

## HUMAN RIGHTS POLICY

### Our Commitment

At Kulicke & Soffa, we are committed to respecting human rights and believe that all people are entitled to fair treatment and equitable compensation. This applies to all workers including temporary, migrant, student, contract, direct employees. We emphasize treating individuals with dignity and respect inside our organization and throughout our supply chain.

We believe we have the obligation to uphold these rights and apply the same comprehensive standards wherever we do business. These beliefs guide our conduct and we continuously shape our policies to comply with the UN Universal Declaration of Human Rights, the Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

Where national law and international human rights standards differ, we will follow the higher standard; where national law and international human rights standards are in conflict, we will adhere to national law, while seeking ways to respect international human rights to the greatest extent possible.

### Scope of this Policy

This policy is applicable to Kulicke and Soffa Industries, Inc. and its subsidiaries (collectively, "K&S"). Additionally, we expect all stakeholders, including our business partners, vendors and suppliers, to adopt the same or similar standards – see section titled "Our Stakeholders" for further details.

### Human Health

We prioritize the protection of the environment and human health through the responsible use of materials. Our materials use is guided by our Environmental Health and Safety Policy, which takes reference from internationally recognized standards. We are committed to these standards with targets and continue achieving annual progress towards compliance. These include the European Union's Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) and Restriction of Hazardous Substances (RoHS) regulations, as well as the Securities and Exchange Commission Conflict Minerals rules.

We have a dedicated Whistleblower Policy and whistleblower hotline number, where employees can report a violation of any K&S policy or report any wrongdoing involving K&S. The whistleblower hotline is maintained by a third-party vendor with processes in place to enable anonymous submissions and to manage potential conflicts of interest. The procedures under the Whistleblower Policy also apply to processes as well as inappropriate or unethical behavior covered under the K&S Code of Business Conduct.

We also provide and maintain a safe, healthy and productive workplace for all our employees that complies with all applicable laws, regulations and internal policies.

### Voluntary Labor

As a large multinational enterprise, we recognize a universal standard for human rights, regardless of the geographic locations within which we do business. K&S prohibits the employment of child labor (any persons below the age of eighteen years or such other minimum age as specified by applicable local laws), at its workplace or its supply chain. K&S prohibits the employment of any person, or causing any employee to work,

against their will, including slavery, chattel slavery, bonded labor (including debt bondage), prison labor or forced overtime. K&S also prohibits any form of corporal punishment or coercion related to or in connection with an employee's work. We train our employees to abide by the principles during our annual Code of Business Conduct training and provide a whistleblower hotline number for employees to anonymously report any potential violations.

## Our Stakeholders

We hold our stakeholders, including suppliers, vendors and business partners to the same standard to which we hold ourselves, in terms of our belief in universal human rights and environmental safety. We prohibit the use of child and forced labor and disclose an annual conflict minerals report.

We have a comprehensive vetting process for all third-party partnerships, including suppliers who form part of our supply chain ("**Direct Suppliers**"). Direct Suppliers are assessed through the Supplier Quality Scorecard which covers areas of risk, health and safety, human rights and environmental impacts. Furthermore, our suppliers must undergo periodic risk-screening, assessments and audits to ensure their continued qualification.

All qualified Direct Suppliers must endorse and comply with a Direct Supplier Code of Business Conduct and Ethics (the "**Direct Supplier Code**"). The Direct Supplier Code requires the Direct Supplier certify that its working conditions are safe, its workers are treated with respect and dignity, and that its business operations are environmentally responsible. The Direct Supplier Code also highlights areas of ethical risk, sets out guidance in recognizing and dealing with ethical issues, and establish mechanisms to report unethical conduct.

Each Direct Supplier is also responsible for adhering to the standards in the Direct Supplier Code and for encouraging their suppliers and subcontractors to adhere to the same. We also equip suppliers with renewed capabilities to comply with our enhanced standards by investing in supplier training workshops, training and engagement.

## Diversity & Inclusion

We believe that the power of a diverse workforce lies in the full-spectrum of capabilities brought by a myriad of experiences, knowledge and ideas. This not only enables us to foster the creativity necessary for us to keep our competitive advantage, but also links individual success with our broader business purpose to create a purpose-driven culture at K&S. We are committed to increasing the diversity of our talent, and prohibit discrimination or harassment of any kind, especially that involving race, color, religion, sex, sexual orientation, gender identity, age, national origin, disability, veteran or military status, marital status, genetic information or citizenship status

Our commitment to diversity and inclusion goes beyond our workforce. The COVID-19 pandemic showed just how important it is to maintain a robust, diverse and inclusive supply chain. We take this realization earnestly and are committed to building a more inclusive network of suppliers, to meet demand and promote widespread, sustainable trade relationships.

## Right to Water

Water is a valuable resource and should be easily accessible to all. Moreover, we believe the preservation of water supplies is critical to prevent large-scale land and ecosystem degradation. We are committed to using water resources efficiently, and to reducing the level of pollution in our waste water.

## Sustained Engagement

We closely identify and address any actual or potential adverse impacts arising from our business activities through due diligence, internal evaluation and constant dialogue with our stakeholders. In K&S' ecosystem, stakeholders would include our customers, employees, shareholders, suppliers, governments, regulators, communities and non-governmental organizations (NGOs) and non-profit organizations (NPOs).

We believe in forging strong and lasting relationships with our stakeholders through sustained engagement, to better understand their needs and concerns. We pay closer attention to individuals or groups who may be more vulnerable or subject to a greater risk of negative human rights impact. This posture of proactive dialogue helps K&S review and formulate its policies to best address human rights.

### **The Way Forward**

In the spirit of constant improvement and organizational excellence, K&S regularly evaluate and review its codes and policies, including this policy, to improve and strengthen its approach in addressing human rights.