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2023

Environmental Social Governance Report

PUBLISHED APRIL 2024

● BUSINESS OVERVIEW

● SUSTAINABLE ENVIRONMENT

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Introduction

This report has been prepared using the Global Reporting Initiative (GRI) Sustainability Guidelines: Core Option[1]

This 2023 report is the fourth published report for Onto Innovation (NYSE: ONTO), which was formed out of a merger between Nanometrics Incorporated and Rudolph Technologies, Inc. on October 25, 2019. Please note that any data presented for periods prior to 2020 is presented on a pro forma basis as if Nanometrics and Rudolph were operating as a single entity.

This report builds on our 2022 report published in April 2023, which included specific ESG practices, social programs, Standards of the Sustainability Accounting and Standards Board, the Responsible Business Alliance (RBA) Code of Conduct, industry norms, and Onto Innovation's internal policies that were also used as guidance for this ESG Report.

In addition, we will continue to provide updated information in a range of reports, documents, and filings, such as our Annual Report on Form 10-K, definitive proxy statement on Schedule 14A, and through our active participation in industry groups, community organizations, and environmental initiatives, to name a few.

This report was audited by the Company's internal auditors. While there is currently no plan to seek external assurance for this report, we may seek external assurance for future ESG reports where appropriate.

For any questions, please reach out to investors@ontoinnovation.com.

[1]*GRI core option index provided on pages 48-54*

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Business Overview

CEO Message

I am very proud to introduce our fourth annual ESG report outlining the progress we achieved in 2023 and our initiatives related to our focus and management of environmental, social, and governance policies over the next few years. Onto Innovation addresses semiconductor manufacturing challenges with our goal to increase our customers' manufacturing yield, while reducing scrap, and consequently, the resources required to produce their products. While responding to unprecedented demand for our specialty and advanced packaging products in 2023, we remained steadfast in our commitment to fulfill our mission to reduce our own greenhouse gas emissions and carbon footprint while managing our company with respect to diversity and inclusion.

As a preface to the complete 2023 report, I would like to highlight the progress of our Environmental, Social and Governance journey. We have made significant strides this past year that have already exceeded our stated objectives in 2020 to reduce our overall environmental impact by 30% from 2020 to 2025. By the end of 2023, we reduced our carbon footprint by another 15% per person compared to 2022. In addition, we increased the amount of renewable energy to an average of 37% of the total electrical power we consumed. We continue to believe that our company functions more efficiently when job opportunities are equitable for everyone and that our local communities should be supported using a portion of our resources.

Our RISE teams highlighted in this report were formed at each location globally, and were designed to promote local charitable giving, including employee donations and volunteer hours. Our RISE teams' philanthropy and volunteer programs provide financial and human services that improve the quality of life in the communities in which we operate. Onto Innovation supports these efforts by encouraging employee participation in RISE team initiatives and provides them with paid time off and resources so that these charitable efforts are successful. We are committed to creating positive impacts in communities around the world by contributing to local, national and international organizations that address important community issues such as food and water insecurity, disadvantaged children and senior citizens, healthy living and environmental protection. Moving forward, we look to continue these efforts while also building upon earlier relationships with STEM mentoring programs and organizations.

As you will see in this fourth annual ESG report, we have set environmental goals for our operations and diversity goals for our workforce, while applying a solid governance structure. We believe this innovative approach to our customers' environmental goals and internal innovations like our RISE teams will continue to build a broader engagement within Onto Innovation and extend that engagement to our local communities. Of course, our accomplishments in 2023 were made possible through the contributions of our global team.

MICHAEL PLISINSKI, CEO

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About Onto Innovation

Onto Innovation is a worldwide leader in the design, development, manufacture and support of metrology and inspection tools for the semiconductor industry, including process control tools that perform optical metrology on patterned and unpatterned wafers, wafer macro-defect inspection, including macro-inspection of both 2D and 3D wafer features, wafer substrate and panel substrate lithography systems, and process control analytical software.

Our breadth of offerings across the entire semiconductor value chain combined with our connected thinking approach results in a unique perspective to help solve our customers' most difficult yield, device performance, quality, and reliability issues. Onto Innovation strives to optimize customers' critical path of progress by making them smarter, faster and more efficient.

With headquarters and manufacturing in the U.S., Onto Innovation supports customers with a worldwide sales and service organization. Additional information can be found at www.ontoinnovation.com.

Although Onto Innovation does not explicitly apply the Precautionary Principle or approach (102-11), we do strive to promote and maintain our organization in a safe and environmentally responsible manner through a focus on mitigating against any potential injury to employees, damage to property or equipment as well advancing environmentally sound operations.

FACILITIES

MANUFACTURING AND R&D

Massachusetts: HQ
16 Jonspin Road
Wilmington, Massachusetts 01887

35 Upton Drive
Wilmington, Massachusetts 01887

Arizona
3280 E. Hemisphere Loop
Suite 146
Tucson, Arizona 85706

California
1550 Buckeye Drive
Milpitas California 95035

Minnesota
4900 West 78th Street
Bloomington, Minnesota 55435

R&D

New Jersey
550 Clark Drive
Budd Lake, New Jersey 07828

Oregon
9025 NE Von Neumann Drive
Suite 100
Hillsboro, Oregon 97006

20706 NE High Desert Lane
Bend, Oregon 97701

Washington
35030 SE Douglas Street
Suite 100
Snoqualmie, Washington 98065

China
Room 2512, China Overseas Plaza
The Intersection of Weijin Road and Wujiayao Street
Hexi District, Tianjin 300074

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Vision, Mission, and Core Values

VISION

Advancing Manufacturing Innovation.

Faster. Smarter. Together.

MISSION

To deliver comprehensive process solutions to the world's advanced manufacturers through collaboration and innovation.

CORE VALUES

CUSTOMER SUCCESS

RESULTS

PASSION

ONTO TEAM

COLLABORATION

INTEGRITY

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Key Markets Served

Semiconductor Advanced Nodes

- Logic and Memory Wafer Fabs: Metrology and Inspection

Advanced Packaging and Specialty Devices

- Back-End Packaging: 2D/3D Inspection
- Substrate Lithography
- Specialty Device Wafer Fabs: Metrology and Inspection
- Bare Wafer Manufacturing: Elemental composition, Edge/Backside Inspection

Software and Services

- Metrology and Inspection Tools: Analytical Software
- Wafer Fabs: Fabwide Advanced Process Control Software
- Service Contracts, Tool Upgrades, Refurbishment

MARKET BREAKDOWN OF REVENUE

2022   2023

Legend:
- Semiconductor Advanced Nodes
- Advanced Packaging & Specialty Devices
- Software & Services
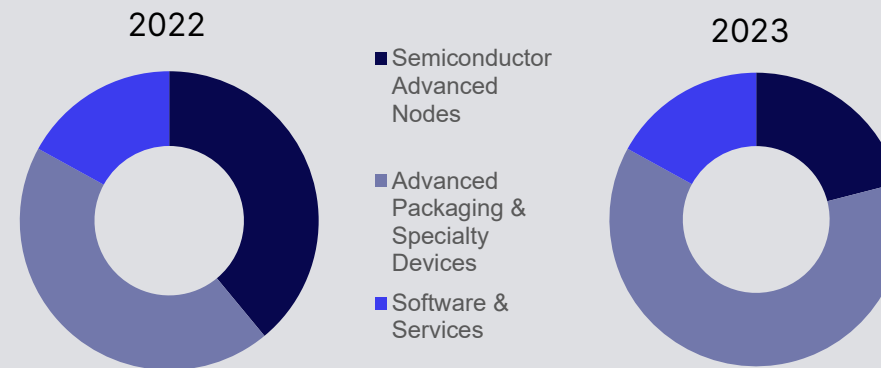
GEOGRAPHIC BREAKDOWN OF REVENUE
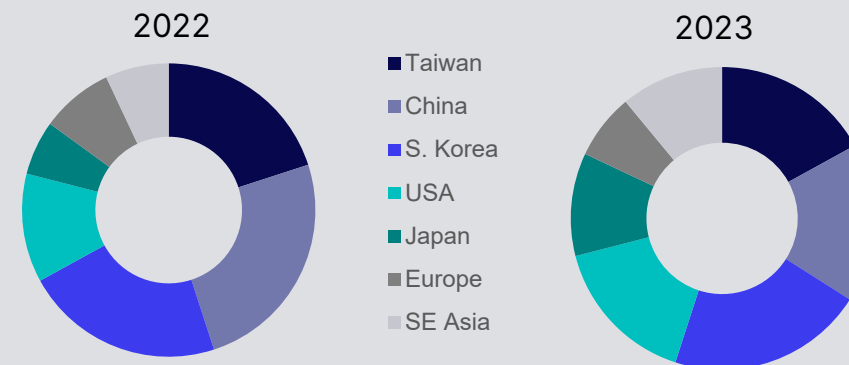
2022   2023

Legend:
- Taiwan
- China
- S. Korea
- USA
- Japan
- Europe
- SE Asia

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Corporate Governance

Our board of directors and management are committed to responsible corporate governance to ensure that Onto Innovation is managed for the long-term benefit of its stakeholders.

GOVERNANCE HIGHLIGHTS:

Separate Chair and CEO roles	Majority voting for all directors	Regular executive sessions of independent directors
Risk oversight by full board and committees	Annual board, committee, and director evaluations	Committees composed entirely of independent directors
Stock ownership requirements for directors and executive officers	Anti-hedging, short sale, and pledging policy	No poison pill

BOARD COMMITTEE STRUCTURE:

- The Audit Committee oversees of the integrity of our financial statements, accounting policies and procedures and our compliance with legal and regulatory requirements.

- The Compensation Committee oversees Onto Innovation's compensation practices and policies.

- The Nominating and Governance Committee assists with identifying prospective director nominees and oversees the Company's corporate governance policies.

- The M&A Committee assists the Board in evaluating potential strategic transactions.

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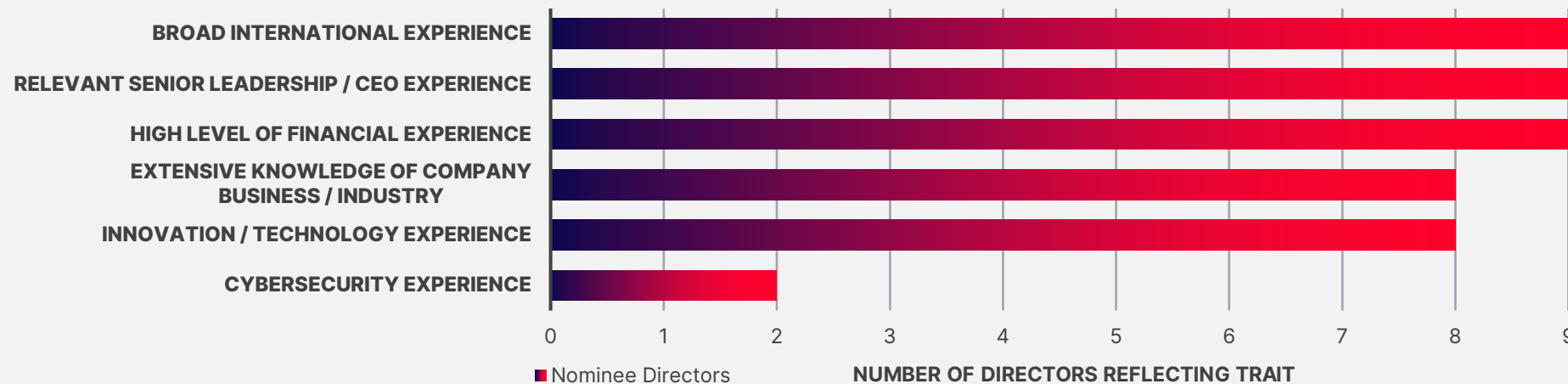
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Corporate Governance

Our board of directors is committed to sound and effective governance practices to run our business efficiently with integrity.

Our directors are highly qualified, have demonstrated leadership skills, and have the requisite experience and judgment in areas that are relevant to our business to oversee the affairs of the Company to serve the interests of the Company and its stockholders.

BOARD SKILLS MATRIX

Trait	Number of Directors Reflecting Trait
BROAD INTERNATIONAL EXPERIENCE	9
RELEVANT SENIOR LEADERSHIP / CEO EXPERIENCE	9
HIGH LEVEL OF FINANCIAL EXPERIENCE	9
EXTENSIVE KNOWLEDGE OF COMPANY BUSINESS / INDUSTRY	8
INNOVATION / TECHNOLOGY EXPERIENCE	8
CYBERSECURITY EXPERIENCE	2

■ Nominee Directors

NUMBER OF DIRECTORS REFLECTING TRAIT

Onto Innovation's corporate governance guidelines require that at least a majority of the board of directors be independent in accordance with NYSE listing standards. Currently, eight out of Onto Innovation's nine directors are independent and each of the committees of the board of directors is comprised solely of independent directors. Onto Innovation undergoes an annual board, committee and individual director self-evaluation process. The independent directors, guided by the independent chairman of the board, meet regularly without management present in executive session and as one of the array of issues addressed in such sessions perform an annual performance assessment of the chief executive officer.

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Corporate Governance

Our board of directors plays an active role in overseeing risk.

RISK OVERSIGHT

One of the board's primary responsibilities is reviewing the Company's strategic plans and objectives, including oversight of the Company's principal risk exposures.

Our **Audit Committee** assists the board in overseeing financial, legal and cybersecurity risks and management's approach to addressing these risks. At least annually, the Audit Committee reviews and discusses with management the policies and systems used to address risk.

Our **Compensation Committee**, at least annually, reviews our compensation program to ensure that it does not encourage excessive risk-taking.

Our **Nominating & Governance Committee** oversees risks related to governance issues, such as succession planning. It also monitors and oversees legal compliance and compliance with the Company's Code of Business Conduct and Ethics.

Each of our committees regularly reviews with our board the risks that arise within the scope of the committees' responsibilities and our full board regularly assesses the major risks facing our Company and reviews mitigation options.

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Corporate Governance

Executive compensation – pay for performance.

The Board's Compensation Committee has established several practices and policies to encourage the creation of stockholder value on both an annual and long-term basis.

Competitive base salary increases: base salaries are set based on each executive officer's unique qualifications, role, responsibilities, individual performance, and measurable contribution to the Company's profitability and success.

Rigorous annual incentive goals: cash incentive compensation is tied to overall corporate performance, achievement of individual performance goals, and individual business unit performance.

An emphasis on performance-based long-term incentives: a substantial portion of executive compensation is in the form of long-term equity incentives that incentivize long-term service and creating shareholder value.

Clawback policy: the Company has adopted a policy that provides for reimbursement of incentive compensation previously awarded or paid to an executive officer in the event that financial results are restated or adjusted.

Grant date policy: the Company has adopted a policy on stock-based awards made to directors, officers, and employees that prohibits manipulation of award grant dates or the timing of our release of material nonpublic information with the intent of benefitting an award recipient.

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Corporate Governance

The board of directors of Onto Innovation sets high standards for the company's employees, officers and directors. Implicit in this philosophy is the importance of sound corporate governance.

READ THE FULL CORPORATE GOVERNANCE GUIDELINES

Business Conduct and Ethics

The Code of Business Conduct and Ethics establishes basic principles to guide everyone at Onto Innovation because we recognize that our company's continued success depends upon our commitment to conduct business with honesty, integrity and in compliance with the law everywhere we operate.

READ THE FULL CODE OF BUSINESS CONDUCT AND ETHICS

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Identifying Our Material Difference

Stakeholder Engagement

We aim to have genuine conversations with all our stakeholder groups to understand their concerns and listen to their ideas. To ensure communication with our industry peers, Onto Innovation has been a long-standing member of SEMI since 1978, a member of the Responsible Business Alliance (RBA) since 2021 and a member of the Semiconductor Industry Association (SIA) since 2021. We regularly communicate with the following stakeholder groups in our daily operations:

Employees
Our talented employees are the lifeblood of Onto Innovation and we are committed to building a corporate culture of shared values where employees can thrive. Management regularly engages with employees in all-hands meetings, small group meetings and one-on-one meetings. Employees also provide feedback to management through regular employee surveys.

Investors
We reach out to investors on a frequent basis to report business performance. We also receive feedback on a wide range of issues, including business strategy, compensation, and governance. In addition to formalized investor outreach, including attending conferences and non-deal roadshows, we also value informal conversations with our investors through conference calls and in-person meetings.

Suppliers
Our products are comprised of highly technical components, which require skilled and specialized suppliers. We are committed to working with our suppliers to ensure compliance with applicable laws and norms for fair employment and safety through supplier screening practices. We also became an affiliate member of the Responsible Business Alliance (RBA) in July 2021 and began requiring a set of environmental and social initiatives from our preferred suppliers.

Customers
We are proud to be a leading manufacturer of advanced process control solutions for our customers. We endeavor to maintain our position as a leading supplier to top semiconductor manufacturers by ensuring customer satisfaction. We do so by endeavoring to respond swiftly to their concerns, providing rigorous training to users of our systems and keeping our customers updated on system safety and optimization.

Communities
We see ourselves as an important part of the communities where we operate and have supported local community engagement at many levels. Our employees play an important role through our local RISE Teams, which promote environmental initiatives, and local charitable giving, including employee donations and volunteer hours. We aim to be a responsible member of all the communities in which we operate.

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Identifying Our Material Difference

Materiality Assessment

We have identified key areas of focus for the company as we advance our sustainability journey. The views of our company stakeholders, including both management and our board of directors, were solicited regarding over two dozen ESG topics in order to identify those topics most relevant to our employees. In performing the assessment, our stakeholders were asked to indicate for each topic:
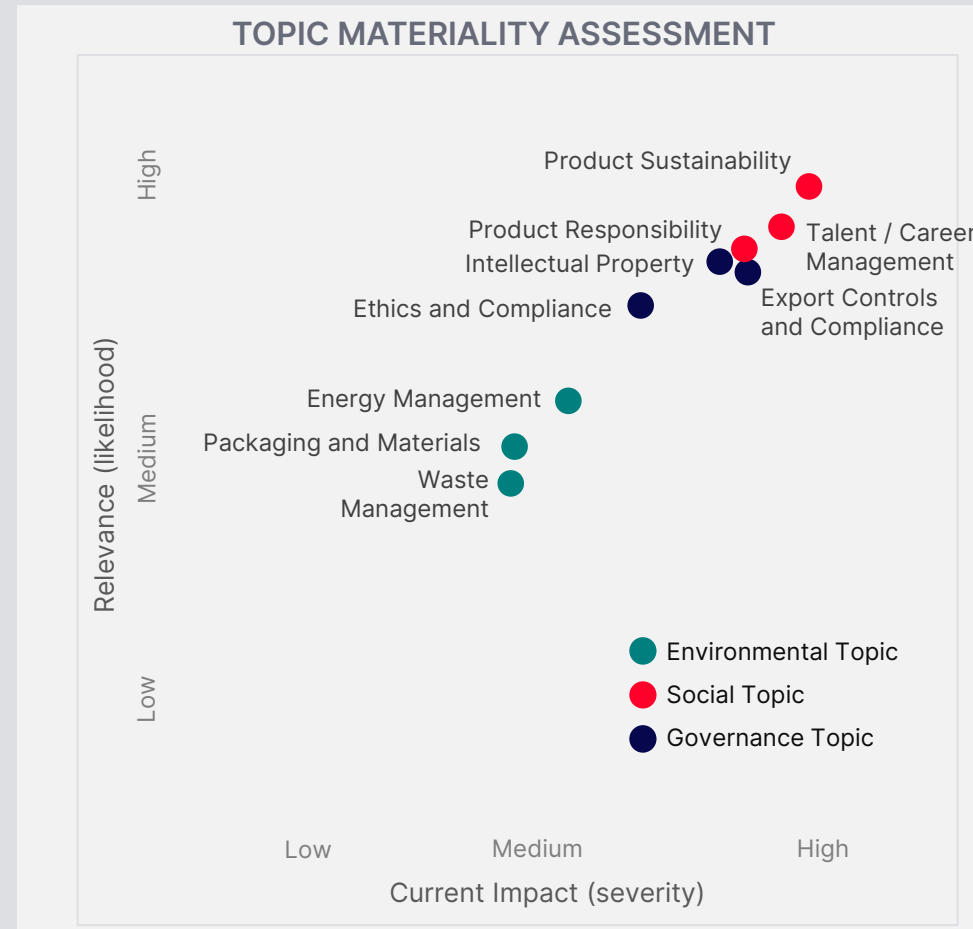
CURRENT IMPACT

Essentially a measure of severity (i.e., if the worst occurred today and the company were to find itself facing a material issue related to the topic, how significant would the impact be to the company).

RELEVANCE

Essentially a measure of likelihood (i.e., to what extent Onto Innovation may face this as an issue in the conduct of its business).

The top three topics for each of the ESG categories as ranked by these company stakeholders are reflected on the chart.

TOPIC MATERIALITY ASSESSMENT

- Product Sustainability
- Product Responsibility
- Talent / Career Management
- Intellectual Property
- Export Controls and Compliance
- Ethics and Compliance
- Energy Management
- Packaging and Materials
- Waste Management

Relevance (likelihood): High / Medium / Low

Current Impact (severity): Low / Medium / High

Legend:
- Environmental Topic
- Social Topic
- Governance Topic

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In consideration of the external environment that is rapidly evolving, we will continue to work with our stakeholders to assess key areas that the company should address through its business.

Identifying Our Material Difference

Key Topics

Environmental	INSIDE ONTO	INDUSTRY INFLUENCE	GLOBAL IMPACT
Packaging and Materials	●	●	●
Energy Management	●		●
Waste Management	●		●
Social			
Product Sustainability	●	●	
Talent / Career Management	●		
Product Responsibility		●	
Governance			
Export Controls and Compliance	●	●	
Intellectual Property	●	●	
Ethics and Compliance	●	●	

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Sustainable Environment

Sustainable Environmental Initiatives

Our 2021 goal was to initiate dynamic solutions to reduce greenhouse gas (GHG) emissions 30% by 2025 in our operations and to help our customers minimize their impacts by providing the most resource efficient products and services possible.

Ensuring Safe Work Environments	Maximizing Energy Efficiency and Reducing Greenhouse Gas Emissions	Designing for the Environment
Establishing environmental, health, and safety (EHS) policies and procedures, evaluating chemicals against stringent safety parameters and employing appropriate engineering controls when warranted. We are establishing a systematic approach to risk assessments and joined the Responsible Business Alliance (RBA) in 2021.	Reducing our impact on the environment by conserving energy throughout our operations and supporting renewable energy sources. Last year, our renewable electricity averaged 32%, exceeding our 30% target set in 2021. This year, it has increased to 37%.	Designing safe, long-lasting, reusable or recyclable products to minimize the use of natural resources and allow our customers to create sustainable products. Environmental sustainability is considered into our product design workflow.
Reducing Waste	**Conserving Natural Resources**	**Risk Assessment and Management**
We have recently established a category for beneficial reuse of waste, which enables us to reconfigure, reuse, and recycle electronic waste. As part of this initiative, we also donate some of the reconfigured electronics to those in need. Additionally, we are committed to reducing product and packaging waste by minimizing materials, promoting reuse, and recycling.	Minimizing our resource consumption by using recycled materials and green energy and reducing our carbon footprint. Onto Innovation does not consume water as part of its production process, nor does it create any effluents. In 2023, we reduced our carbon footprint per person by 15% vs the prior year.	The purpose of risk management is to identify and evaluate the hazards and risks faced by the organization, and to responsively monitor and manage those risks. As part of our formal risk management process, we monitor potential environmental, health and safety regulatory issues. All identified risks will be addressed based on assigned risk level.

Sustainable Environmental Initiatives

Our goals are to initiate dynamic solutions to reduce greenhouse gas (GHG) emissions in our operations and to help our customers minimize their impacts by providing the most resource efficient products and services possible.

Conserve
Implementing energy conservation measures combined with the use of renewable energy when appropriate across our facilities.

Renew
Increase renewable electricity usage.

Produce
Enhancing our product offerings to enable customers to reduce their GHG emissions.

Reduce
Encouraging and enabling employees and business partners to reduce GHG emissions associated with their jobs and commutes. Encouraging virtual work when possible.

Measure
Tracking and enhancing our efforts in the identification of Scope 1 (direct emissions) and Scope 2 (electricity consumption) GHG emissions annually.

Advocate
Advocating for local, national, and international policies that help reduce GHG emissions
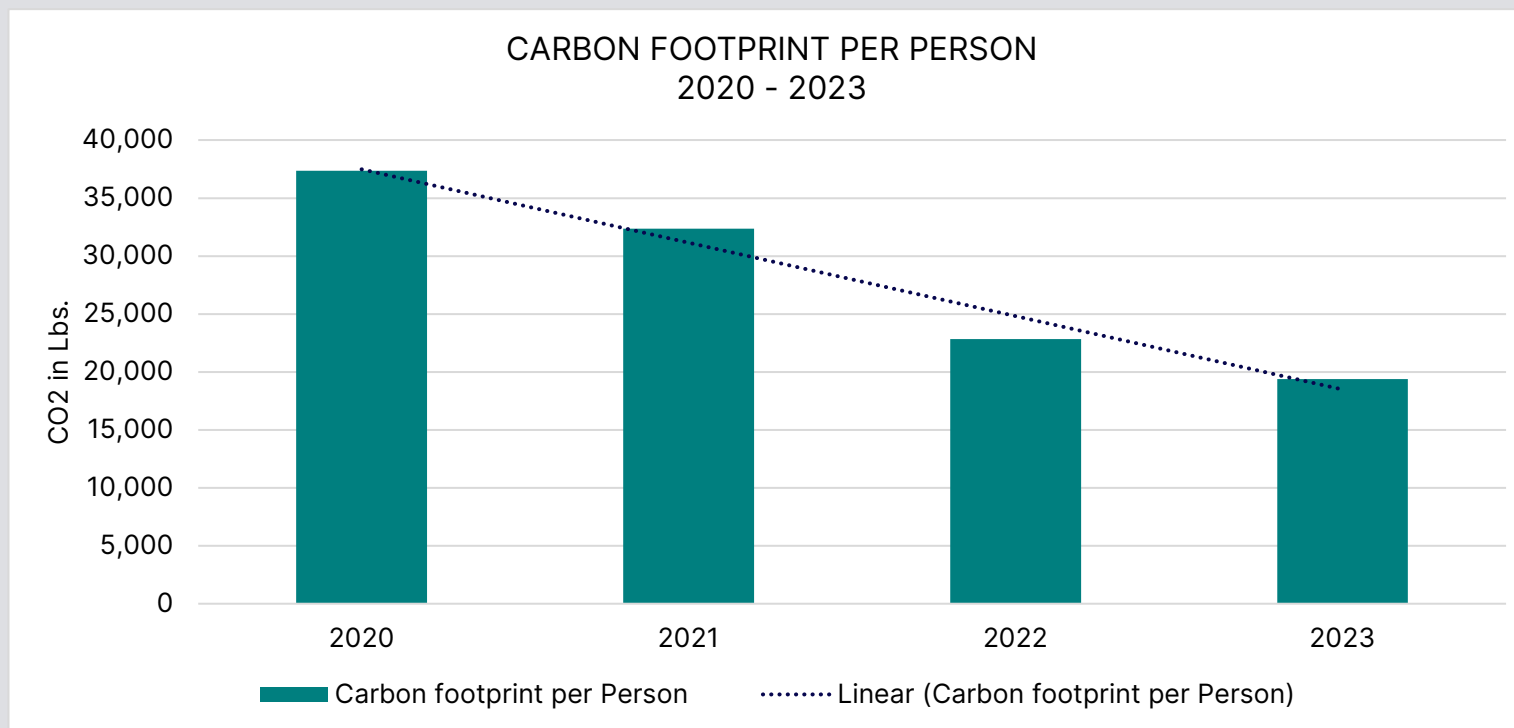
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Carbon Footprint

Our 2021 plan was to reduce carbon footprint 30% by 2025 compared to our 2020 aggregated baseline. In 2023, we surpassed our goal, reducing our carbon footprint by 48% per person vs. 2020.

CARBON FOOTPRINT PER PERSON
2020 - 2023

CO2 in Lbs.

Year	Carbon footprint per Person
2020	~37,000
2021	~32,000
2022	~23,000
2023	~19,500

Legend: ▮ Carbon footprint per Person ┈┈ Linear (Carbon footprint per Person)

Source: EPA model utilized with other assumptions

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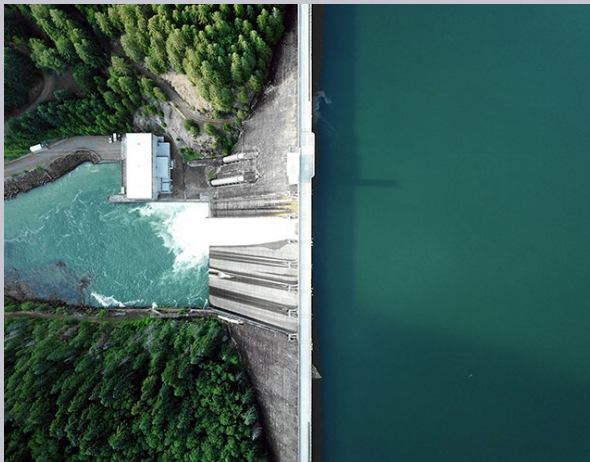
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Energy and Low Carbon Design Approach

Our approach to climate change is multi-faceted. Whether designing a tool, an operating system, or a manufacturing process, we consider the environmental impact—alongside cost, durability, form, and functionality. **Our current climate change initiatives:**

Renewable Energy
Transition to renewable energy.

Low Carbon Design
Transition product materials manufacturing processes to low carbon alternatives by utilizing more efficient technology.

Energy Efficiency
Reduce on-peak energy use when possible.

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Renewable Electricity

We prioritize the use of renewable energy. In 2023, our average use of renewable electricity reached 37%.

RENEWABLE ELECTRICITY
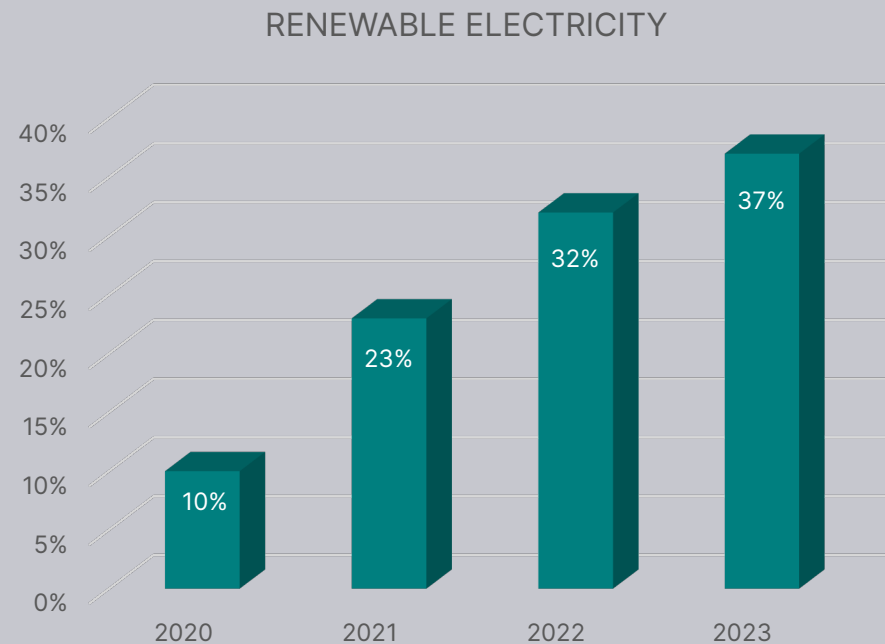
*Data source: PG&E, National Grid, CenterPoint Energy, Cascade Energy, Xcel, Reading, Pacific Power, Constellation, Jersey Central Data, etc.

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Waste Management

Our goal is to decrease hazardous waste landfills by 30% vs the established baseline in 2021.

Onto Innovation carefully monitors and manages hazardous and non-hazardous waste generated by our operations. We report our impact and have operational programs in place to ensure that we comply with applicable laws and regulations. Solid waste at Onto Innovation's U.S. sites is segregated to divert waste from landfills and other disposal sites through recycling and reuse. In 2023, we continued our efforts to divert hazardous waste from landfills.
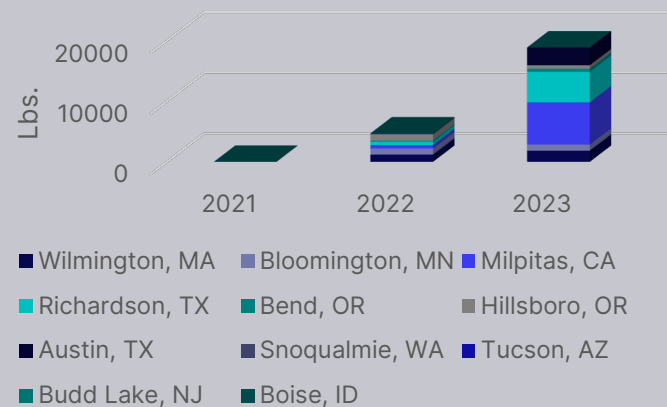
Initiation of Beneficial Reuse

In 2022, we began a beneficial reuse process by reconfiguring obsolete electronic devices, to be used by less fortunate individuals while reducing our e-waste. We continue recycling other e-waste materials.

BENEFICIAL REUSE PROGRAM 2021 - 2023

Lbs.

- 20000
- 10000
- 0

2021   2022   2023

- ■ Wilmington, MA
- ■ Bloomington, MN
- ■ Milpitas, CA
- ■ Richardson, TX
- ■ Bend, OR
- ■ Hillsboro, OR
- ■ Austin, TX
- ■ Snoqualmie, WA
- ■ Tucson, AZ
- ■ Budd Lake, NJ
- ■ Boise, ID

The more Beneficial Reuse, the better for Onto and the community

LAND FILLED, COMPANY-WIDE 2023

Year	Value
2018	100%
2019	90%
2020	80%
2021	60%
2022	30%
2023	20%

* Data source: Human I-T

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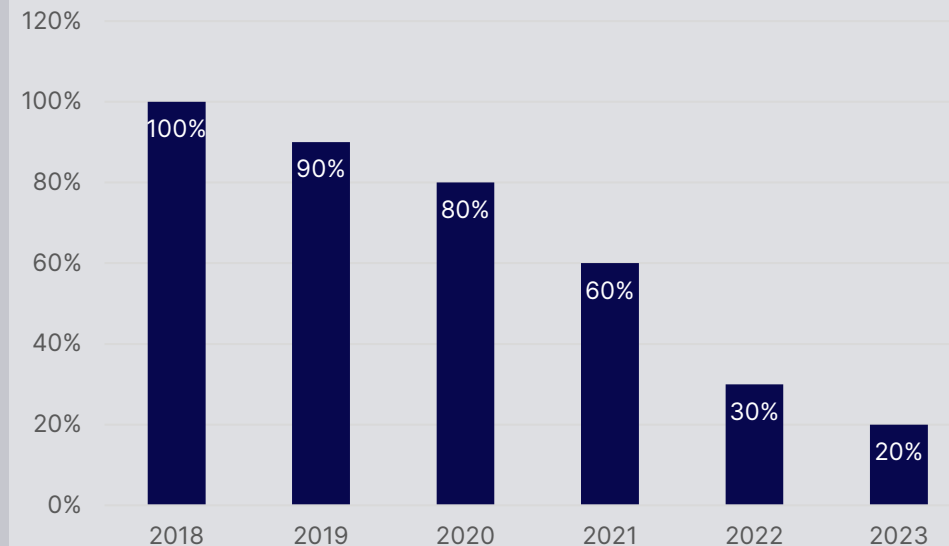
Packaging and Materials

Our products require proper protection during transport because they are sensitive to environmental elements, improper handling and contact with chemicals. However, we are committed to shipping sustainably.

.
Wood packaging materials (crates)
Our goal is to utilize wood that is harvested legally and from forests that are managed and replenished while maintaining biodiversity.

We prohibit the use of fumigation via methyl bromide for all wood packaging materials, since methyl bromide is toxic to humans and depletes the ozone layer.

All incoming crates are diverted from landfills by being either reused or recycled into other products.

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Responsible Business Alliance

Onto Innovation's commitment to RBA Code of Conduct.

Onto Innovation Inc. is proud to be a member of the Responsible Business Alliance (RBA), an industry coalition that promotes social responsibility in global supply chains. As a member, we are committed to upholding the RBA's code of conduct, which sets standards for labor practices, health and safety, environmental impact, ethics, and management systems.

To ensure that we meet our responsibilities, we have established clear expectations for our suppliers and vendors. We require them to comply not only with our own standards but also with the RBA code of conduct. By doing so, we strive to create a responsible and sustainable supply chain that benefits everyone involved.

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Environmental Health and Safety (EHS)

At Onto Innovation, we understand that reducing emissions is just one aspect of our broader commitment to minimizing our environmental impact. We prioritize the safety and well-being of our employees at all of our global locations while simultaneously conserving valuable resources, minimizing waste, and encouraging employees' involvement with ESG-focused teams.

EHS Leadership
Our Environmental Health and Safety (EHS) team, led by a dedicated Global EHS Sr. Director, strives to enhance global coordination and consistency in EHS while maintaining strong local connections that support customers and employees within each region and site.

EHS and Business
EHS is an essential aspect of our business operations, and we are responsible for supporting everyone by providing assistance with risk assessments, business continuity planning, emergency preparedness, and compliance, among many other areas.

EHS Integrated System
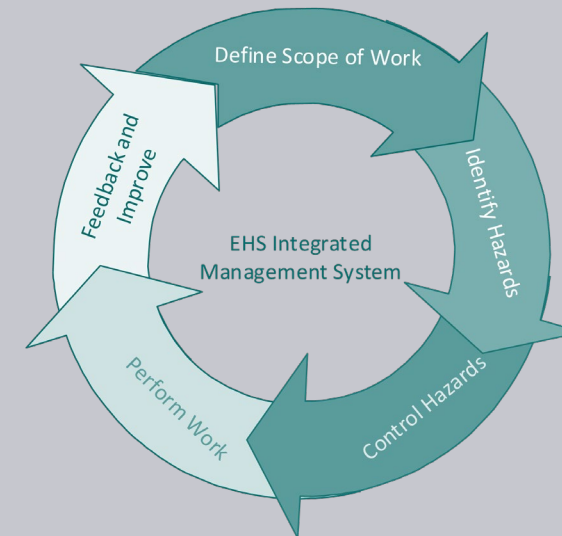
Define Scope of Work
Identify Hazards
Control Hazards
Perform Work
Feedback and Improve
EHS Integrated Management System

Social Programs

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Employee Health and Safety

We have implemented safety programs across our organization based on our core values and corporate culture. A safe and healthy work environment not only minimizes work-related injuries and illnesses but also enhances the quality and consistency of Onto Innovation's products and services while improving employees' retention and engagement.

Our commitment to employees

Ongoing employee input and education are essential to identifying and solving health and safety opportunities in the workplace. We are committed to providing our employees with equal opportunity, fair treatment, and an environment free from recognized hazards.

Establishing a culture of safety

Our safety culture is established through the execution of a proactive system by selecting, developing, and expecting employees to proactively recognize and manage risks, meet compliance requirements, and continually improve. Our robust health and safety policies help us meet applicable international, state, and federal regulations such as OSHA regulations. Some of our initiatives to sustain employee health and safety include EHS training for new hires, annual re-training, safety committees, and the ability to report hazards through our "Report a Hazard" portal, in addition to routine inspection and audit processes.

Health and safety programs

We believe in safety through awareness, responsibility, and teamwork. Therefore, we have a rigorous health and safety program that uses awareness, responsibility, risk assessment/management, and teamwork to reinforce that safety is the responsibility of every employee, contractor, customer, supplier, and visitor. We believe that all workplace injuries are preventable. With continued investment in injury prevention and education programs, we strive to achieve an incident-free workplace and ensure that our employees return home safely every day. Our Injury Illness Prevention Plan is designed to report incidents comprehensively and escalate them to managers at the appropriate level. We review, analyze, and track all incidents, including near misses.

*Our incident rate in 2023 was 0.17 recordable incidents per year per employee, which is well below the industry average and over 58% less than prior year.

The term incidence rate refers to the rate at which a new incident occurs over a specified period of time, annually in this case. Incident rate=(number of accidents*200,000)/number of hours worked.

Employee Health and Safety

Our culture of safety is fostered by selecting, developing, and expecting employees to proactively recognize and manage risks, meet compliance requirements, and continually improve.

We aim to protect the health and safety of everyone throughout our entire operation, including in our offices, manufacturing sites, R&D labs, and our field teams working at customer sites. Through injury prevention and education programs, we strive to achieve an incident-free workplace and ensure that our employees return home safe every day.

Our rigorous health and safety program includes:
- Awareness
- Recognition and responsibility
- Risk assessment and management
- Teamwork

These measures reinforce that safety is the responsibility of every employee, contractor, customer, supplier and visitor.

We believe that all workplace injuries and safety incidents are preventable.

2019-2022 includes US data only. 2023 data are global and recordable injury rate was 0.17, which is less than the combined industry average (2017 – 2023).

RECORDABLE INCIDENT RATE

Incident Rate

Year	Rate
2019	1.01
2020	0.52
2021	0.22
2022	0.42
2023	0.17

Rate ····· Linear (Rate)

Corporate Culture

Onto Innovation team members are involved in all aspects of our business. The company's guiding principle is Customer Success. Our core values of Passion, Integrity, Collaboration, and Results unite the team and are a common goal and foundation for everything that is done.

To ensure a mutually respectful relationship between employee and the company, Onto Innovation develops policies and practices aimed at treating all employees fairly and communicating the organization's expectations of them.

Ongoing and open communication is critical to the success of the business and Onto Innovation employees. The Company has varied communication vehicles and channels to not only share updates on the business but also provide opportunities for employees to ask questions, share observations and make recommendations.

WHOLE-SELF BENEFITS

Career

Physical

Mental

Financial

Community

All full time Onto Innovation employees across the globe are eligible for generous benefit plans for themselves and eligible dependents. These vary across global regions and are benchmarked regularly to ensure the company is providing not only competitive but also wholistic coverages and protections. The Company pays the majority of the costs for these benefits.

Onto Innovation values the whole-self wellness of its employees. Whole-self wellness includes not only physical wellness but also nutrition, mental well being, ergonomics and financial well being. The company sponsors ongoing wellness initiatives including health and wellness education and training, wellness activities and friendly competitions.

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Corporate Culture

Onto is focused on driving diverse thought and approaches through the hire and development of a balanced workforce. To continue and further achieve this, Onto Innovation has been an active participant in workforce development programs and initiatives partnering with The National Society of Women Engineers, SEMI, McKinsey & Company as well as the Massachusetts High Technology Council. Onto also supports several STEM initiatives to expand our future workforce. One of Onto's focus areas is the hire and development of our female professionals.

2021 U.S. GENDER

17%

83%
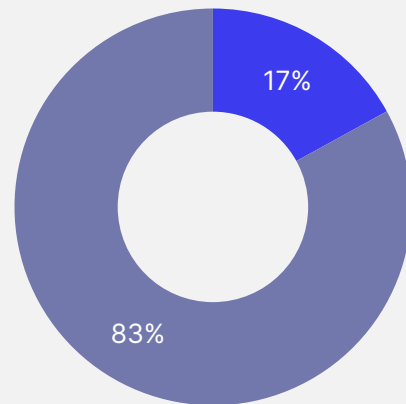
■ Women ■ Men

Through external hiring, internal development and retention initiatives Onto's female representation is now **20%** of the U.S. employee population, just below our peer average of 23%

2023 U.S. GENDER

20%

80%

■ Women ■ Men

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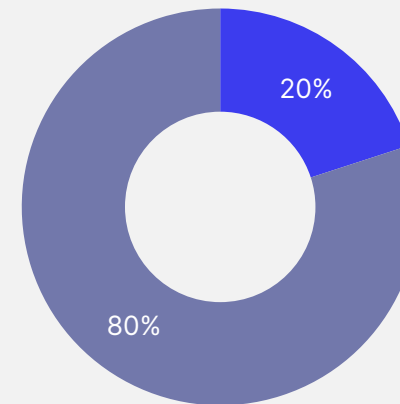# Career Opportunity and Engagement

At Onto Innovation, our employees are our strength, and their talent continues to set us apart.

In 2023, Onto dedicated itself to improving our performance management program. It is critical that employees are aware of their positive influence on the business and can execute with a clear understanding of organizational goals and initiatives. 100% of bonus eligible employees have documented annual goals, and 98% of our managers have prepared constructive feedback to be shared with their team members.

Onto is in the second year of our Global Mobility initiative. The focus is to promote employee development and growth opportunities across our global business. We are proud to announce that in 2023, 12% of our employees were promoted or moved laterally into new opportunities. This program exposes our team to next level challenges, new technical and business domain areas, and cross-regional opportunities.

In 2023, Onto Innovation performed a comprehensive analysis on the competitiveness of our total rewards practices. Together, with developing learning programs, management training, and strong internal communication initiatives, we continue to lower our voluntary attrition. In 2023, we reduced our voluntary attrition by 30% compared to the prior year.

WE SUCCEED, GROW AND PROSPER TOGETHER AS A TEAM.

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Giving

To maximize the impact of employee charitable giving, we provide matching funds to the charitable organizations employees personally support.

2023 CHARITABLE ORGANIZATION CATEGORIES
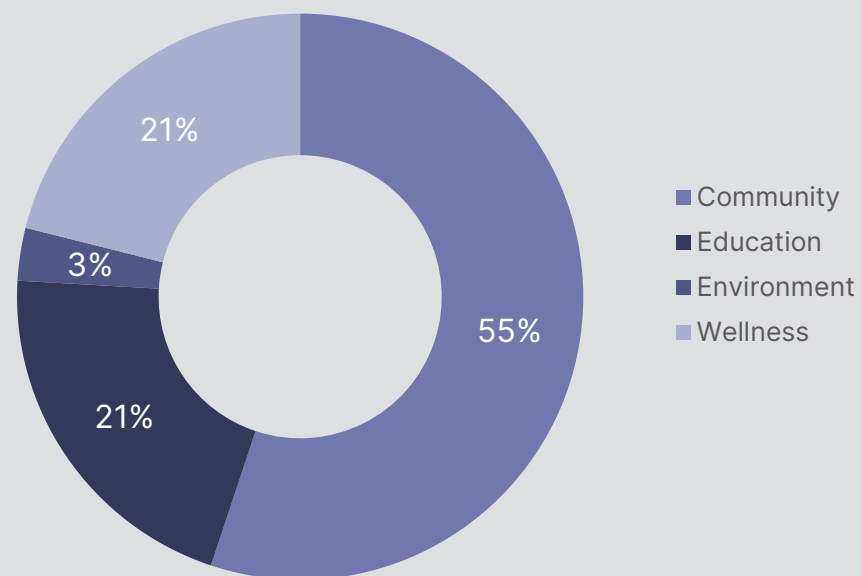
Our Matching Contributions
The Onto Innovation team contributed to 128 non-profit organizations in 2023. Our company match program doubled these gifts to reinforce their impact further. The Company's total employee matching contributions were $66,483 in 2023.

- Community — 55%
- Education — 21%
- Environment — 3%
- Wellness — 21%

Human Rights

As a global company, we are committed to enhancing the well-being of people and communities around the world.

Our Employees

Our employees' human rights are respected across our global operations. We aspire to create an inclusive and respectful work environment, one in which employees recognize each other's worth and dignity. This is consistent with our commitment to RBA code of conduct. We have established clear expectations for our employees, our suppliers, and vendors by requiring everyone to comply not only with our own standards but also with the RBA code of conduct. By doing so, we strive to create a responsible and sustainable supply chain that benefits everyone involved.

Our Community

As an employer and a corporate citizen, we are aware of our role in the communities in which we operate. We believe in respecting human rights of world and local communities, and we respect the rights of local communities and those who live and work there consistent with international human rights standards. We strive to create positive impacts on adjacent communities through local engagement and charitable programs.

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Community Involvement

Employee-driven teams have been very active in 2023 across the globe to identify and lead initiatives for the environment and local community.

RISE

REIMAGINING

INITIATIVES FOR

SOCIETY AND THE

ENVIRONMENT

Sample of RISE Team initiatives in 2023:

Tree Planting in Taiwan

Habitat Farm in Korea

Polar Plunge in Bloomington, Minnesota

Community Garden in Budd Lake, NJ

Blood Drive and Holiday Donations in Milpitas, CA
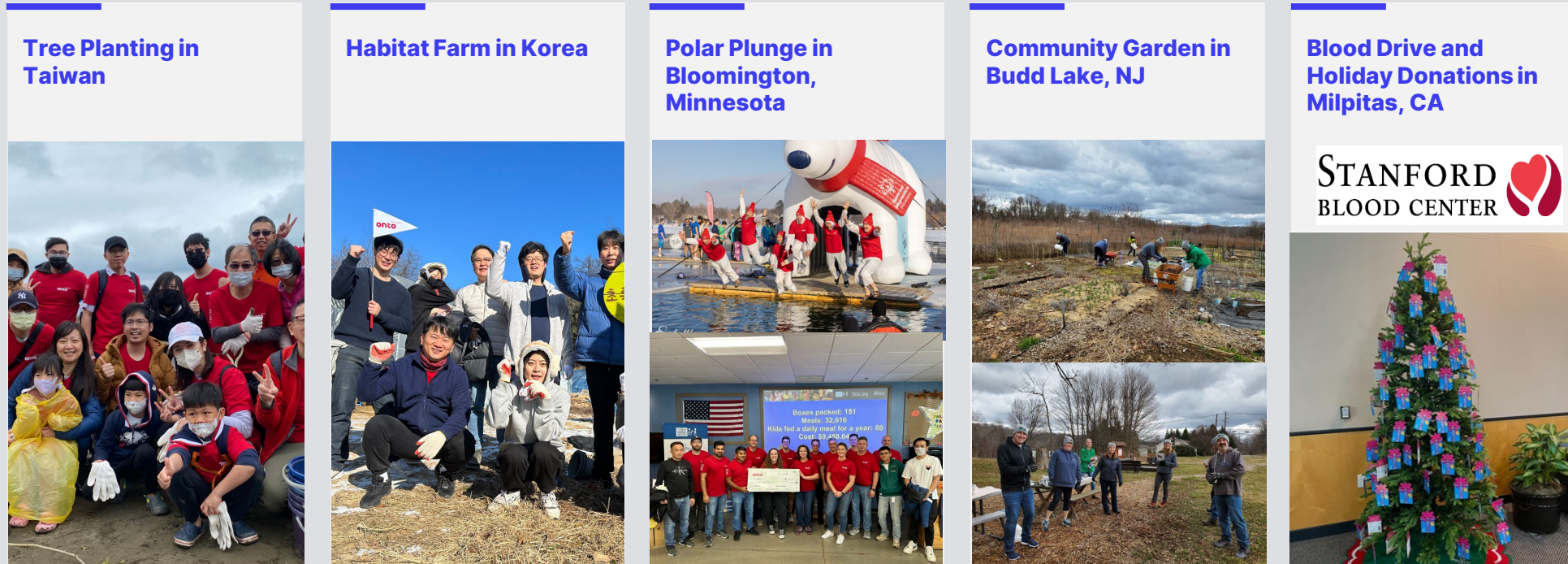
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Ethics and Compliance

Fair Labor Practices

All employment must be in full compliance with all applicable laws and regulations, including those concerning hours, compensation, opportunity, and working conditions. We respect each employee's right to make an informed decision, free of coercion, about membership in associations.

Against Child Labor

We support, follow, and comply with child labor laws across our operations and value chain. Our approach is consistent with the ILO labor standards outlined in ILO Conventions No. 138 and 182.

Against Forced Labor and Anti-Human Trafficking

We do not accept or condone any aspect of forced or compulsory labor. We strictly prohibit our employees, suppliers and other business partners from engaging in human trafficking-related activities.

Non-Discrimination and Anti-Harassment

We base employment decisions on merit, considering qualifications, skills and achievements. We do not tolerate discrimination or harassment, and our Anti-Harassment and Anti-Discrimination Policy further outlines our expectations.

Protecting Privacy

We are committed to protecting the privacy of those who entrust us with their personal information, including our customers, consumers, website visitors, employees and all those who do business with us. Whenever possible, we explain how personal information can be corrected, updated or deleted. We keep personal information secure.

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Export Controls and Compliance

As a supplier to the global semiconductor manufacturing community, Onto Innovation exports systems and related components to our customers around the world.

By its very nature, this results in our company being subject to the array of regulations which directly impact the export of our tools. At Onto Innovation, our management is committed to ensuring compliance with these laws, and as a result, the company has established processes, procedures and audits to safeguard against possible violations.

How we manage export controls and compliance:

We actively review the classification and licensing status of our equipment and related parts.

We maintain appropriate records and assess potential risks within our processes to drive compliance within this vital functional area.

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Management of the Legal and Regulatory Environment

We believe that managing and promoting an ethical and fully compliant legal and regulatory environment is an integral part of our business operations, which ultimately benefits our company, our people and our society.

To this end, Onto Innovation complies with all applicable laws and regulations pertaining to the protection and safety of our employees and of the environment in which we operate. The company's senior management and EHS team play a leading role in this regard, but all employees are responsible for EHS compliance. Onto Innovation's EHS policies and training materials are readily available and posted on our intranet site, share drives, and Workday platform.

A chain of command for the resolution of EHS issues has been established, as follows:

Sr. Director, EHS → Senior Vice President, Global HR → Chief Executive Officer → Board of Directors

It is a stated goal of the Onto Innovation board to stay current on trends, legislation and key shareholder requirements pertaining to social responsibility matters, environmental sustainability and good corporate governance practices. We have established a cross-functional ESG executive leadership team that is responsible for proposing goals, developing and executing strategy, and embedding ESG into our operations management. This ESG leadership team provides regular updates to the Board and engages them to discuss ESG strategy, gain alignment on goals, and report on progress. Our Board is actively engaged in the Company's ESG oversight and has primary responsibility for our ESG priorities. Board committees provide further guidance and oversight on relevant ESG topics including the Compensation Committee on human capital management, the Audit Committee on information security and the Nominating & Governance Committee on ethics compliance.

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Supply Chain Management

The Onto Innovation's hardware systems start with our suppliers' products. When they do well, we do well. It follows naturally that we are committed to working with them to ensure their continued viability, which in turn reduces risks in the material that we obtain. For this report, we focus on direct suppliers. They fall into three categories: companies that provide high technology commercial products; manufacturers that assemble according to our specifications; and manufacturers that provide custom designed components.

Given the limited number of companies that produce our highly specialized parts and components, we pay special attention to the creation of lasting relationships with our suppliers. Our partnerships help us by reducing industry volatility and facilitating the development of current and future technology. As an example, we have worked with 25 of our top 30 suppliers for over 10 years.

All new suppliers are required to undergo screening and verification, which includes a questionnaire on their social impacts and governance. Our current questionnaire is designed to identify enterprises owned by women, veterans, and minorities, as well as small businesses, in support for these specific groups. In addition, we conduct onsite audits for critical suppliers looking deeper into their process and quality controls, management accountability, and compliance with environmental and social regulations. One of our goals is to promote the local economy. Currently, U.S. suppliers represent about 70% of our annual spend.

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Product Responsibility

Product Responsibility Overview

We take very seriously the entire life cycle of a product – from product development to the raw materials used, commercial (third-party) components, production, and life extensions.

Design for Sustainability

Onto Innovation practices both R&D life cycle as well as product life cycle concepts. Our R&D design for sustainability includes: systems; sub-systems; purchased components; and raw materials.

Raw Materials

Our materials comply with applicable global standards. Onto Innovation utilizes Responsible Minerals Initiatives (RMI) to address issues related to the responsible sourcing of minerals in our supply chains.

Suppliers

Onto Innovation utilizes RBA's Code of Conduct standards to ensure that: working conditions in our facilities are a key component; our supply chains are safe; workers are treated with respect and dignity; and business operations are environmentally responsible and conducted ethically.

Manufacturing

Onto Innovation collaborates with its customers around the globe to deliver comprehensive, state-of-the-art inspection, measurement, data analysis and lithography solutions for semiconductor manufacturing and advanced packaging processes that accelerate product and process development, increase yields and reduce costs to enable its customers to be first-to-market with premium products at premium prices.

Useful Life

The actual average lifetime of tools in the field is greater than 10 years, with over 1,200 units remaining operational for 20 years or more. Onto Innovation enables these extended lifetimes with refurbishment and upgrades.

Life Extensions

Technology upgrades allow customers to access new, smaller design nodes without new equipment purchases, reducing materials impact and cost of ownership.

Productivity upgrades have the same effect by increasing tool throughput or uptime, to reduce the total number of tools and utilities needed.

Trade-in Recycle

Tool upgrades improve tool availability by 1.1%. At a typical throughput of 107 wph and $2K per wafer, this can generate an additional $20.6M in revenue per year for a customer. Onto Innovation recycles materials such as aluminum, steel, copper, polycarbonate, PTFE, PVC, polyurethane that are used as part of the tool manufacturing process.

Designed for Sustainability

Initial Idea → **Concept and Feasibility** → **Proof of Principle** → **Develop / Sustainability Alpha/Beta** → **Execute and Testing**

R&D LIFE CYCLE

Launch

PRODUCT LIFE CYCLE

Lessons Learned ← **Product Recycle** ← **Product Usage & Service** ← **Manufacturing** ← **Suppliers** ← **Raw Materials / Sustainability** ← **Scale up**

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Raw Materials

RoHS
Our products are currently exempted from RoHS compliance per the Large Stationary Industrial Tools (LSIT) exception. Nevertheless, Onto Innovation does meet Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS) requirements on a best-efforts basis.

REACH
Onto Innovation products and product packaging sold in or delivered in the European Economic Area (EEA) do not contain substances of very high concern (SVHC) from the REACH Candidate List in a concentration above 0.1 percent weight by weight (w/w), based upon the Company's best knowledge.

RBA
Onto Innovation is committed to sourcing conflict-free materials and we have asked our suppliers to join us in this commitment. As part of our commitment, we have joined the Responsible Business Alliance (RBA) and adopted its Code of Conduct. Onto Innovation also requires our next tier suppliers to acknowledge and implement the RBA Code.

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Product Responsibility Overview

Onto Innovation collaborates with its customers around the globe to develop innovative, data-driven solutions that increase the yield and profitability of their microelectronics and display manufacturing operations.

Onto Innovation collaborates with its customers around the globe to develop innovative, data-driven solutions that increase the yield and profitability of their microelectronics and display manufacturing operations. Onto Innovation's comprehensive, state-of-the-art measurement, inspection, data analysis and lithography solutions for semiconductor manufacturing and advanced packaging processes accelerate product and process development, increase yields and reduce costs to enable its customers to be first-to-market with premium products at premium prices. Onto Innovation emphasizes the need to consider safety during the product design process, rapidly investigate and solve product safety issues that occur on our equipment and continuously improve product safety performance.

Onto Innovation products are designed with the safety of the end-user in mind, according to applicable regulatory and industry standards such as SEMI S2/S8 and CE. With a global base of customers, we are mindful to comply with standards in regions where our customers are based.

We combine the scale of a global leader with an expanded portfolio of leading-edge technologies that include: unpatterned wafer quality; 3D metrology spanning the chip from nanometer-scale transistors to micron-level die-interconnects; macro defect inspection of wafers and packages; metal interconnect composition; factory analytics; and lithography for advanced

semiconductor packaging. The breadth of this portfolio allows us to collaborate with customers about their process yields and process variations from bare silicon wafers through the wafer fab to the final back-end packaging. Onto Innovation's software brings understanding of how individual processes affect the overall product, enabling customers to improve product quality and reliability. We are committed to earning and maintaining the trust of our customers by always meeting their expectations and requirements. We pursue customer satisfaction through three key strategies: the use of problem solving tools such as the 8D methodology, a culture of continual improvement, and close customer engagement.

Onto customers can count on us for a seamless user experience. We are dedicated to addressing customer feedback and responding to incidents expeditiously. Whenever a safety incident is reported for a particular system, we share mitigation measures or solutions with other customers who have purchased the same system to prevent the recurrence of similar problems.

Our Milpitas, CA, Bloomington, MN, Wilmington, MA, Budd Lake, NJ, and Snoqualmie, WA locations are ISO 9001:2015 certified, a testament to our commitment to continually improve Onto products, services and processes.

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Upgrades and Reuse

With over 9,500 operational units in our installed base, support for these tools to extend their lifetimes greatly reduces the environmental impact of our customers' operations.

We design systems for an expected design lifetime of 10 years for typical customer usage.

Actual average lifetime of tools in the field is over 10 years.

Over 1,200 operational units at customer sites for 20 years or greater.

We enable these extended lifetimes with refurbishment and upgrades.

Refurbishment

For manufacturers with non leading-edge node applications, e.g. sensors, IOT devices, power and analog devices, this enables economical production and reduces the environmental impact of a new tool build. These refurbished systems will also use repaired or refurbished parts as appropriate to further reduce material consumption and customers' cost of ownership.

Upgrades

- Technology upgrades allow customers to access new, smaller design nodes without new equipment purchases, reducing materials impact and cost of ownership.

- Productivity upgrades have the same effect by increasing tool throughput or uptime, to reduce the total number of tools needed.

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Information Security

We rely heavily on information technology (IT) systems in all aspects of our operations, and data security plays an integral role in the protection of our proprietary information and that of our customers and suppliers. For these reasons, we take a number of steps to protect Onto Innovation's information technology systems from internal and external cybersecurity threats.

Our Cyber Security Council (CSC), which is made up of our business unit general managers, other members of senior management, our Vice President of IT and our IT Security Manager, has oversight responsibility for the Company's information security and our IT department's actions to identify, assess, mitigate, and remediate cybersecurity risks. The CSC receives quarterly reports from our Vice President of IT on the Company's cybersecurity risk profile and cybersecurity program and reports to the Board's Audit Committee on a quarterly basis. At least annually, the Vice President of IT presents the Company's information security policies and programs to the Board.

Our Vice President of IT manages our information security team, which implements our information security program by monitoring and running multiple layers of information security defense mechanisms to identify threats before they infiltrate our systems. Onto Innovation has not experienced any material cybersecurity incidents since its inception in 2020.

Our individual employees also play an important role in our information security systems. All employees are required to familiarize themselves with the company's information security policies and, at least annually, employees are required to participate in an information security training program, which is designed to help employees identify potential threats and train them on how to respond. Throughout the year, the information security department conducts phishing campaigns and other simulated hacking attacks with employees as a way of reminding them of their security obligations and ensuring that our SETA (security education and training awareness) has been effective.

To ensure that we're following best practices, we've also had our information security systems audited and certified. We are ISO 27001 certified for information security and undergo a regular audit each year to maintain our certification. To further protect our information and the information we steward, we also maintain a cybersecurity insurance policy.

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Protecting Intellectual Property and Information

Onto Innovation's success depends to a great degree upon innovation, technological expertise and our ability to adapt our products to new technology. As a result, we have a policy of protecting our confidential information and other intellectual property as part of our ongoing research, development, and manufacturing activities. We also recognize the importance of intellectual property rights to our suppliers and customers and therefore strive to recognize and respect their intellectual property by treating it the same way that we treat ours.

Onto Innovation's efforts to protect intellectual property include:

- Requiring all employees to sign a confidentiality agreement that includes provisions to protect the intellectual property and confidential information they may receive while performing their responsibilities, including that from customers and suppliers;

- Ongoing employee training to assure awareness of the requirements to recognize and protect confidential information;

- Protecting our intellectual property rights under patent, trade secret, copyright, and trademark laws; and

- Negotiating non-disclosure agreements and other contractual confidentiality terms with counterparties with whom we share confidential information.

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GRI Standard	General Disclosures		Section of Report and / or Explanation for Omission	Page
	Organizational Profile			
GRI 102: General Disclosures 2016	102-1	Name of the organization	Introduction	3
	102-2	Activities, brands, products, and services	About Onto Innovation	6
	102-3	Location of headquarters	About Onto Innovation	6
	102-4	Location of operations	About Onto Innovation	6
	102-5	Ownership and legal form	About Onto Innovation	6
	102-6	Markets served	Key Market Served	8
	102-7	Scale of the organization	Key Market Served	8
	102-8	Information on employees and other workers	Corporate Culture	31
	102-9	Supply chain	Supply Chain Management	39
	102-10	Significant changes to the organization and its supply chain	Introduction	3
	102-11	Precautionary Principle or Approach	About Onto Innovation	6
	102-12	External Initiatives	Stakeholder Engagement	14
	102-13	Membership of Associations	Stakeholder Engagement	14

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GRI 102: General Disclosures 2016	**Strategy**			
	102-14	Statement from senior decision-maker	CEO Message	5
	Ethics and Integrity			
	102-16	Mechanisms for advice and concerns about ethics	Corporate Governance	13
	Governance			
	102-18	Governance Structure	Corporate Governance	9-13
	Stakeholder Engagement			
	102-40	List of stakeholder groups	Stakeholder Engagement	14
	102-41	Collective bargaining agreements	Employee Workforce Profile	32
	102-42	Identifying and selecting stakeholders	Stakeholder Engagement	14
	102-43	Approach to stakeholder engagement	Stakeholder Engagement	14
	102-44	Key topics and concerns raised	Stakeholder Engagement	14

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GRI Standard	General Disclosures	Section of Report and / or Explanation for Omission	Page
	Reporting Practice		
GRI 102: General Disclosures 2016	102-45	Entities included in the consolidated financial statements	2023 Onto Innovation Annual Report & Form 10-K	-
	102-46	Defining report content and topic Boundaries	Materiality Assessment	15
	102-47	List of material topics	Key Topics	16
	102-48	Restatements of information	Introduction	3
	102-49	Changes in reporting	Introduction	3
	102-50	Reporting period	Introduction	3
	102-51	Date of most recent report	2022	3
	102-52	Reporting cycle	Annually	3
	102-53	Contact point for questions regarding the report	Introduction	3
	102-54	Claims of reporting in accordance with the GRI Standards	Introduction	3
	102-55	GRI content index	GRI Content Index	48 - 54
	102-56	External assurance	Onto Innovation has not sought external assurance for this Sustainability Report	3

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GRI Standard	Environmental Disclosures		Section of Report and / or Explanation for Omission	Page
	Energy Management			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Renewable Energy	21
	103-2	The management approach and its components	Renewable Energy	22
	103-3	Evaluation of the management approach	Renewable Energy	22
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Renewable Energy	22
	302-5	Reductions in energy requirements of products and services	Sustainable Initiatives	20
GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	Carbon Footprint	20
	305-4	GHG emissions intensity	Carbon Footprint	20
	Effluents & Waste			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Waste Management	23
	103-2	The management approach and its components	Waste Management	23
	103-3	Evaluation of the management approach	Waste Management	23
GRI 306: Waste	306-2	Waste by type and disposal method	Waste Management	23

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	Occupational Health and Safety			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Employee Health and Safety	28
	103-2	The management approach and its components	Employee Health and Safety	28
	103-3	Evaluation of the management approach	Employee Health and Safety	28
GRI 403: Occupational Health and Safety 2016	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Employee Health and Safety	29
	Employment and Labor Practices			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Corporate Culture	30
	103-2	The management approach and its components	Corporate Culture	30
	103-3	Evaluation of the management approach	Corporate Culture	30
GRI 401: Employment	401-2	Benefits provided to fulltime employees that are not provided to temporary or parttime employees	Corporate Culture	30
	Environmental Compliance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Management of Legal & Regulatory Environment	36
	103-2	The management approach and its components	Management of Legal & Regulatory Environment	36
	103-3	Evaluation of the management approach	Management of Legal & Regulatory Environment	36
GRI 307: Environmental 2016	307-1	Non-compliance with environmental laws and regulations	Management of Legal & Regulatory Environment	36
	Supplier Social Assessment			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Supply Chain Management	39
	103-2	The management approach and its components	Supply Chain Management	39
	103-3	Evaluation of the management approach	Supply Chain Management	39
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Supply Chain Management	39

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GRI Standard	Economic Disclosures		Section of Report and / or Explanation for Omission	Page
		Materials		
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Raw Materials	43
	103-2	The management approach and its components	Raw Materials	43
	103-3	Evaluation of the management approach	Raw Materials	43
GRI 301: Materials 2016	301-3	Reclaimed products and their packaging materials	Raw Materials	43
		Customer Health and Safety		
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Product Quality & Safety	44
	103-2	The management approach and its components	Product Quality & Safety	44
	103-3	Evaluation of the management approach	Product Quality & Safety	44
GRI 416: Customer Health & Safety 2016	416-1	Assessment of health & safety impacts of products & service categories	Product Quality & Safety	44
		Product Service and Innovation		
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Upgrades and Reuse	45
	103-2	The management approach and its components	Upgrades and Reuse	45
	103-3	Evaluation of the management approach	Upgrades and Reuse	45
Non-GRI topic specific disclosure		Percentage of revenue invested into R&D	Upgrades and Reuse	45

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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Information Security	46
	103-2	The management approach and its components	Information Security	46
	103-3	Evaluation of the management approach	Information Security	46
GRI 203: Indirect Economic & Social Impacts 2016	203-2	Assessment of the health and safety impacts of product and service categories	Information Security	46
GRI 418: Customer Privacy 2016	**Customer Privacy**			
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Protecting Customer Intellectual Property	47

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innovation®

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Environmental Social Governance Report

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