

## 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 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   |
|--|--|--|------------------|
| <b>Data Protection and Cybersecurity</b>   | Includes the company’s data collection, data protection, and privacy policies and practices, as well as its cyber and IT security practices and incident response.   | Cybersecurity and Risk Management                | GRI 418          |
| <b>Product Safety and Quality</b>          | Refers to the company’s efforts to mitigate issues involving unintended effects of products sold that may create health or safety risks to end users. Addresses the company’s ability to offer manufactured products that meet customer expectations with respect to their health and safety characteristics. Acknowledges the company’s efforts to supply products that meet and/or exceed quality expectations while maintaining high standards of safety. | Product Quality and Compliance                   | GRI 416          |
| <b>Responsible Supply Chain Management</b> | 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.   | Sustainable Sourcing and Supply Chain Management | GRI 308; GRI 414 |

| Ichor's Material Topic                           | Topic Description  | Section of this Report  | GRI Disclosure |
|--|--|---|----------------|
| <b>Risk Management of ESG Issues</b>             | 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<br><br>Cybersecurity and Risk Management<br><br>Sustainable Sourcing and Supply Chain Management<br><br>Employee Health & Well-being<br><br>Safety | N/A            |
| <b>Leadership Engagement and Accountability</b>  | 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.  | Our ESG Strategy  | N/A            |
| <b>Transparency and Reporting</b>                | 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.   | Our ESG Strategy  | N/A            |
| <b>Emissions Reduction and Management</b>        | 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.  | Greenhouse Gas (GHG) Emissions  | GRI 305        |
| <b>Employee Health, Benefits, and Well-Being</b> | 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 & Well-being<br><br>Safety  | GRI 401        |
| <b>Employee Engagement and Development</b>       | 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 |
|---------------------------------------|--|---|----------------|
| <b>Inclusion and Engagement</b>       | Refers to the equitable treatment of employees and potential employees through company programs and policies ensuring nondiscrimination and the hiring, promotion, retention, and inclusion.   | Inclusion and Engagement                  | GRI 405        |
| <b>Occupational Health and Safety</b> | 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, and Well-being<br>Safety | 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.

|                         |   |
|-------------------------|---|
| <b>Statement of use</b> | Ichor Systems has reported the information cited in this GRI content index for the period January 1 - December 31, 2024, with reference to the GRI Standards. |
| <b>GRI 1 used</b>       | GRI 1: Foundation 2021  |

| <b>GRI STANDARD</b>                    | <b>DISCLOSURE</b>  | <b>LOCATION</b>   |
|--|--|---|
| <b>GRI 2: General Disclosures 2021</b> | 2-1 Organizational details   | About This Report<br>Our Global<br>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         | Our Global<br>Footprint   |
|  | 2-7 Employees  | Social Responsibility<br>Workplace Diversity  |
|  | 2-8 Workers who are not employees                                    | Social Responsibility   |
|  | 2-9 Governance structure and composition                             | <a href="#">Board of Directors</a><br><a href="#">Corporate Governance Highlights</a> |
|  | 2-10 Nomination and selection of the highest governance body         | <a href="#">Corporate Governance Highlights</a>                                       |
|  | 2-11 Chair of the highest governance body                            | <a href="#">Board of Directors</a>  |

|  |  |   |
|--|--|---|
|  | 2-12 Role of the highest governance body in overseeing the management of impacts | Our ESG Strategy<br><a href="#">Corporate Governance Highlights</a> |
|--|--|---|

| GRI STANDARD                           | DISCLOSURE   | LOCATION  |
|--|--|---|
| <b>GRI 2: General Disclosures 2021</b> | 2-13 Delegation of responsibility for managing impacts               | Our ESG Strategy<br><br>Business Integrity, Ethics, and Compliance<br><br>Cybersecurity and Risk Management |
|  | 2-14 Role of the highest governance body in sustainability reporting | Our ESG Strategy<br><br>Corporate Governance Highlights   |
|  | 2-15 Conflicts of interest   | Business Integrity, Ethics, and Compliance<br><br>Our Code of Business Ethics and Conduct                   |
|  | 2-16 Communication of critical concerns                              | Business Integrity, Ethics, and Compliance  |
|  | 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, Benefits, and Employee Recognition  |
|  | 2-21 Annual total compensation ratio                                 | This is confidential Ichor data.  |
|  | 2-22 Statement on sustainable development strategy                   | Our ESG Strategy  |

| GRI STANDARD                           | DISCLOSURE                                   | LOCATION  |
|--|--|---|
| <b>GRI 2: General Disclosures 2021</b> | 2-23 Policy commitments                      | Business Integrity, Ethics, and Compliance<br>Sustainable Sourcing and Supply Chain Management<br>Conflict Minerals<br>Cybersecurity and Risk Management<br>Workplace Diversity<br>Employee Health & Wellbeing<br>Safety<br>Human Rights  |
|  | 2-24 Embedding policy commitments            | Business Integrity, Ethics, and Compliance<br>Sustainable Sourcing and Supply Chain Management<br>Conflict Minerals<br>Cybersecurity and Risk Management<br>Workplace Diversity<br>Employee Health & Well-being<br>Safety<br>Human Rights |
|  | 2-25 Processes to remediate negative impacts | Business Integrity, Ethics, and Compliance<br><br><a href="#">Our Code of Business Ethics and Conduct</a>   |

| GRI STANDARD                           | DISCLOSURE  | LOCATION   |
|--|---|--|
| <b>GRI 2: General Disclosures 2021</b> | 2-26 Mechanisms for seeking advice and raising concerns | Business Integrity, Ethics, and Compliance<br>Our Code of Business Ethics and Conduct  |
|  | 2-27 Compliance with laws and regulations               | Business Integrity, Ethics, and Compliance<br>Product Quality and Compliance<br>Water Management<br>Learning, Development, and Culture<br>Workplace Diversity<br>Employee Health & Well-being<br>Safety<br>Human Rights<br>Our Code of Business Ethics and Conduct |
|  | 2-28 Membership associations                            | Index A. Memberships and Associations  |
|  | 2-29 Approach to stakeholder engagement                 | Stakeholder Engagement<br>Materiality Matrix   |
|  | 2-30 Collective bargaining agreements                   | There are no collective bargaining agreements present at Ichor.  |

| GRI STANDARD  | DISCLOSURE  | LOCATION   |
|---|---|--|
| <b>GRI 3: Material Topics 2021</b>                        | 3-1 Process to determine material topics  | Materiality Matrix<br>Index B. Material ESG Topics Index           |
|   | 3-2 List of material topics   | Materiality Matrix<br>Index B. Material ESG Topics Index           |
|   | 3-3 Management of material topics   | Index B. Material ESG Topics Index                                 |
| <b>Material Topic: Emissions Reduction and Management</b> |   |  |
| <b>GRI 305: Emissions 2016</b>                            | 305-1 Direct (Scope 1) GHG emissions  | Greenhouse Gas (GHG) Emissions                                     |
|   | 305-2 Energy indirect (Scope 2) GHG emissions   | Greenhouse Gas (GHG) Emissions                                     |
|   | 305-3 Other indirect (Scope 3) GHG emissions  | Greenhouse Gas (GHG) Emissions                                     |
|   | 305-4 GHG emissions intensity   | Greenhouse Gas (GHG) Emissions                                     |
|   | 305-5 Reduction of GHG emissions  | Greenhouse Gas (GHG) Emissions                                     |
|   | 305-6 Emissions of ozone-depleting substances (ODS)   | This information is not currently available for public disclosure. |
|   | 305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions | This information is not currently available for public disclosure. |

| GRI STANDARD   | DISCLOSURE   | LOCATION  |
|--|--|---|
| <b>Material Topic: Responsible Supply Chain Management</b>       |  |   |
| <b>GRI 308: Supplier Environmental Assessment 2016</b>           | 308-1 New suppliers that were screened using environmental criteria                                      | Sustainable Sourcing and Supply Chain Management                                      |
|  | 308-2 Negative environmental impacts in the supply chain and actions taken                               | Sustainable Sourcing and Supply Chain Management                                      |
| <b>GRI 414: Supplier Social Assessment 2016</b>                  | 414-1 New suppliers that were screened using social criteria   | Sustainable Sourcing and Supply Chain Management<br>Human Rights                      |
|  | 414-2 Negative social impacts in the supply chain and actions taken                                      | Sustainable Sourcing and Supply Chain Management<br>Conflict Minerals<br>Human Rights |
| <b>Material Topic: Employee Health, Benefits, and Well-Being</b> |  |   |
| <b>GRI 401: Employment 2016</b>                                  | 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, Benefits, and Employee Recognition                                      |
|  | 401-3 Parental leave   | This information is not currently available for public disclosure.                    |

| GRI STANDARD  | DISCLOSURE   | LOCATION                               |
|---|--|--|
| <b>Material Topic: Occupational Health and Safety</b> |  |  |
| <b>GRI 403: Occupational Health and Safety 2018</b>   | 403-1 Occupational health and safety management system   | Employee Health & Well-being<br>Safety |
|   | 403-2 Hazard identification, risk assessment, and incident investigation   | Employee Health & Well-being<br>Safety |
|   | 403-3 Occupational health services   | Employee Health & Well-being<br>Safety |
|   | 403-4 Worker participation, consultation, and communication on occupational health and safety                        | Employee Health & Well-being<br>Safety |
|   | 403-5 Worker training on occupational health and safety  | Employee Health & Well-being<br>Safety |
|   | 403-6 Promotion of worker health   | Employee Health & Well-being<br>Safety |
|   | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by  business relationships | Employee Health & Well-being<br>Safety |
|   | 403-8 Workers covered by an occupational health and safety management system   | Employee Health & Well-being<br>Safety |
|   | 403-9 Work-related injuries  | Safety                                 |
|   | 403-10 Work-related ill health   | Safety                                 |

| GRI STANDARD | DISCLOSURE | LOCATION |
|--------------|------------|----------|
|--------------|------------|----------|

### Material Topic: Employee Engagement and Development

|   |  |                                    |
|---|--|------------------------------------|
| <b>GRI 404: Training and Education 2016</b> | 404-1 Average hours of training per year per employee                                      | Learning, Development, and Culture |
|   | 404-2 Programs for upgrading employee skills and transition assistance programs            | Learning, Development, and Culture |
|   | 404-3 Percentage of employees receiving regular performance and career development reviews | This is confidential Ichor data.   |

### Material Topic: Diversity and Inclusion

|  |  |   |
|--|--|---|
| <b>GRI 405: Diversity and Equal Opportunity 2016</b> | 405-1 Diversity of governance bodies and employees           | Board of Directors<br>Workplace Diversity |
|  | 405-2 Ratio of basic salary and remuneration of women to men | This is confidential Ichor data.          |

### Material Topic: Product Safety and Quality

|   |   |                                  |
|---|---|----------------------------------|
| <b>GRI 416: Customer Health and Safety 2016</b> | 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

|                                       |  |                                   |
|---------------------------------------|--|-----------------------------------|
| <b>GRI 418: Customer Privacy 2016</b> | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | Cybersecurity and Risk Management |
|---------------------------------------|--|-----------------------------------|

GRI STANDARD

DISCLOSURE

LOCATION

### Material Topic: Risk Management of ESG Issues

|   |                                 |  |
|---|---------------------------------|--|
| N/A   | Not applicable to GRI standards | Business Integrity, Ethics, and Compliance<br>Cybersecurity and Risk Management<br>Sustainable Sourcing and Supply Chain Management<br>Conflict Minerals<br>Employee Health & Well-being<br>Safety<br>Human Rights |
| <b>Material Topic: Leadership Engagement and Accountability</b> |                                 |  |
| N/A   | Not applicable to GRI standards | Our ESG Strategy   |
| <b>Material Topic: Transparency and Reporting</b>               |                                 |  |
| N/A   | Not applicable to GRI standards | Our ESG Strategy   |

## 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   |
|---------------------|--|--|--|
| <b>TC-SC-110a.1</b> | (1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds   | Metric tons (t)<br>CO <sub>2</sub> -e                          | (1) Please see "Greenhouse Gas (GHG) Emissions" for our energy consumption data.<br><br>(2) This information is not currently available for public disclosure.   |
| <b>TC-SC-110a.2</b> | 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 "Greenhouse Gas (GHG) Emissions" for a discussion of our emissions reduction approach.  |
| <b>TC-SC-130a.1</b> | (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable   | Gigajoules (GJ),<br>Percentage (%)                             | (1) Please see "Greenhouse Gas (GHG) Emissions" for our energy consumption data.<br><br>(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. |
| <b>TC-SC-140a.1</b> | (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 <sup>3</sup> ),<br><br>Percentage (%) | (1) Please see "Water Management" for our water withdrawal data.<br><br>(2) Please see "Water Management" for our water consumption data. Water stress level by region is not currently available for disclosure.                                      |
| <b>TC-SC-150a.1</b> | (1) Amount of hazardous waste from manufacturing, (2) percentage recycled  | Metric tonnes (t),<br>Percentage (%)                           | This information is not currently available for public disclosure.   |

| Code                | Disclosure   | Metric                       | Our Response   |
|---------------------|--|------------------------------|--|
| <b>TC-SC-320a.1</b> | 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 & Well-being; Safety". |
| <b>TC-SC-320a.2</b> | Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations | Reporting currency           | \$0 USD  |
| <b>TC-SC-330a.1</b> | Percentage of employees that require a work visa   | Percentage (%)               | This is confidential Ichor data.   |
| <b>TC-SC-410a.1</b> | Percentage of products by revenue that contain IEC 62474 declarable substances   | Percentage (%)               | This information is not currently available for public disclosure.                               |
| <b>TC-SC-410a.2</b> | Processor energy efficiency at a system-level for: (1) servers, (2) desktops and (3) laptops                           | Various, by product category | N/A  |
| <b>TC-SC-440a.1</b> | Description of the management of risks associated with the use of critical materials                                   | n/a                          | Please see our approach to managing critical minerals in "Conflict Minerals".                    |
| <b>TC-SC-520a.1</b> | 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                          |
|--------------------|--|------------|---------------------------------------|
| <b>TC-SC-000.A</b> | Total production                               | Unit       | This is confidential Ichor data.      |
| <b>TC-SC-000.B</b> | Percentage of production from owned facilities | Percentage | 0%, as all our facilities are leased. |