

Diversity, Equity, and Inclusion Global Policy

At PDF Solutions, we embrace diversity, equity, and inclusion throughout our organization. We strive to foster an environment where our employees feel respected, valued, and empowered. We know that diversity of thought and experiences makes our collaboration and results better, and our team members are at the forefront in helping us promote and sustain an inclusive workplace.

This Diversity, Equity, and Inclusion Global Policy encourages a connection between our Company values and our actions by building on the foundation of:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.

As we move forward, PDF Solutions will continue to strengthen our diversity and inclusion efforts in the areas of organizational awareness and HR practices.

All employees of PDF Solutions have a responsibility to support an inclusive workplace by adhering to the PDF's Code of Ethics, Anti-Discrimination, Anti-Harassment, and Anti-Retaliation, and other policies, which include:

- Always treating others with dignity and respect.
- Exhibiting conduct that reflects inclusion during work meetings, work functions on or off site, and at all other company-sponsored and participative events.
- Fostering teamwork, employee participation, and encouraging the representation of different employee perspectives.
- Seeking out insights from employees with different experiences, perspectives, and backgrounds.
- Being open-minded and listening when given constructive feedback regarding others' perception of your conduct.
- Addressing and reporting inappropriate behavior and comments that are discriminatory, harassing, abusive, offensive, unwelcome, or otherwise in violation of Company policies.

PDF Solutions will not tolerate unlawful discrimination, harassment or any behavior or language that is abusive. We encourage our employees, contractors, partners, and suppliers to speak up about any concerns or suspected violations of this Policy.

Suspected violations of this Policy can be reported by contacting the following hotlines or the PDF Solutions' legal department at:

- PDF Solutions' Whistleblower Hotline (administered by NAVEX) – online at <https://secure.ethicspoint.com/domain/media/en/gui/36091/index.html> or by telephone at +1-855-208-8579
- PDF Solutions' internal Corporate Legal Department (CLD) – by email at legal.department@pdf.com, by mail/courier at PDF Solutions, Inc., Attention: Legal Department, 2858 De La Cruz Blvd, Santa Clara, CA 95050 (USA), or by telephone at +1-408-938-6437

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action. Possible consequences include additional training, verbal and written warnings, suspension, or termination of employment.

PDF Solutions will not retaliate against any party listed above who makes a report in good faith with a reasonable basis for believing that a violation of this Policy has occurred. Under no circumstances will such party be subject to any disciplinary or retaliatory action for reporting in good faith a possible violation of this Policy or for cooperating in any investigation of a possible violation. However, knowingly false, or malicious reports will not be tolerated, and any such party filing such reports may be subject to appropriate disciplinary action.

This policy applies to all employees, contractors, partners, and suppliers of/to PDF Solutions and its global subsidiaries (collectively, "PDF Solutions" or the "Company").