

## Human Rights Policy

Respect for human rights is fundamental to PDF Solutions' core values of integrity, team, growth, and dedication to customers. PDF Solutions is committed to respecting the human rights and dignity of individuals within our operations, supply chain, and communities where we do business, including the rights of women. We expect our partners and suppliers to apply principles within their own operations and supply chains that are equivalent to or more stringent than the principles set forth in this Policy.

This Human Rights Policy is rooted in our core values and reflected in our Code of Conduct and other policies and agreements. In developing this Policy, we leveraged the human rights standards set forth in the Responsible Business Alliance Code of Conduct and other internationally recognized human rights standards. We are committed to the following guiding principles:

- Treating all people with respect and dignity.
- A workplace free of harassment and discrimination.
- An inclusive and diverse workplace.
- A safe and healthy workplace, including the right to access water.
- Fair wages and benefits.
- Protection of personal data from unauthorized access, use, or disclosure.
- Zero tolerance for child labor or forced labor, including but not limited to bonded labor, slavery, and trafficking of persons.

Where applicable law conflicts with this Policy, we maintain legal compliance and seek to raise awareness of best practices within our spheres of influence.

Training on human rights is provided to certain PDF Solutions employees based on role. PDF Solutions maintains internal accountability standards and procedures for employees or contractors failing to meet the standards set forth in this Policy, including PDF Solutions' prohibition against child labor, slavery, and trafficking of persons.

We encourage our employees, contractors, partners, and suppliers to speak up about any concerns or suspected violations of this Policy. They are encouraged to report any suspected violations of this Policy 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](mailto: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

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

The Nominating and Corporate Governance Committee of the Board of Directors of PDF Solutions, Inc. has responsibility for reviewing and evaluating the Company's policies relating to social and environmental issues, including this Human Rights Policy.