillars, and this report covers our policies, activities, and progress in these topic areas. For further information about the process to identify these topics, refer to the "Material ESG Topics" section of this report.



CORPORATE GOVERNANCE

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



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

We recognize the importance of conducting business responsibly and strive to align our business practices with the values of integrity, transparency, and sustainability. We bring this commitment to life by integrating the highest quality standards of business into our operations to deliver value to our customers, shareholders, and stakeholders. By prioritizing excellence in product quality, safety, and reliability, we build trust and confidence in our brand, driving long-term success and sustainability.





ESG STRATEGY AND MANAGEMENT

From its foundation, our ESG program is designed to demonstrate and reinforce our Core Values while creating new opportunities for innovation, customer partnership, and industry-wide progress.

Built upon best practices such as our ESG materiality assessment and leveraging trusted frameworks, including those from the RBA, GRI, and SASB, we’re committed to making ongoing progress on ESG initiatives that support the goals of our company and our customers.

After launching our ESG Council in 2022, we’ve set our ESG mission, developed our five-year roadmap, set internal goals for new and continued programs, and established our 2022 baseline of environmental performance to pave the way for our emissions and energy-related goals. Informed by the results of our 2021 materiality assessment, our roadmap ensures our commitments, program, and activities are aligned with the priorities of our key stakeholders, including our customers, investors, employees, suppliers, and community partners.

Our ESG program is guided, at the highest level, by our Board of Directors Nominating and Corporate Governance Committee, which holds regular meetings with our Executive Leadership Team and appropriate department leaders to discuss ESG risks, strategy, goals, and progress. This oversight is mandated within the Nominating and Corporate Governance Committee Charter, available [here](#).

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

Our leaders have a diverse mix of knowledge, experience, and perspectives, which we believe is essential for driving innovation, empowering bold decision-making, and ensuring the long-term success of our business. To promote the ongoing diverse recruitment of our governance bodies, our Nominating and Corporate Governance Committee is dedicated to ensuring that our pool of director candidates includes individuals from varied backgrounds, identities, and skill sets. As of December 31, 2023, we are proud to report that 30% of our Board members identify as women and 10% as underrepresented minorities, reflecting our commitment to gender diversity at the highest levels of our organization.

Moving forward, as future Board positions become available, we remain steadfast in our commitment to prioritizing diversity and inclusivity in all qualified candidates we consider for directorship. In support of our commitment, we mandate that our placement agencies adhere to the Equal Opportunity Commission’s guidelines on non-discrimination to purposely ensure that every individual, regardless of background or circumstance, has an equal chance to contribute to and thrive within our company.

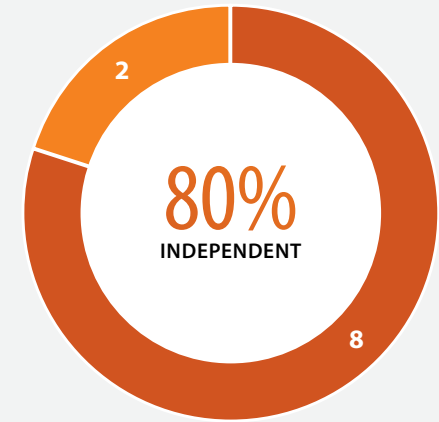


ESG Governance

“From our Board of Directors and leadership to our employees and business partners, ESG remains a priority at Ichor.”

– Chase Rosson, Senior Director of Corporate Accounting

INDEPENDENCE



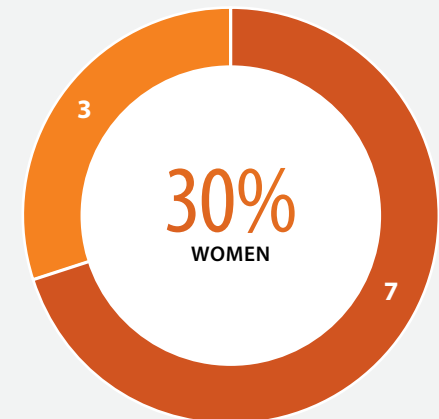
TENURE

30% 0-3 YEARS

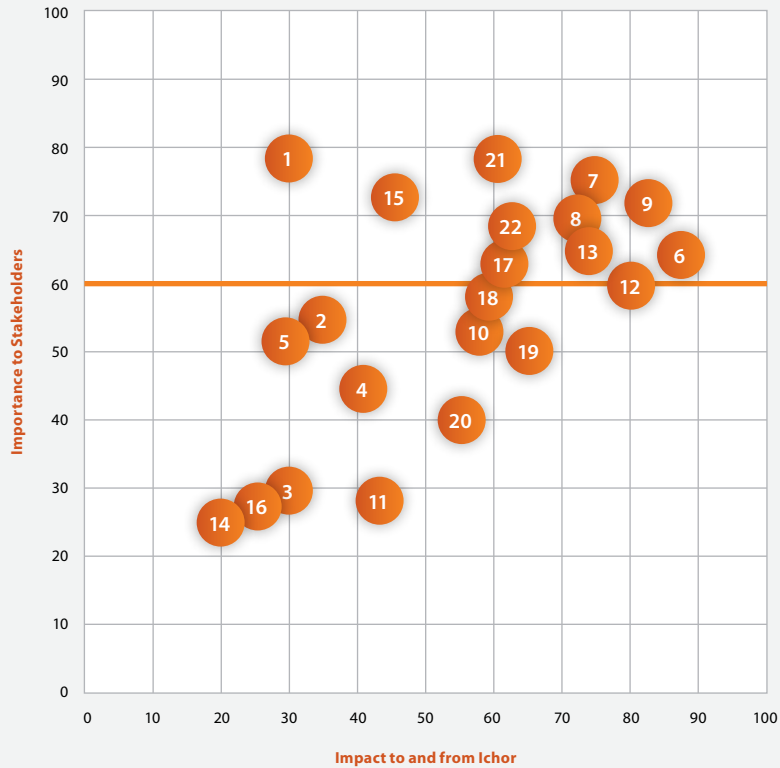
50% 3-6 YEARS

20% 6+ YEARS

GENDER



MATERIALITY MATRIX



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

STAKEHOLDER ENGAGEMENT

Our ability to maintain strong and collaborative business relationships that are based on trust is one of our key assets and a part of our stakeholder engagement strategy. It is our objective to systematically engage with a broad range of stakeholders, including investors, employees, customers, and communities, to inform and align the company’s strategic direction with broader societal goals.

Through regular engagement and open communication, we are able to assess and prioritize the needs and expectations of our most critical partners. We leverage these relationships to share best practices, solicit feedback, and provide updates on progress, with the ultimate goal of making a greater impact on our industry and world. With a focus on operational excellence, we always aim to meet or exceed the expectations of our stakeholders and support their ESG goals and activities. We identify their key ESG concerns through quarterly meetings, surveys, forums, materiality assessments, and routine engagement, allowing us to deliver on what is most important.

MATERIAL ESG TOPICS

To ensure ongoing alignment with the priorities of our key stakeholders and industry’s most prevalent ESG issues, we conduct ESG materiality assessments as needed. Through these assessments, which engages our employees, customers, investors, suppliers, and other stakeholders directly, we’re able to identify and prioritize key ESG issues that are most important and most impactful to our business partners and our business.

Our first assessment was conducted in 2021 and identified numerous ESG topics with the most potential to impact and be impacted by Ichor. The results enabled us to formalize our ESG strategy and roadmap, prioritize our investment into multiple ESG efforts, and maintain policies and procedures that guide us to make progress toward our commitments.

As shown in the table to the left, topics that scored at or above 60% on the “Importance” scale are considered material to our ESG strategy, though each topic represented on the matrix is considered important to the ongoing development of our ESG programs and will continue to be monitored for emerging relevance. 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.

BUSINESS INTEGRITY, ETHICS, AND COMPLIANCE

With honesty and operational excellence as two of our core values, we strive to create a culture of trust, integrity, continued learning, and compliance. Our commitment begins at the highest level of our organization, with our Board of Directors and executive leaders demonstrating and reinforcing the importance of ethics and compliance throughout all levels of our global operations. It is our ambition to maintain a strong framework for ethical behavior, including anti-corruption measures, transparent reporting, and compliance with legal and regulatory requirements through annual compliance and performance assessments. Our Code of Business Ethics and Conduct acts as a guide for employees to make ethical and informed decisions and adhere to our company policies, and we mandate that our workers complete regular training on this code to ensure comprehension.

Guided by the input of our CEO, we regularly review and update our corporate policies and procedures to reflect current best practices and regulations. Last year, we enhanced several key policies, including our Anti-Trafficking and Anti-Slavery Policy Statement and our Policy on Political Contributions and Lobbying. In 2023, we continued building upon that momentum by updating our Global Human Rights and Principles Policy and introducing a new Clawback Policy, both of which are now publicly available on our [website](#). To ensure that our policies and programs align with all applicable laws and regulations, we regularly collaborate with third-party professionals and legal experts.

We are dedicated to ethical and honest business practices with our customers, vendors, and suppliers, adhering strictly to antitrust and competition laws to promote a fair and competitive marketplace, and we have a



zero-tolerance policy for bribery, kickbacks, or other incentives from any individual or company, reinforcing our commitment to conducting business with integrity and transparency. In 2023, we incurred no monetary losses as a result of legal proceedings associated with anti-competitive behavior. By prioritizing ethics and compliance in every aspect of our operations, we strive to build enduring relationships based on trust and mutual respect. To maintain awareness of potential risks and ensure accountability, our Board of Directors committees conduct regular reviews of our governance policies, ethics programs, audit results, and whistleblower hotline.

Raising Concerns

We strive to foster a workplace environment where employees feel comfortable speaking up about any concerns or questions they may have, either directly with management or anonymously if they prefer. To that end,

we provide a toll-free ethics reporting hotline that is available to all Ichor employees and business partners. This hotline is accessible on our website, and submissions are anonymous, ensuring the confidentiality of all reporters.

Reports submitted through the hotline undergo a thorough review by our Chief Compliance Officer and Chief Human Resources Officer, who ensure a fair and comprehensive investigation is conducted without the risk of retaliation against any reporting party. In cases requiring immediate attention, high-priority issues are promptly escalated to the Board of Directors. By providing a confidential platform for reporting, we empower our employees and partners to contribute to our collective commitment to ethical conduct and a workplace built on trust and integrity. We did not receive any substantiated complaints or reports of critical concerns in 2023.

CYBERSECURITY AND DATA PROTECTION

We recognize the importance of safeguarding the sensitive and personal data belonging to our business, employees, customers, suppliers, and other stakeholders. As we continuously enhance our IT program, we prioritize collaboration with internal stakeholders to ensure that our IT initiatives are closely aligned with our business objectives and meet the expectations of our stakeholders. Our cybersecurity strategy is geared towards mitigating risks to our business posed by various threats, including data loss, ransomware, asset theft, and supply chain security breaches. We conduct annual reviews of all our policies and protocols, ensuring alignment with industry best practices for network hygiene and robust protection against potential threats. In 2023, we expanded our cybersecurity awareness training program, performed tabletop exercises, and developed a cohesive cybersecurity response plan. Led by our Chief Information Officer and Information Systems team, these initiatives enable us to proactively identify and address vulnerabilities while adapting our policies to mitigate emerging cyber threats effectively.

In recent years, our focus has been on ensuring a secure remote work environment for our employees, achieved through consistent communication of security best practices and preventive measures. While we maintain these priorities and practices, in 2022, we expanded our efforts to further educate our teams about being more aware of the cybersecurity landscape and how little things can build into bigger attacks. Through our new cybersecurity response plan, we introduced a new endpoint detection and response (EDR) tool. Our new EDR tool, which was implemented on a global level, performs proactive threat hunting for malware and viruses, alerting us to any suspicious activity and further providing guidance on how to respond. We also updated

our cybersecurity policy to include conducting external cybersecurity penetration tests on a more frequent basis. We deploy these tools to broaden our capabilities and prevent malicious occurrences within our environment.

We equip our employees with essential tools and provide regular training to safeguard both personal information and company assets. In 2023, we implemented a more comprehensive cybersecurity awareness training platform that has allowed us to analyze metrics on training progress and completion rates, as well as conduct phishing exercises. The platform provides different training modules based on role-specific risk factors and allows us to provide escalated training where necessary. We conduct thorough annual risk assessments of our cybersecurity program in order to ensure that we remain equipped to counter emerging threats. In our assessments, we evaluate risk from a technical perspective as well as a business process perspective. We also conduct quarterly reviews with our major cybersecurity providers, work with our security engineers to stay abreast of emerging cybersecurity risks and trends, and invest in security enhancements and firewall management to address evolving risks effectively. In 2023, we did not receive any substantiated complaints of breaches resulting in a loss of customer or personally identifiable data.



“Ichor is honored to receive this Supplier Excellence Award for Quality from Applied Materials. The award is a reflection of our performance over the past year as well as the close collaboration between our two organizations in driving results.”

– Jeff Andreson, CEO

Applied Materials Supplier Excellence Award

Ichor was pleased to announce that we were honored with Applied Materials’ Supplier Excellence Award for Quality.

PRODUCT QUALITY AND COMPLIANCE

Quality is more than a goal at Ichor; it is a fundamental principle engrained in everything we do. We demonstrate our commitment to delivering excellence to our customers, partners, and communities worldwide by maintaining the highest standards of quality, compliance, and sustainability. Guided by our Core Values of innovation and operational excellence, we prioritize meeting and exceeding our customers’ expectations for exceptional quality and timely delivery. While growing alongside our partners, we continue to pursue innovative ways to enhance the precision, performance, efficiency, and sustainability of our products.

Across our U.S. sites and international facilities in Malaysia, Mexico, Korea, Scotland, and Singapore, we have maintained the standards set by the ISO 9001:2015 international standard for quality management systems. In 2022, we set a goal for our Scotland site to begin the process of certification to the ISO 9001:2015 standard, and we are proud to announce that in 2023, our Scotland site achieved certification to this standard. Our commitment to continual improvement is demonstrated through these efforts and is what sets Ichor apart from our competitors.

Compliance with relevant laws, including U.S. import and export licensing requirements, is paramount at Ichor, and we meticulously screen our new customers through the Bureau of Industry and Security (BIS). Our management teams receive regular updates on changes to the BIS consolidated screening list, and all employees in our U.S. locations undergo annual trade compliance training and testing to ensure their decisions and activities uphold Ichor's commitment to compliance. The accountable teams are also tested on this training to ensure comprehension of trade compliance requirements. In 2023, our Chief Operating Officer signed Ichor's Export Compliance Commitment Statement, emphasizing our prioritization of maintaining proper export controls. The policy also sets out the method by which any export compliance concerns should be reported by Ichor employees.

Our dedicated compliance and design teams work together to seamlessly streamline our product design and compliance processes to ensure the proper handling and ethical sourcing of product materials. We maintain compliance with all relevant regulations, including the Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH), the Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS), the Restricted Substances List (RSL), and the U.S. Dodd-Frank Act with regard to conflict minerals.



Additionally, in 2023 we began preparing for Per- and Polyfluorinated Substances (PFAS) disclosure regulations that are relevant to our business. By engaging with our supply chain, we are able to identify products used in our manufacturing that contain PFAS substances, enabling us to swiftly address new and emerging global regulations.

CUSTOMER ENGAGEMENT AND SATISFACTION

We remain dedicated to providing innovative, world-class products and manufacturing services and share this commitment with our customers by engaging with them throughout the design, engineering, manufacturing, and product delivery phases. We maintain consistent and reliable lines of communication with our customers and leverage a number of channels for collaboration and feedback, including quarterly business reviews, company scorecards, and customer surveys.

As a member of the RBA, we uphold the RBA Code of Conduct and adhere to their rigorous standards of behavior related to issues concerning labor, health and safety, the environment, and ethics. We leverage our membership with the RBA by utilizing their resources and feedback mechanisms, including the annual conference, corporate and facility-level self-assessment questionnaires (SAQ), and validated assessment program (VAP), the results of which we share with our customers. We continuously look for ways to solicit feedback and improve customer satisfaction, enabling us to deliver products and services that go above and beyond the expectations of our customers while also improving upon our ESG performance, product quality, technological prowess, and cost efficiency.

We prepare for compliance with new and existing standards through various means at multiple levels, including engaging with our customers and program

heads, conducting due diligence, and participating in third-party validation audits. Through our membership with the RBA, we are proud to announce that we completed our first Validated Assessment Program (VAP) audits at our Austin, TX, and Singapore sites in 2023. The VAP audit is the leading standard for onsite compliance assurance and is conducted by independent auditors through the RBA. The results of this assessment have provided us with a more comprehensive understanding of our quality controls, helped identify potential opportunities for improvement, and enabled us to expand the coverage of our internal management system to include additional topics, such as ESG-related requirements.

SUPPLY CHAIN MANAGEMENT

We are dedicated to serving as a catalyst for positive change across our supply chain and within our industry at large through collaboration with our customers and supply chain partners. Building upon long-standing practices and systems, we remain dedicated to encouraging engagement and innovation with our key business allies in the pursuit of progress. We take a proactive approach to ensure that our standards of excellence are upheld throughout our supply chain, allowing us to mitigate risks, leverage opportunities, and align with our suppliers on production goals and sustainability efforts.

Our [Supplier Handbook and Code of Ethics](#), along with our purchase contracts, serve as essential tools in guiding our suppliers through the expectations of business conduct that we have for our suppliers and business partners across several areas, including ethics, anti-corruption measures, labor practices, and compliance standards. Supply Chain and Procurement teams review these documents annually, incorporating feedback from key stakeholders and updating them as needed to ensure alignment and consistency throughout the organization.

Supplier ESG Assessment and Engagement

Building on our practices of transparency and collaboration, we've launched efforts to incorporate our ESG mission and activities into our regular engagement with our suppliers. In 2023, we rolled out educational campaigns to increase awareness and comprehension of ESG and Ichor's sustainability initiatives among our workforce, including supply chain management personnel. We also enhanced our supplier engagement processes to incorporate ESG assessments and events.

It is our ambition to monitor the sustainability practices in our supply chain, with annual assessments on responsible sourcing of materials, reducing waste, and promoting circular economy principles. When they become business partners of Ichor, our suppliers are required to participate in a number of assessments, which cover topics including business operations, production and quality control systems, human rights and labor issues, and improvement plans. This process ensures that our suppliers are fully aligned and compliant with our expectations, contributing to the ongoing success of our partnerships. We also evaluate suppliers for their alignment with our ESG program. In 2023, we began requesting suppliers complete the RBA's SAQs, covering topics such as GHG emissions, water and waste, human and labor rights, and corporate governance practices. In the future, we intend to expand the coverage of our supplier assessments and incorporate ESG criteria in our supplier scorecards. Doing this will enable us to better assess our suppliers' ESG performance, identify and respond to opportunities for improvement, and promote mutually beneficial growth between Ichor and our supply chain partners.

We recognize and appreciate all of our suppliers who align with our core values and contribute to our mutual success. In 2023, we hosted our annual Supplier Day event, during which our executive leaders presented



Ichor Presents First Ever Supplier Collaboration Awards

In 2023, our Supplier Day event provided us an opportunity to engage with more than 50 of our suppliers on ESG, business ethics, and operational planning. At the event, we also presented awards to recognize outstanding capacity readiness, delivery flexibility, cost optimization, collaborative problem solving, NPI responsiveness, and commercial alignment of our suppliers. Congratulations to American Metals Corporation, Evantic, Hontech, and Rapid Manufacturing for their achievements and for receiving the first-ever Ichor Supplier Collaboration Awards!

our vision, plans, and expectations of our supply chain partners, including in the areas of business conduct and ESG performance. The event concluded with an awards ceremony in honor of our outstanding suppliers. We look forward to hosting similar events for our supply chain partners in the future.

RESPONSIBLE SOURCING AND CONFLICT MINERALS

We have a responsibility to advocate for and ensure the ethical procurement of the raw materials used in our products, which include precious metals and “conflict minerals.” To address the risks associated with these conflict minerals and to combat human rights violations in our supply chain, we manage a robust conflict

minerals compliance program. Our program, policies, and due diligence practices set clear expectations of conduct and standards for the sourcing of minerals in regions where there is a heightened risk of human rights abuses and violence.

Our [Conflict Minerals Policy](#) covers our commitment to responsible sourcing to identify due diligence of all conflict minerals from countries covered by the Dodd-Frank Act. In alignment with guidelines and best practices established by the Responsible Mineral Initiative (RMI) and their Responsible Minerals Assurance Process (RMAP), our Conflict Minerals Policy outlines our specific commitments and compliance protocols in greater detail. By adhering to these standards, we ensure that our

supply chain remains free from materials procured under circumstances of extreme violence and human rights violations. In line with industry best practice, this policy, along with our conflict minerals compliance program, conforms to the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chain of Minerals from Conflict-Affected and High-Risk Areas. We extend our expectation of compliance with these guidelines to our supplier base to ensure responsible sourcing practices throughout our supply chain.

Our responsible sourcing program mandates a process to ensure that Ichor maintains the highest standards of due diligence, supplier engagement, and reporting:



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

- 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

- 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

- 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

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



Environment

As stewards of our environment, Ichor is committed to making significant strides toward achieving our sustainability goals. We recognize the critical importance of reducing our carbon footprint, minimizing waste generation, and conserving water resources within our operations as we strive to contribute to a more sustainable future.





ENVIRONMENTAL STEWARDSHIP

Our ESG Council works diligently to advance our ESG strategy and climate stewardship commitment, supporting a number of our sustainability initiatives.

We're focused on enhancing the efficiency of resource use, including water and energy, through innovative technologies and practices to minimize environmental footprint. Our work done in 2022 and 2023 to calculate and assess our 2022 baselines supports this ambition. In collaboration with our customers and suppliers, we are actively finding ways to reduce our carbon footprint, minimize waste production, and decrease water usage across our operations and value chain. By working closely with our business partners, we've identified opportunities to integrate environmental factors into existing procedures, with the aim of incorporating sustainability practices seamlessly throughout our global operations.

Supporting our commitments to operational excellence and continuous improvement, we have made data collection and validation a critical focus of our ESG program. Beginning in 2022 and throughout the year 2023, we worked to develop a management system for collecting, verifying, monitoring, and interpreting our environmental data related to energy, emissions, and water. This system, which is shared by collaborators at our sites around the world, has helped us prepare for our ESG disclosures, ensuring our stakeholders can hold us accountable for making progress on our commitments. Our site-by-site environmental matrix is used as a tool to track the adoption of environmental programs at each location and further standardize best practices for safety and security. The matrix is intended to be an accessible qualitative dashboard that can be referenced and understood quickly by site leaders and executives, allowing us to focus on areas of improvement and actionable progress.

Ichor Receives Customer Honorable Mention

Building on our years of commitment to sustainability, and after signing pledges to our customers to advance their climate and environmental goals, we're proud to have received an honorable mention for ASM's PRISM Sustainability Award. The award honors their suppliers' commitment to sustainability in the categories of leadership, innovation, and collaboration.

We engage our employees to promote environmental stewardship and compliance, providing guidance and training to empower them with best practices. In 2023, we deployed mandatory companywide Environmental Awareness Training to all of our employees. We did not receive any fines for environmental violations in 2023.

ENERGY MANAGEMENT AND EMISSIONS REDUCTION

Over the last two years, we have worked diligently to set baselines for our energy and emissions data, allowing us to measure our performance, set and meet our goals, and hold ourselves accountable for taking climate action. From there, it is our ambition to reduce our Scopes 1 and 2 greenhouse gas (GHG) emissions by 2030, with a focus on reducing energy consumption. Our strategy to reduce our carbon footprint focuses primarily on a reduction of energy consumption through efficiency projects, which we continue to expand across our operations. For example, in 2023, we established 11 environmental initiatives to be completed at a number of our sites around the globe, covering themes of waste and pollution reduction, energy conservation, compliance, and awareness. One such initiative took place in our Portland facility, where we invested in LED lighting retrofits for over 27,000 square feet (sq. ft.) of space. By the end of 2023, we were able to complete 75% of these initiatives, with the remaining projects underway and projected for completion in 2024.

Another element of our emissions reduction strategy is the adoption of renewable energy sources for our U.S. sites. In 2023, we began an evaluation of the U.S. energy market to assess the energy sources available at many of our sites, with the aim of purchasing 100% renewable energy. We intend to continue this evaluation in 2024

for feasible renewable energy initiatives and start with a commitment to increase our adoption of renewable energy sources by 5% in 2024.

As we continue to improve our processes to collect, report, and reduce our own carbon emissions, we are also working with our business partners to reduce our upstream transportation-related Scope 3 GHG emissions. In 2023, we leveraged the carbon offset program of one of our biggest shipping partners to offset over 523 metric tons (MT) of CO₂e. We also conducted a survey of our Portland and Sauk Rapids to assess the value that electric vehicle charging stations would create, which we will continue to evaluate in the future. We look forward to continuing to explore similar opportunities to reduce our carbon footprint in the future.

Energy (MWh)*	2023	2022
Electricity consumption	29,854	33,130

*Includes electricity consumed in MWh. The 2022 and 2023 data cover approximately 98% of our total operations.

Energy intensity* (MWh per square foot of operations)	2023	2022
Energy intensity	0.035	0.039

*The intensity figure is estimated using our reported 2022 and 2023 energy consumption per sq. ft. of total operational space, which was over 850,000 sq. ft. in 2023.

GHGs in metric tCO ₂ e*	2023	2022
Scope 1	877	1,294
Scope 2	12,446	13,812
TOTAL	13,323	15,106

*The reported figures are location-based and calculated using the methodology from the GHG Protocol Corporate Edition. The 2022 and 2023 data cover approximately 98% of our total operations.

Scope 1 and 2 emissions intensity*	2023	2022
Scope 1 intensity	0.0010	0.0015
Scope 2 intensity	0.0146	0.0162
Total intensity	0.0157	0.0178

*The intensity figure is estimated using our reported 2022 and 2023 emissions per sq. ft. of total operational space, which was over 850,000 sq. ft. in 2023.

Industrial Assessment Center Program

In 2023, we were proud to launch new partnerships with universities local to our sites in California, Texas, Oregon, and Minnesota with the goal of lowering the carbon footprint in our facilities. These universities, which have been classified by the Department of Energy as Industrial Assessment Centers (IACs), are able to conduct assessments of small and medium businesses that may be eligible for substantial funding to implement energy and emissions reduction activities. The directive of these IACs is to recommend effective strategies to conserve energy, boost efficiency, and minimize waste, all while educating students in environmental engineering programs.

In September 2023, we conducted our pilot assessment with San Jose State University at our site in Fremont, California, during which an experienced group of professors and students reviewed the site’s overall utility data from high-use equipment. The team analyzed the data and submitted a report of their findings which included a detailed analysis of site waste generation, water usage, and electricity consumption and provided recommendations for improved efficiency projects as well as the associated returns on investment. By January 2024, we had completed the additional assessment of our Austin, Texas, site and intend to complete the remaining sites throughout the rest of 2024. Our participation in this program has allowed us to identify the most impactful and cost-effective projects to implement in the coming years.

WASTE AND MATERIALS MANAGEMENT

We are dedicated to minimizing waste and enhancing materials efficiency across our operations, and we have waste and materials reduction programs in place at many of our sites around the world. To that end, in 2023, we launched a new campaign to identify areas of



opportunity to improve the efficiency and effectiveness of our recycling processes and streamline the waste management programs at our global sites. We plan to take action to improve our waste management and recycling process, ensuring a consistent and efficient approach at our sites around the world. We are proud that Ichor facilities, on average, recycle over 50% of the solid waste we generate. The success of our current waste management programs has inspired us to continue searching for other innovative and collaborative waste reduction initiatives to implement in support of a more sustainable future.

Ichor Achieves 50% Reduction in Hazardous Waste in Nogales, Mexico

In 2023, our Nogales, Mexico, site took significant steps to address the generation of hazardous waste while promoting the reuse of special handling materials. In collaboration with our suppliers, environmental consultants, and other partners, the site has achieved an impressive reduction in waste of 19,500 pounds, or 50% of total waste, since 2022.



Packaging

Packaging design plays a part in our commitment to reducing our environmental footprint, and we consider our packaging as an opportunity to collaborate with our customers and suppliers to reduce waste, minimize materials, and innovate new solutions. To effectively execute these solutions, our dedicated teams measure the recycled content in our packaging materials and evaluate our packaging suppliers for innovations in quality and sustainability. By continually assessing and improving our packaging practices, we aim to enhance both the environmental sustainability and efficiency of our operations. Moving forward, we remain committed to maintaining and expanding these initiatives as part of our ongoing efforts to fulfill our sustainability commitments and reduce our impact on the environment.

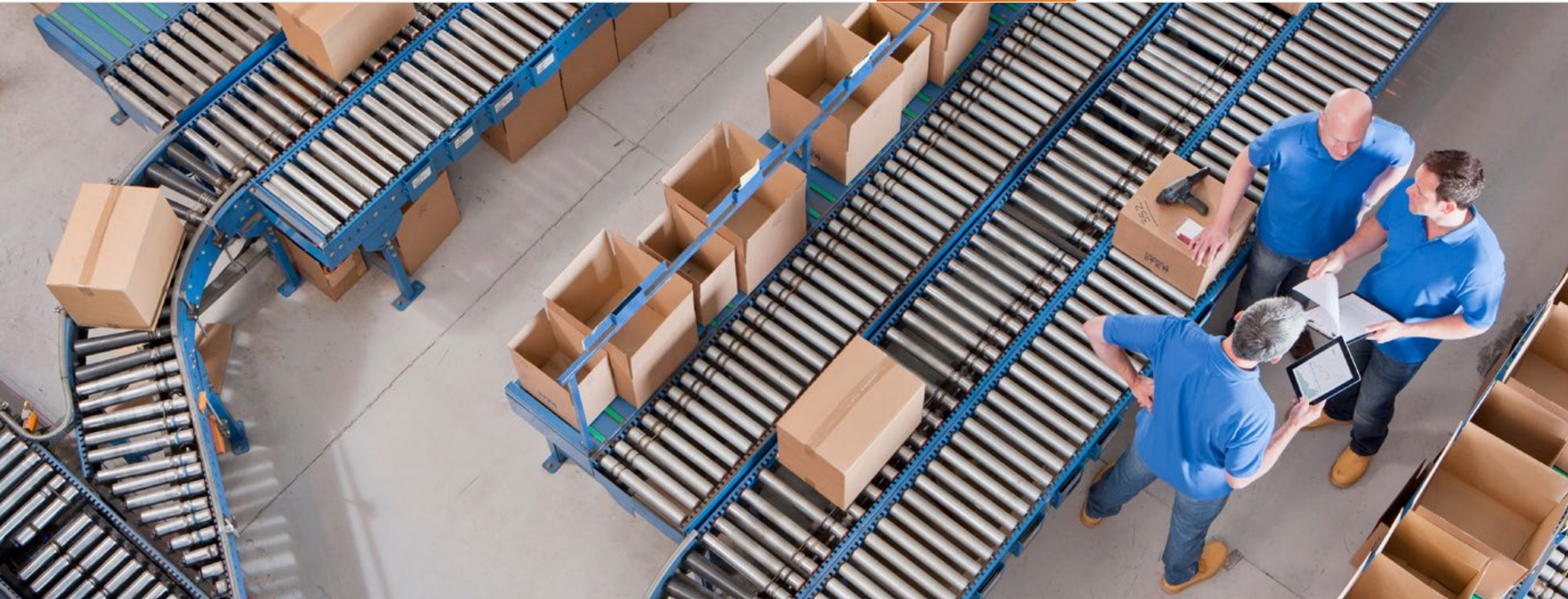
WATER RESOURCE USE

Though our manufacturing processes do not consume significant volumes of water, we recognize its vital importance as a global resource, and we are committed to the conservation and responsible management of our water usage. By monitoring and analyzing our water consumption data, we're able to refine our water management strategy, maximize resource efficiency, and target potential opportunities for water investments. Compliance with local requirements and regulations is a top priority for us, and we ensure responsible wastewater management across all our facilities. Any wastewater generated during our manufacturing processes undergoes treatment to meet safety standards before discharge, aligning with our commitment to environmental responsibility and sustainability.

CREATING RESPONSIBLE PRODUCTS

Designing products that not only operate efficiently but also minimize waste and environmental harm while meeting the precise requirements of our customers is both an opportunity and challenge that we eagerly embrace. At Ichor, we are committed to integrating best practices and innovative processes into our operations to address these demands and enhance sustainability. By continuously seeking opportunities to reduce energy consumption and waste generation, we are driving positive change within our organization and beyond. Through thorough mapping of our product life cycles, we have implemented an integrated approach that enables ongoing improvement in these areas, ultimately leading to a reduced environmental footprint.

Collaborating with our customers on initiatives that generate mutual value for our industry and the environment is a source of pride for us. Over the past few years, we have forged close partnerships with our customers in numerous sustainability endeavors, including a successful parts-harvesting program with one of our customers. Through this program, we receive expired and decommissioned equipment from our customers and then reuse and requalify the materials. This initiative aims to minimize waste, maximize the reuse of components, and promote recyclability, thereby contributing to a more sustainable manufacturing process.



We are also actively engaged with another one of our customers to reduce the reliance on helium gas in the testing of high-flow gas modules. By exploring alternative testing methods, we seek to not only reduce costs but also minimize our environmental footprint. Through these collaborative efforts, we are driving positive change and advancing sustainability goals within our industry.

From Design to Delivery: Sustainability of our new AFCs

The engineers at Ichor, along with members of our Research and Development team, play a crucial role in advancing our mission of developing more responsible

products by employing both environmental and performance-based perspectives. Their expertise and dedication directly impact the efficiency of our fluid delivery systems.

Our AFCs represent an example of our commitment to efficiency and sustainability. These products offer significant improvements in gas consumption and response time compared to traditional gas sticks. Additionally, the smaller size of our AFCs, relative to standard gas sticks, enables us to achieve up to a 30% reduction in raw material usage. This reduction in raw materials not only lowers manufacturing costs but

also reduces resource use across the manufacturing, packaging, and transportation processes. By integrating computer measurement machine programs into our operations, we further enhance precision and standardization, minimizing waste and maximizing resource efficiency. These innovations underscore our commitment to sustainability and our efforts to develop solutions that are both technologically advanced and environmentally conscious.



Social and Ethical Responsibility

At Ichor, we strive to instill a company culture built upon principles of respect, inclusion, and community. We believe we can achieve this by creating a safe and inclusive workplace environment where all of our diverse employees feel valued and respected.





OUR EMPLOYEES

Meeting our commitment to design and engineer the next generation of products, services, and solutions requires more than just cutting-edge technology; it demands the skill and dedication of our talented workforce, a point of pride for Ichor.

We firmly believe in investing in the professional development of our employees through training, skill-building initiatives, and support for their continuous education. We view this investment in our workforce as integral to the success of our business, and as of December 31, 2023, our global workforce consisted of over 2,200 individuals, including 1,690 full-time employees and 555 contract workers, all contributing their expertise and dedication to furthering Ichor’s mission and objectives.

EMPLOYEE ENGAGEMENT

We aim to promote a vibrant and thriving work environment that fosters collaboration, nurtures innovation, and promotes active engagement among all of our employees, both within their respective teams and across the organization as a whole. We are always looking for avenues through which we can solicit and integrate the valuable insights and feedback of our employees into our day-to-day operations. To that end, we use a number of forums for employees to submit their comments, concerns, questions, and feedback for consideration, including our quarterly all-hands meetings, monthly site manager safety meetings, our Continuous Improvement Program, and our annual Core Values survey. We also host quarterly Executive fireside chats with our senior leaders to share company news and progress updates with their respective organizations.

Throughout 2023, we engaged with, recognized, and sought feedback from our employees through a variety of channels. For example, our quarterly employee newsletter serves as a platform to showcase the exceptional contributions of our employees and communicate the progress we are making toward our leadership and engagement objectives. In this newsletter, we also recognize our employees by celebrating work anniversaries, spotlighting employees of the month or quarter, and showcasing our involvement in community engagement activities.

We also maintain our commitment to transparency and open communication by providing quarterly updates from our CEO and other Executive staff and business leaders. These updates serve as a platform for addressing questions and comments regarding our business performance, as well as other pertinent company updates. By equipping our employees with a comprehensive understanding of our financial performance and strategic objectives, we empower them to actively contribute to the realization of our company goals and vision of success. In addition to Leadership Team updates, we facilitate ‘skip-level’ meetings to encourage multi-level communication within our organization. These meetings provide valuable opportunities for employees at various levels to engage directly with leadership, share insights, and express any concerns or feedback they may have.

Continuous Improvement Program

Our CI Program also provides an opportunity for our employees to make suggestions for improvement in all aspects of their working experience. Employees are encouraged to submit their ideas, and every quarter, monetary awards are given out to the submissions that result in the most realized improvements. By offering this program, we are able to maximize the impact of a single idea by sharing it with and implementing it on our sites around the world.

Annual Core Values Survey

In 2023, we continued to garner feedback from our employees through our annual Core Values survey, which aims to gain a deeper understanding of the values, motivations, and beliefs of our workforce and further measure those responses for alignment with our company’s Core Values. Participation in the 2023 survey was the highest yet, with over 60% of our total workforce

submitting responses, an increase of 18% from 2022. In the survey, employees were asked questions associated with each of our Core Values of Innovation, Collaboration, Honesty, Operational Excellence, and Reliability. The 2023 results showed highly favorable views for each and an overall positive improvement across all areas from 2022. Since analyzing the results, we have developed an action plan for each of our sites to implement appropriate changes to our policies, practices, processes, and offerings based on the feedback we received.

LEARNING, DEVELOPMENT, AND CULTURE

We are steadfast in our efforts to establish and nurture a unified culture that reflects the talent, drive, and unique perspectives of our employees. In 2023, we continued building upon the momentum and expansion of One Ichor, a global program dedicated to bolstering the cultural identity of our company across all our sites worldwide. This program has proven instrumental in our effort to maintain a globally interconnected workforce that consistently delivers the highest quality products and services that our customers have learned to expect from Ichor. Our ongoing commitment to growth and development allows us to empower our employees to

Culture Committee in Malaysia and Singapore

In 2023, we launched a Culture Committee in Malaysia and Singapore to boost engagement across our employee base in Asia. The Committee hosted a number of events throughout the year, including festivals, holiday celebrations, and employee outings to encourage positive social interaction and promote continuous work-life balance among our employees.

continuously enhance their skills and knowledge while also helping to contribute to the overall success and resilience of our organization.

Ensuring that every employee at Ichor has access to learning and development opportunities is critical for cultivating inclusive growth and nurturing an informed,



Culture and Community

“One of the things that sets Ichor apart from other companies is our dedication to fostering a sense of community among our employees. Whether through new program offerings or opportunities for engagement, we’re always looking for ways to strengthen community throughout our workforce.”

– Michelle Palmiotto-Wright, Director of Human Resources

collaborative workplace culture. To achieve this, we have integrated training and development opportunities into our employees' workflow through our platform, IchorTrainer, streamlining and enhancing the accessibility of the learning experience. Through IchorTrainer, employees are assigned job-specific training modules to complete, and the completion of their training is tracked, allowing us to ensure all employees have access to relevant and timely learning materials. These modules cover a wide range of topics, including diversity, equity and inclusion, human resource policies, ethics and compliance, safety, IT standards, and cybersecurity. Our HR department collaborates closely with subject matter experts to review these training modules on a regular basis, ensuring their relevance, accuracy, and compliance with industry standards and regulations.

We aim to ensure that every employee has the opportunity to engage in discussions about their job performance and career progression and undergo a formal evaluation. Providing performance feedback tailored to each employee's goals and objectives, grounded in our Core Values, is instrumental in facilitating their success. Managers are encouraged to utilize coaching, guidance, mentoring, and motivation to support employees in building skills and advancing their careers. Together, managers and employees discuss career goals and performance, and subsequently, employee performance evaluations and set goals are uploaded and shared on our internal cloud-based platform for easy access.

Employee Training and Ongoing Education

At Ichor, we prioritize the career and skill development of our employees by offering relevant on-the-job training opportunities and supporting participation in conferences, workshops, and other professional programs. In 2023, we continued to offer a portfolio of training courses for



Career Development

"Joining Ichor has been the most rewarding career decision I've ever made. At Ichor, I know I am supported to pursue my career objectives and participate in a culture of continuous growth and improvement."

– Arijana Eminic, Senior Global Strategic Account Manager



Employee Growth

“Ichor offers employees the chance to be part of strategic and scaling initiatives, giving them exposure to leadership and opportunities for career development and professional growth.”

– Diana Finucane, Chief Human Resources Officer

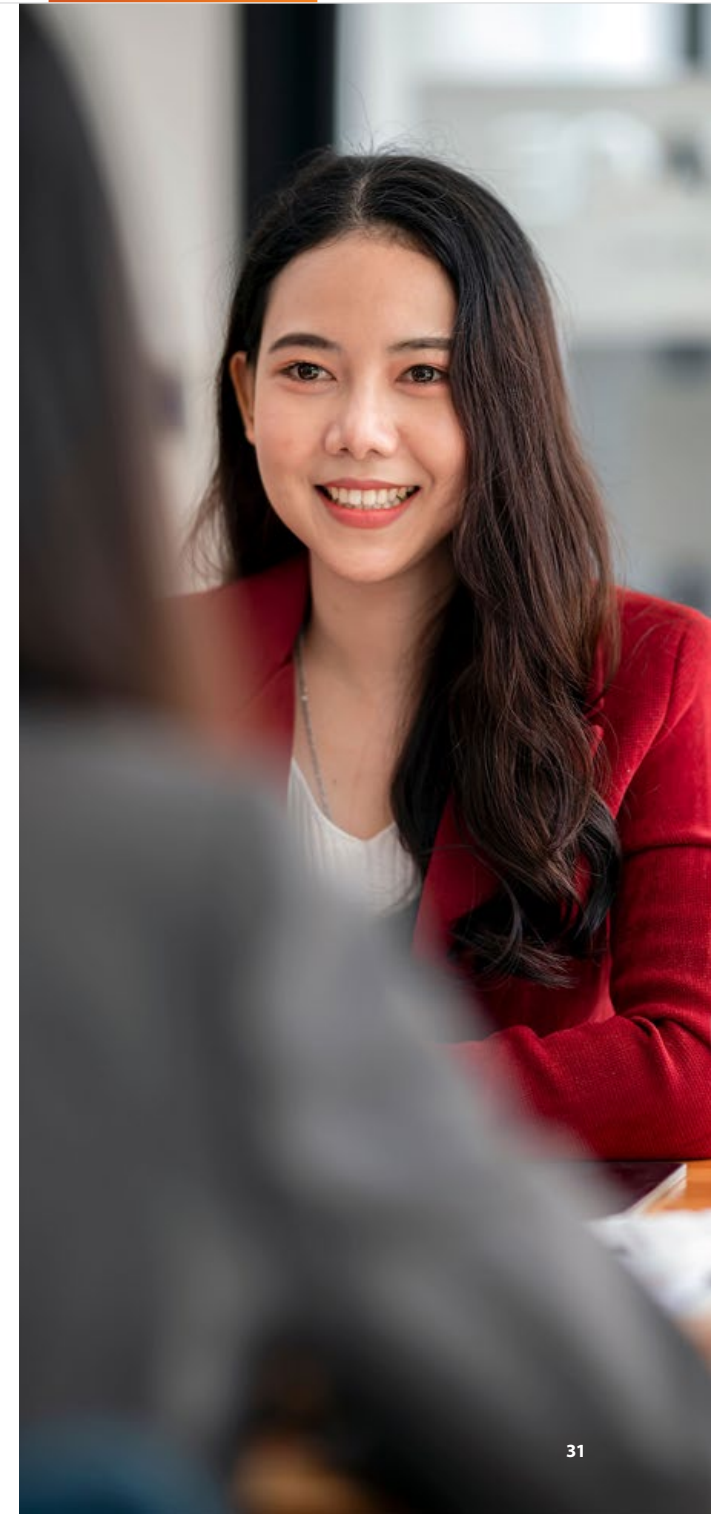
our employees at all levels across the globe. We provide specialized training sessions for our employees in management positions that cover essential topics such as performance management, employee engagement, and Ichor’s compensation framework. These sessions are designed to equip managers with the skills and knowledge needed to effectively lead their teams and support employee growth and development. We also conduct monthly training sessions focusing on relevant and practical safety topics to address critical areas within our health and safety program, including the proper use of personal protective equipment, how to address near misses, and other critical safety protocols to ensure a safe working environment for all employees. Given that our employees are unique in their knowledge and training needs, we also offer an option for employees to test out of some training by demonstrating proficiency in the material. By providing varied and accessible training opportunities, we empower our workforce to continually enhance their skills, stay abreast of industry trends, and contribute effectively to the success of our organization.

When our employees are equipped with the relevant knowledge and job-specific skills needed to excel in their roles, our ability to deliver excellent quality work to our customers is greatly enhanced. As such, we

are committed to supporting our employees in their professional growth and development through our tuition reimbursement program, which provides up to \$7,500 per year per employee to cover educational expenses such as tuition, textbooks, and laboratory fees in eligible program tracts for our regular full-time employees in good standing.

Ichor Malaysia Hosts Leadership Development Training

In 2023, Ichor Malaysia hosted training programs for managers, individual contributors, and team leads within the organization. Participants learned about topics including design thinking, performance empowerment and realization, and problem-solving and analytical thinking. These training courses equipped our employees with valuable skills and knowledge to excel in their roles and contribute to Ichor’s overall success.



DIVERSITY, EQUITY, AND INCLUSION

We believe that Diversity, Equity, and Inclusion (DEI) are foundational principles that guide our commitment to operating as an ethical, equitable, and innovative company. We aim to attract and retain individuals who strive to deliver excellence, make a positive impact, treat others with mutual respect, and embody our core values and code of business ethics and conduct, both in the workplace and in our served communities. We aspire to embody and promote these principles at every level of our operations worldwide.

Our strategy for attracting and retaining a diverse and skilled workforce revolves around providing engagement opportunities for employees, incorporating principles of inclusivity throughout the workplace, and building a culture of community. Building upon our work in 2022, we established a Global Council on DEI, which has spearheaded the development of our DEI roadmap, immediate and long-term goals, and our approach to meeting stakeholder expectations.

The roadmap categorizes its principles and initiatives under five key areas: Employee Engagement and Belonging; Education and Training; Recruitment and

Community; Internal Talent Review and Development; and Data Analytics and Reporting. These areas provide a comprehensive framework for advancing our DEI initiatives, which underscores our commitment to creating an environment where every individual feels valued, respected, and empowered to contribute their unique perspectives and talents.

Guided by our DEI roadmap, we set an objective to create a diverse and inclusive workplace, increasing the representation of underrepresented groups at all levels of the organization by establishing partnerships with local universities and organizations.

Diversity

We value diversity as a collection of differences

Equity

We believe in removing barriers to fairness and ensuring access to opportunities for all

Inclusion

We invite sharing of perspectives, thoughts, ideas, and beliefs to innovate, collaborate, and achieve better outcomes



DEI strategy and commitment

“We’re proud of the growth and success of our ERG program, which lays a foundation for communities within our workforce to feel empowered to gather, share beliefs and experiences, and create more spaces that celebrate diversity.”

– Demetria Webster, Head of Corporate Social Responsibility

Employee Engagement and Belonging

We are dedicated to creating a culture where all employees feel empowered to make collaborative decisions, express their values, opinions, and interests, and engage in community-oriented activities. One of the most meaningful ways we're working to do this is through our employee resource group (ERG) program, which began in 2021 with the Women of Ichor group. Since then, Women of Ichor has held many events and participated in educational and mentorship activities. Our ERG program has also since expanded to include more groups, including Ichor Pride for our LGBTQIA+ employees and Ichor Military for our veteran and active military employees. Our expansion of the Ichor ERG program not only allows us to increase employee engagement but also highlights the diverse talents of our workforce, helps us identify areas of opportunity for increased inclusivity, and strengthens our brand within the communities where we operate.

Education and Training

We view the embedding of inclusive processes across all stages of our hiring process, onboarding, training, and company messaging as a critical factor in advancing our DEI progress. Our DEI training program plays a pivotal role in this effort, providing education and training to our employees and leadership teams on crucial topics such as diversity, unconscious bias, and microaggressions. By prioritizing DEI education and training, we equip our workforce with the knowledge and skills necessary to foster an inclusive and respectful workplace culture. Through these training efforts, we aim to promote a culture where diversity is celebrated, equity is upheld, and inclusion is embraced at every level of Ichor.



Pride at Ichor

“To me, Pride month represents the culmination of years of struggle and resilience, when individuals, communities, and allies come together to recognize the worth and dignity of every human being. It’s a month where we paint the world with vibrant colors, infusing it with love, acceptance, and a powerful sense of belonging.”

– Liza Milliner, Sr. Manager Inventory Control

Ichor Supports Women in SEMI

In 2023, Ichor was a proud participant in Women in SEMI, a program held in conjunction with SEMI's Advanced Semiconductor Manufacturing Conference, which featured a focus on the importance of workplace inclusion, growing diversity, and creating an industry culture that enables more women to join, grow, and thrive in the semiconductor space.

Recruitment and Community

We are committed to nurturing leadership development among our workforce, prioritizing internal promotion opportunities for our valued and demonstrably talented employees, and ultimately creating a pipeline of leaders within our organization. We are actively working to remove barriers to recruitment for students, professionals re-entering the workforce, historically underrepresented individuals, and economically disadvantaged groups. To that end, we have forged strategic partnerships with collegiate and professional diversity organizations to expand our candidate pool, meet our diverse hiring objectives, and create opportunities for developing a more inclusive culture. These partnerships allow us to not only attract top talent from diverse backgrounds but also create an environment where every individual feels valued and respected. We take immense pride in our global workforce, which represents a rich tapestry of diversity across various dimensions. This diversity not only enables us to better understand and cater to the needs of our customers but also drives innovation and inclusivity within the communities we serve.

Internal Talent Review and Development

Central to our commitment to continuous development is our investment in training and education opportunities to empower our workforce. We are constantly looking to find and shape future leaders within our organization by actively identifying, engaging, mentoring, and sponsoring employees who exhibit high potential. Through these efforts, we aim to create a culture of continuous learning and professional development, ensuring that our employees are equipped to thrive in their roles and contribute to the long-term success of our company.

Data Analytics and Reporting

We are dedicated to advancing our efforts in capturing and evaluating workforce data across various dimensions, including gender, race, ethnicity, disability, military service, promotions, and other relevant criteria. By utilizing these baselines, our intention is to develop informed key performance indicators that will drive the progress of our DEI program. See our "Diversity Performance" section for more details.

EQUAL OPPORTUNITY EMPLOYMENT

We recognize the inherent value and dignity of every individual, and we are dedicated to providing a work environment that is inclusive, respectful, and free from all forms of discrimination. We maintain a zero-tolerance policy against discrimination or harassment in any form at Ichor, including 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 protected by law.

Our requirements for compliance with our discrimination, harassment, and equal opportunity policies are outlined in our Employee Code of Ethics and Business Conduct, which also covers hiring practices, compensation, training, employee development, promotions, and other relevant matters. This code and each of our other policies are designed to ensure compliance with all applicable state and federal employment laws and regulations. We encourage open communication and prompt reporting at any time. We are dedicated to taking swift and appropriate action to address and prevent discrimination or harassment in our workplace. Any instances brought to our attention are promptly and thoroughly investigated, ensuring a fair and objective review process, resulting in appropriate actions to remedy and prevent recurrence.

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 in our local community.

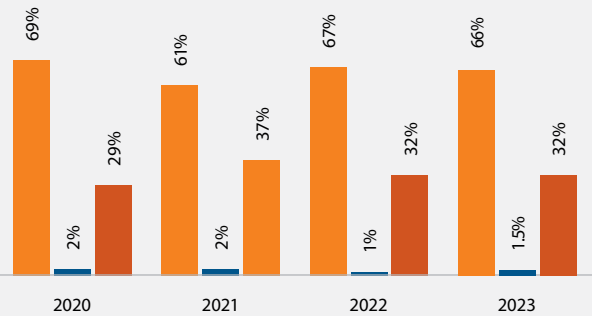
Diversity Performance

We are committed to promoting diversity, cultivating inclusivity, and ensuring equity within our company, and we hold ourselves accountable by monitoring key performance metrics to gauge our progress. The following tables represent diversity metrics from our U.S. workforce. We recognize that there will always be space for additional growth, and we are determined to continue expanding the diversity of our workforce through our recruiting and employee engagement efforts.

Percent of global full-time employees by region

(Rounded to the nearest percent)

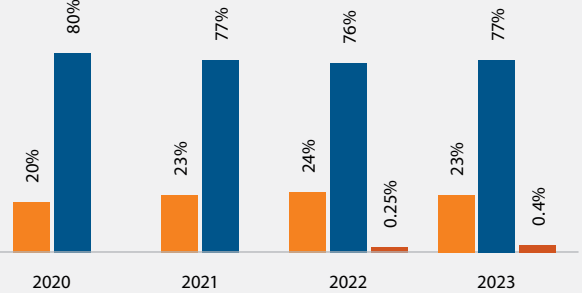
- Americas
- Europe
- Asia Pacific



Percent of global employees by gender

(Rounded to the nearest tenth of a percent)

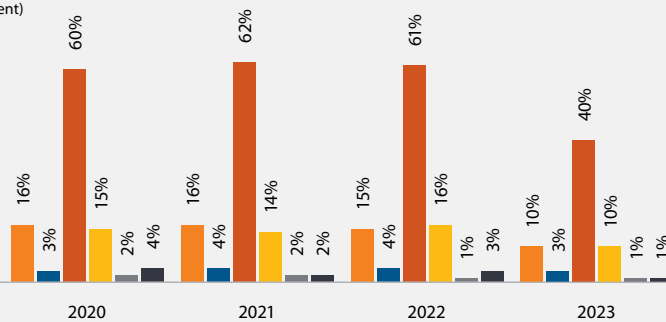
- Female
- Male
- Non-binary



Percent of U.S. population by race/ethnicity

(Rounded to the nearest percent)

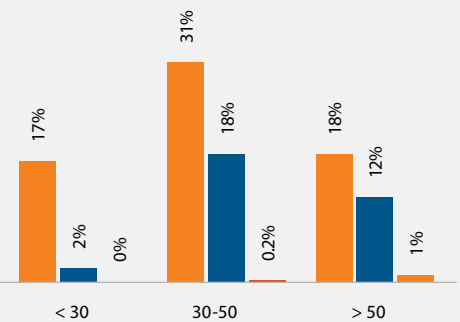
- Asian
- Black/African American
- Caucasian/White
- Hispanic or Latino
- Native Hawaiian / Pacific Islander
- Other



Percent of U.S. population by age (2023)

(Rounded to the nearest tenth of a percent)

- Support
- Professional / Management
- VP and above





EMPLOYEE HEALTH, SAFETY, AND WELL-BEING

At Ichor, safeguarding the health, safety, and well-being of our employees remains a paramount concern across all levels of our organization, spanning each of our global sites. It is our objective to focus on the holistic health, safety, and well-being of our employees by building awareness of our mental health offerings and comprehensive health benefits. We also aim to build employee engagement through our EHS program, empowering our employees with the resources and skills necessary to make safety a priority. Through channels such as all employee meetings, bulletin board postings, monthly safety performance updates, and our open-door communication policy, we're keeping safety at the forefront of our minds.

Our Environmental, Health, and Safety (EHS) manual is a detailed guide that empowers our workers and business partners to uphold our EHS Mission Statement and Guiding Principles. These principles, which were designed with the intention of fostering a productive and healthy working environment, are as follows:

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/their 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 take pride in the skills and dedication of our emergency response teams, which are present at each of our global sites, and uphold industry best practices by aligning their training programs with the American Red Cross curriculum. Additionally, several of our sites boast designated emergency clinics that serve as primary outlets for minor emergency care. Continual evaluation of our EHS program and policies remains a priority and enables us to identify opportunities for immediate improvement, allocate resources to further improve the program, and grow in tandem with the expansion of our business operations.

Aligned with our leadership team, our Business Continuity Council diligently monitors the dynamic regulatory landscape and industry benchmark in a proactive approach to addressing health and safety risks to both our employees and our business. The Council holds regular meetings to effectively oversee operational changes, training initiatives, and communication protocols to make adjustments when necessary.

We are dedicated to providing our employees with the flexibility to attend to their individual needs and prioritize their well-being. We encourage flexible work arrangements and, whenever feasible, utilize remote and hybrid work setups for our employees, especially in instances where the health and safety of our employees may be at stake.

Ichor's EHS Mission Statement

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

Safety Performance

We prioritize a safety-first culture by engaging in regular and open communication with our employees on principles of safety, providing comprehensive educational materials, offering an incentive program, and putting topics of safety at the forefront of our meetings. Through our training platform, IchorTrainer, we offer role-specific safety training modules to each employee as applicable. Our goal is to achieve a 100% completion rate for new hires and monthly safety training, a target that we actively track and monitor. Last year, we also expanded our training program with the launch of Peer Safety, an online platform where employees can report any health and safety incidents.

In addition to our safety training and awareness initiatives, we employ a variety of practices and programs to reduce hazards, assess risks, and investigate incidents promptly. This includes conducting regular facility-wide safety inspections, monitoring near-miss and incident reporting, and performing job safety analyses. We strive to create an environment wherein our employees feel comfortable and encouraged to report any concerns or incidents of health and safety and work swiftly to implement corrective action plans when incidents occur. We diligently monitor our safety metrics on a monthly basis and analyze the results to ensure ongoing improvement. This involves conducting

regular site-specific safety inspections and holding monthly committee meetings dedicated to safety matters. Summarized metrics are then reported in a monthly scorecard shared with senior management globally, informing the content available to employees on IchorTrainer.

Our executive leadership reviews our site-level safety performance results on a monthly basis and annually reviews our aggregate results, setting targets for the coming year based on these assessments. In 2023, we enhanced the visibility of our safety policies and procedures by adding additional signage at our sites in an effort to increase employee awareness and make pertinent information more accessible. This dedication to continuous improvement and monitoring helps to ensure that safety remains a top priority across all levels of our organization. From 2022 to 2023, we were proud to see a reduction in our year-over-year injury rate of 26% and a reduction in the year-over-year loss time injury rate of 40%. We incurred no monetary losses as a result of legal proceedings associated with employee health and safety violations in 2023.



Ichor Malaysia Attends OSHA Training Course

In 2023, 36 production operators at our Malaysia site attended training courses to improve the health and safety of our workforce. In these sessions, participants learned skills in safety, daily maintenance, machine operation, and more.

COMPENSATION AND BENEFITS

We are committed to offering competitive pay and comprehensive benefits packages that support the needs of our employees, especially their well-being. Our compensation philosophy rests on three core principles: pay for performance, market competitiveness, and internal equity. Through these principles, we strive to create a culture of recognition, merit, and equity. We make compensation adjustments based on the outcomes of internal performance reviews and the results of our annual pay equity analysis, which is conducted by a third party to ensure our salary ranges are aligned with industry trends and equitable throughout our workforce. We also offer a 401K match up to 50% of the first 8%, immediately vested, with a self-directed brokerage option. Additionally, all Ichor employees have the opportunity to participate in our global Employee Stock Purchase Plan, enabling them to purchase Ichor stock at a 15% discount and share in the company's success.

Despite the economic impacts that our industry faced in 2023, we remained committed to providing the best available resources to our employees, supporting them where it matters the most. In addition to fair compensation, we prioritize the health and well-being of our employees by offering comprehensive benefits, including a premium-free plan paid 100% by Ichor, allowing each of our employees to receive coverage at no cost. For our U.S. employees, we offer this premium-free medical coverage for all employees working at least 20 hours per week. These offerings underscore our continued commitment to improving the accessibility of affordable healthcare to our employees, with benefits extending to pharmaceutical, dental, and vision plans for eligible employees, their spouses, and their dependents.



Additionally, our Employee Assistance Program provides resources designed to help our employees address and manage their mental and emotional health, including virtual therapy offerings and tools to manage stress and anxiety, with support in multiple languages. As part of our holistic approach to employee benefits, we also provide resources promoting tenets of physical health, including good nutrition, exercise, and financial well-being. Through these initiatives, we aim to create a workplace that prioritizes the overall well-being and success of our employees.

Build Your Wellbeing Campaign

In 2023, we launched our “Build Your Wellbeing” wellness campaign, which aims to raise awareness of employee benefits and offerings to encourage preventative care. Through this program, we post monthly wellness bulletins at our sites and on our intranet and give prizes to our employees for their participation in the program.



HUMAN RIGHTS IN OUR OPERATIONS AND SUPPLY CHAIN

At Ichor, we are unwavering in our commitment to respecting and upholding the fundamental human rights of all individuals, including our employees, contractors, internal stakeholders, and other partners throughout our supply chain. We strictly adhere to all applicable laws and regulations prohibiting any form of forced and bonded labor, slavery, human trafficking, and child labor and set stringent requirements for our suppliers to do the same.

Our policies, including our Code of Business Ethics and Conduct and our Supplier Handbook and Code of Ethics, clearly articulate our expectations for all employees and business partners to uphold human rights principles. These comprehensive guidelines provide essential guidance for stakeholders, empowering them to make ethical decisions and identify and mitigate risks associated with labor practices and human rights violations.

As a member of the RBA, we align our business practices and policies with the RBA Code of Conduct, ensuring responsible practices and integrity throughout our operations and within our supplier relationships. In

2023, we expanded our participation in the RBA by engaging our suppliers to join, support the RBA Code of Conduct, and complete SAQs. Our RBA alignment and supplier requirements are also detailed in our Supplier Handbook and Code of Ethics, which is publicly accessible on our [website](#).

COMMUNITY ENGAGEMENT AND PHILANTHROPY

We embrace our role as responsible and active contributors to the communities where we operate worldwide. As a key objective of our ESG strategy and roadmap, it is our ambition to invest in our local communities through initiatives that support economic development and social welfare, with the aim of creating long-term positive impacts through employee volunteerism and donations. Our local teams are deeply committed to identifying and engaging in opportunities to volunteer and support various community initiatives and causes. In 2023, we held a companywide holiday drive for food, toys, and monetary donations. In the end, Ichor employees ultimately donated 1,500 lbs of food, 532 toys and other items, and \$4,700, all of which was given to an assortment of non-profit organizations, including

Toys for Tots, Loaves and Fishes Food Bank, Central Texas Food Bank, Second Harvest of Silicon Valley, and many other local and national organizations.

We also support educational causes through our scholarship programs at San Jose State University (SJSU) and Alexandria Technical College, and in 2023, Ichor participated in the SJSU School of Business scholarship award ceremony. Our Sauk Rapids, Minnesota site also hosted an event for students from Sartell-Stephen High School interested in the field of welding, where they learned about career opportunities with Ichor and participated in a guided tour of the site's manufacturing facilities.

We've made strides in growing our community engagement program and aim to roll out our charitable donation matching program in 2024. Through this program, Ichor will match employee donations up to a defined amount to a selection of eligible organizations that align with Ichor's ESG vision and support causes with widespread employee support.

Ichor Participates in Singapore Blood Drive

The Singapore Red Cross is an organization that works tirelessly to supply blood to hospitals that need it for major surgeries. In 2023, after the country's Health Minister put out a request for people with A+ and O+ blood types to donate, Ichor employees stepped up and registered to participate in a blood drive. Our employees were among the 10,000 donors who participated, resulting in an increased donor count of 45% after the Health Minister's call to action.



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 we have adopted the guidelines)
- Consortium of Infosec Executives (CISE)

INDEX B. MATERIAL ESG TOPICS INDEX

Our material ESG topics were identified through our 2021 materiality assessment, described in the “Material 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 pol-icies and practices, as well as its cyber and IT security practices and in-cident 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 us-ers. 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 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 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 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*. 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
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

Ichor's Material Topic	Topic Description	Section of this Report	GRI Disclosure
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 Universal 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	About this Report Company Profile Our Global Footprint
	2-2 Entities included in the organization's sustainability reporting	About this Report
	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 Global Footprint
	2-7 Employees	Our Employees Diversity Performance
	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 Highlights
	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

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	ESG Strategy and Management Raising Concerns Cybersecurity and Data Protection
	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 confidential Ichor data.
	2-20 Process to determine remuneration	Compensation and Benefits
	2-21 Annual total compensation ratio	This is confidential Ichor 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 information.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-23 Policy commitments	Business Integrity, Ethics, and Compliance Supply Chain Management Responsible Sourcing and Conflict Minerals Cybersecurity and Data Protection Equal Opportunity Employment Employee Health, Safety, and Well-being Human Rights in Our Operations and Supply Chain
	2-24 Embedding policy commitments	Business Integrity, Ethics, and Compliance Supply Chain Management Responsible Sourcing and Conflict Minerals Cybersecurity and Data Protection Equal Opportunity Employment Employee Health, Safety, and Well-being Human Rights in Our Operations and Supply Chain
	2-25 Processes to remediate negative impacts	Business Integrity, Ethics, and Compliance Raising Concerns Our Code of Business Ethics and Conduct

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	Business Integrity, Ethics, and Compliance Raising Concerns Our Code of Business Ethics and Conduct
	2-27 Compliance with laws and regulations	Business Integrity, Ethics, and Compliance Product Quality and Compliance Water Resource Use Learning, Development, and Culture Equal Opportunity Employment Employee Health, Safety, and Well-being Human Rights in Our Operations and Supply Chain Our Code of Business Ethics and Conduct
	2-28 Membership associations	Index A. Memberships and Associations
	2-29 Approach to stakeholder engagement	Stakeholder Engagement Material ESG Topics Customer Engagement and Satisfaction
	2-30 Collective bargaining agreements	There are no collective bargaining agreements present at Ichor.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material ESG Topics Index B. Material ESG Topics Index
	3-2 List of material topics	Material ESG Topics 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	Energy Management and Emissions Reduction
	305-2 Energy indirect (Scope 2) GHG emissions	Energy Management and Emissions Reduction
	305-3 Other indirect (Scope 3) GHG emissions	This information is not currently available for public disclosure.
	305-4 GHG emissions intensity	Energy Management and Emissions Reduction
	305-5 Reduction of GHG emissions	Energy Management and Emissions Reduction
	305-6 Emissions of ozone-depleting substances (ODS)	This information is not currently available for public disclosure.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	This information is not currently available for public disclosure.

GRI STANDARD	DISCLOSURE	LOCATION
Material Topic: Responsible Supply Chain Management		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supplier ESG Assessment and Engagement
	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Management
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supplier ESG Assessment and Engagement Human Rights in Our Operations and Supply Chain
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Management Responsible Sourcing and Conflict Minerals Human Rights in Our Operations and Supply Chain
Material Topic: Employee Health, Benefits, and Well-Being		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	This is confidential Ichor data.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Compensation and Benefits
	401-3 Parental leave	This information is not currently available for public disclosure.

GRI STANDARD	DISCLOSURE	LOCATION
Material Topic: Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Employee Health, Safety, and Well-being
	403-2 Hazard identification, risk assessment, and incident investigation	Employee Health, Safety, and Well-being
	403-3 Occupational health services	Employee Health, Safety, and Well-being
	403-4 Worker participation, consultation, and communication on occupational health and safety	Employee Health, Safety, and Well-being
	403-5 Worker training on occupational health and safety	Employee Health, Safety, and Well-being
	403-6 Promotion of worker health	Employee Health, Safety, and Well-being
	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 confidential Ichor data.
	403-10 Work-related ill health	This is confidential Ichor data.

GRI STANDARD	DISCLOSURE	LOCATION
Material Topic: Employee Engagement and Development		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	This information is not currently available for public disclosure.
	404-2 Programs for upgrading employee skills and transition assistance programs	Learning, Development, and Culture Employee Training and Ongoing Education
	404-3 Percentage of employees receiving regular performance and career development reviews	This is confidential Ichor data.
Material Topic: Diversity and Inclusion		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Board Governance Recruitment and Community Diversity Performance
	405-2 Ratio of basic salary and remuneration of women to men	This is confidential Ichor 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 confidential Ichor data.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	This is confidential Ichor data.
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 [added to narrative; SME to confirm]

GRI STANDARD	DISCLOSURE	LOCATION
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 Health, Safety, and Well-being 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

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 available at time of publishing this report. We aim to continue improving 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	(1) Please see “Energy Management and Emissions Reduction” for our energy consumption data. (2) This information is not currently available for public disclosure.
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	Please see “Energy Management and Emissions Reduction” for a discussion of our emissions reduction approach.
TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	(1) Please see “Energy Management and Emissions Reduction” for our energy consumption data. (2) – (3) This data is not publicly available at the time of publishing this report. Please refer to our website for updates on our energy and emissions data.
TC-SC-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic metres (m ³), Percentage (%)	(1) This information is not currently available for public disclosure. (2) Please see “Water Resource Use” for our water consumption data. Water stress level by region is not currently available for disclosure.
TC-SC-150a.1	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	Metric tonnes (t), Percentage (%)	This information is not currently available for public disclosure.

Code	Disclosure	Metric	Our Response
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-330a.1	Percentage of employees that require a work visa	Percentage (%)	This is confidential Ichor data.
TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Percentage (%)	This information is not currently available for public disclosure.
TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops and (3) laptops	Various, by product category	N/A
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 confidential Ichor data.
TC-SC-000.B	Percentage of production from owned facilities	Percentage	0%, as all our facilities are leased.



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