


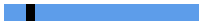

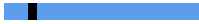


| COMPANY OVERVIEW      |  |  |   |  |   |
|-----------------------|--|--|---|--|---|
| Market Cap. (Mil USD) | \$3,383                                  |  | <div>D+</div> <div>ESG Score</div>                  | <div>A-</div> <div>ESG Controversies Score</div> | <div>D+</div> <div>ESG Combined Score</div>     |
| Revenue (Mil USD)     | \$663                                    |  |   |  |   |
| No. of Employees      | 2,115                                    |  |   |  |   |
| D&I Index Ranking     | Not Ranked                               |  |   |  |   |
| TRBC Ind. Group       | Semiconductors & Semiconductor Equipment |  |   |  |   |
| Countries/ Region     | United States of America                 |  | <div>D-</div> <div>Environmental Pillar Score</div> | <div>D+</div> <div>Social Pillar Score</div>     | <div>C</div> <div>Governance Pillar Score</div> |
| Fiscal Yr. End        | 2022-12-31                               |  |   |  |   |
| ESG Reporting Scope   |  |  |   |  |   |

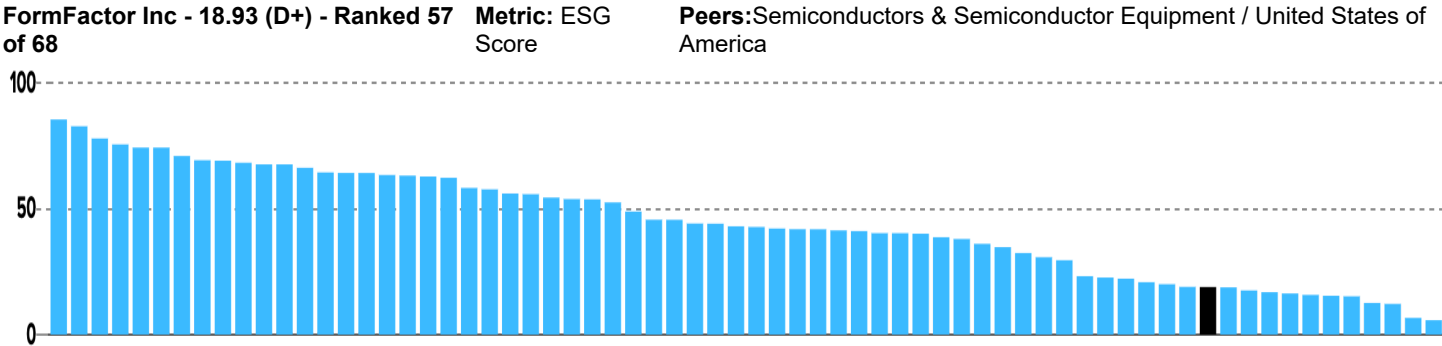
**ESG SUMMARY**

FormFactor Inc is a(n) Semiconductors & Semiconductor Equipment company headquartered in the United States of America. For the fiscal year ended in December 2022, FORM.O received an ESG score of 18.93 (Grade: D+).

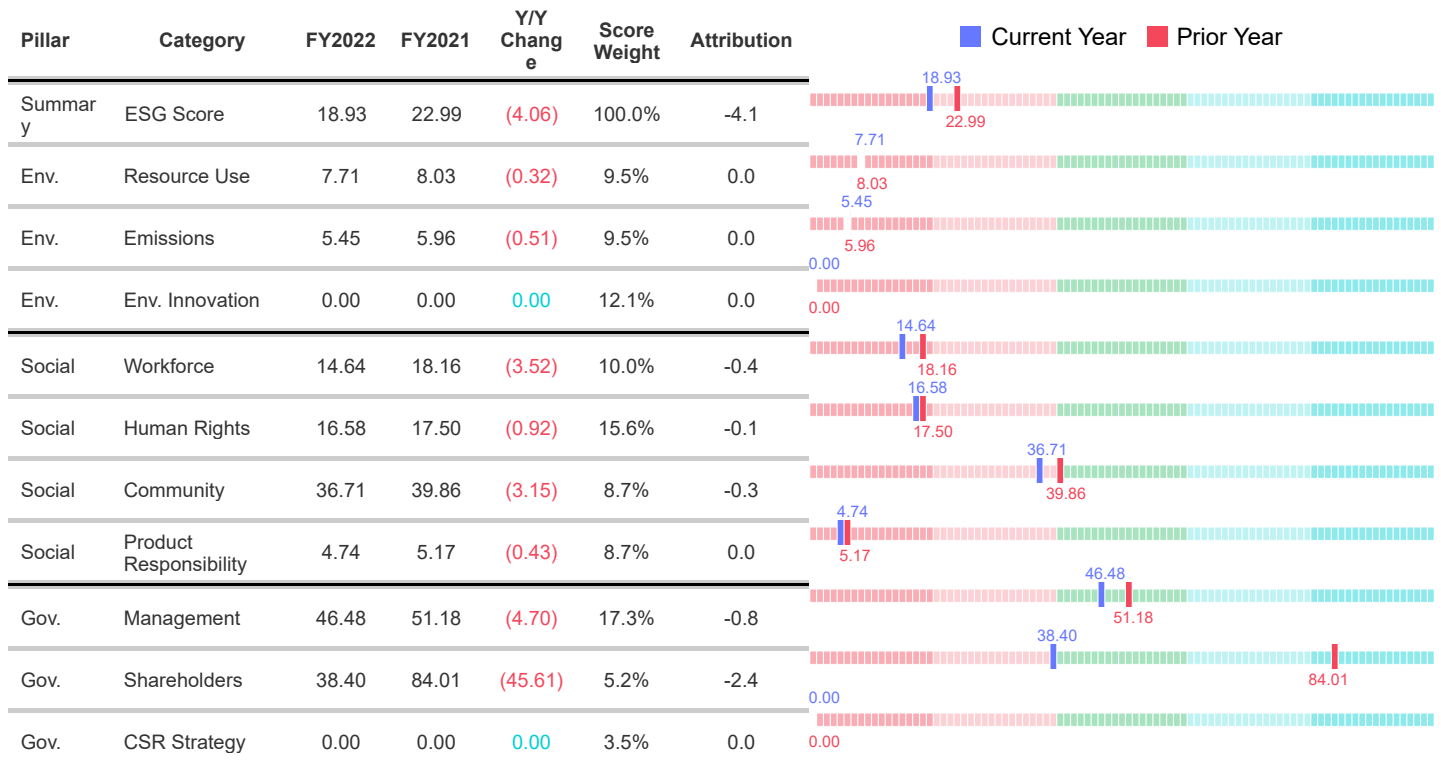
Over the last 5 years, the company has an average ESG score of 23.25, and a median ESG score of 23.28. Refinitiv ESG score is calculated as a sum of weighted individual pillar scores. For FORM.O, Environmental, Social, and Governance pillars are weighted 31.17%, 42.86%, and 25.97% respectively in ESG score weighting, consistent with companies within the Semiconductors & Semiconductor Equipment industry groups.

FORM.O's controversy score of 82.50 (Grade: A-) is calculated based on total count of controversies related to the company, as collected by Refinitiv ESG team and normalized based on company's market capitalization. Discounted by its controversies, FORM.O received an ESG Combined score of 18.93 (Grade: D+) for the year.

| COMPANY RELATIVE PERFORMANCE |                        |   |  |                          |   |
|------------------------------|------------------------|---|--|--------------------------|---|
| Company Ranking Compared to  | Refinitiv ESG Universe | Refinitiv ESG Universe  | Semiconductors & Semiconductor Equipment | United States of America | Semiconductors & Semiconductor Equipment / United States of America |
| Number of Companies          | 11748                  |   | 222                                      | 3401                     | 68  |
| ESG Combined Score           | 10454                  |  | 198                                      | 2887                     | 57  |
| ESG Score                    | 10481                  |  | 198                                      | 2910                     | 57  |
| Environmental Pillar Score   | 9820                   |  | 202                                      | 2235                     | 58  |
| Social Pillar Score          | 10278                  |  | 186                                      | 3023                     | 56  |
| Governance Pillar Score      | 7573                   |  | 159                                      | 2073                     | 51  |
| ESG Controversy Score        | 9864                   |  | 204                                      | 2632                     | 58  |



## YEAR-OVER-YEAR ESG PERFORMANCE - ATTRIBUTION



## YEAR-OVER-YEAR ESG PERFORMANCE - MATERIAL FACTORS

Changes in company's year-over-year ESG scores are driven by two factors: Company's relative ranking against its peers, and changes in underlying data as reported by company. In the table below, "Metric Score" section identifies material changes in scores and the "Metric Value" section highlights any changes in the underlying values. Materiality is defined as any directional changes in scores greater than 8.33 (approximately one letter grade).

|        |              |                                 | Metric Score |        |            | Metric Value |             |               |
|--------|--------------|---------------------------------|--------------|--------|------------|--------------|-------------|---------------|
| Pillar | Category     | Metric Name                     | FY2022       | FY2021 | YoY Change | FY2022       | FY2021      | YoY Change    |
| Social | Workforce    | Net Employment Creation         | 9.94         | 41.67  | (31.73)    | -8.20%       | 5.86%       | (14.06%)      |
| Gov.   | Management   | Board Gender Diversity, Percent | 71.40        | 86.10  | (14.70)    | 33.33%       | 37.50%      | (4.17%)       |
| Gov.   | Management   | Board Member Affiliations       | 43.15        | 53.31  | (10.16)    | 0.67         | 0.56        | 0.11          |
| Gov.   | Management   | Highest Remuneration Package    | 51.55        | 42.61  | 8.94       | \$5,111,930  | \$6,645,190 | (\$1,533,260) |
| Gov.   | Shareholders | Non-audit to Audit Fees Ratio   | --           | 90.93  | (90.93)    | --           | 0.00%       | 0.00%         |

## PERFORMANCE DRIVER SUMMARY

FORM.O's ESG score changed from previous year's 22.99 to 18.93, deteriorating marginally, driven by changes in 8 of the 10 ESG categories.

Relative deteriorations in Shareholders, Management, Workforce categories contributed to bulk of the negative changes in year-over-year ESG score (See Year-Over-Year ESG Performance - Attribution section for details)

At the metrics level, changes in 59 out of 152 number of metric scores are the primary drivers for category and summary score changes.

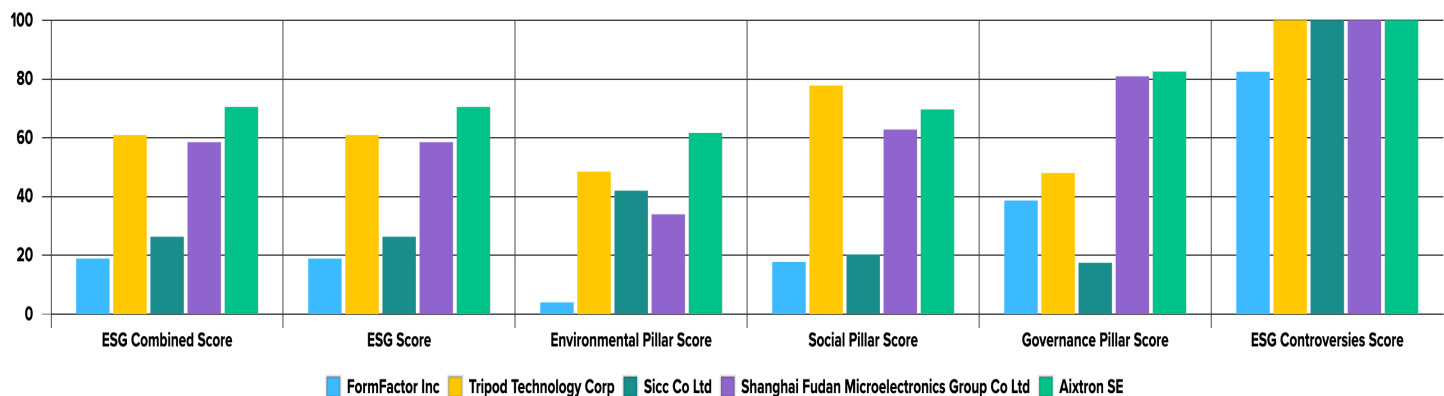
Of the 59 metrics identified, changes in relative ranking against peers drove 51 number of changes while changes in underlying reported metric values drove the rest (See Year-Over-Year ESG Performance - Material Factor section for details)

Please note changes in ESG scores are driven by two primary factors: Changes in underlying company-reported metric values and/or their relative ranking to the peer group.

## PEER SUMMARY

### Closest four peers by market capitalization and Semiconductors & Semiconductor Equipment

|                              | FORM.OQ        | 3044.TW                | 688234.SS   | 688385.SS                                    | AIXGn.DE   |
|------------------------------|----------------|------------------------|-------------|--|------------|
|                              | FormFactor Inc | Tripod Technology Corp | Sicc Co Ltd | Shanghai Fudan Microelectronics Group Co Ltd | Aixtron SE |
| Company Market Cap (Mil USD) | \$3,383        | \$3,448                | \$3,441     | \$3,369                                      | \$3,337    |
| Total Revenue (Mil USD)      | \$663          | \$1,918                | \$60        | \$513  | \$695      |
| ESG Combined Score           | 18.93          | 60.94                  | 26.35       | 58.54  | 70.53      |
| ESG Score                    | 18.93          | 60.94                  | 26.35       | 58.54  | 70.53      |
| Environmental Pillar Score   | 4.02           | 48.52                  | 42.02       | 33.98  | 61.69      |
| Social Pillar Score          | 17.80          | 77.79                  | 20.33       | 62.83  | 69.67      |
| Governance Pillar Score      | 38.67          | 48.03                  | 17.49       | 80.94  | 82.55      |
| ESG Controversies Score      | 82.50          | 100.00                 | 100.00      | 100.00                                       | 100.00     |

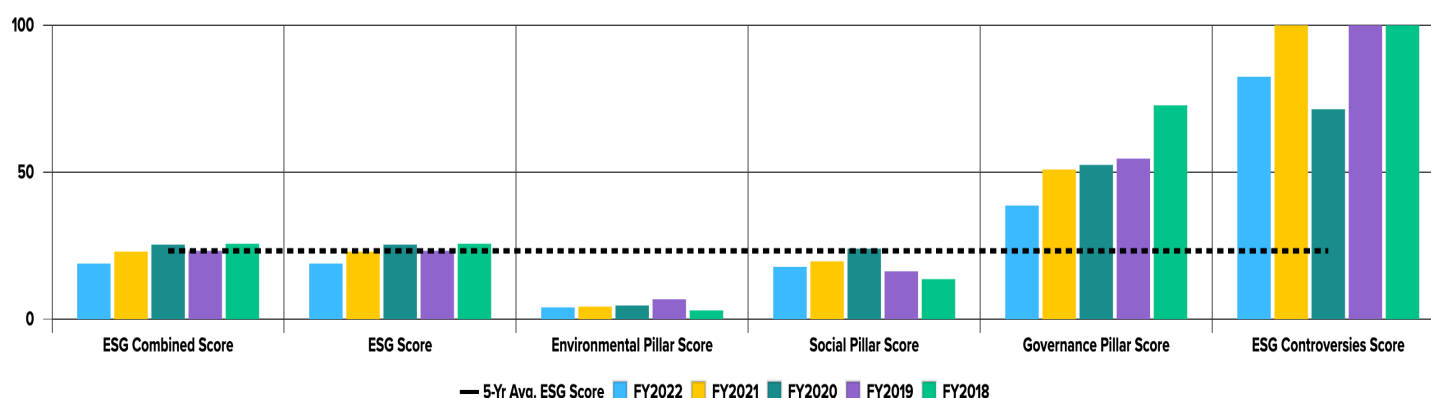


## PEER DETAIL

|   | FORM.OQ        | 3044.TW                | 688234.SS   | 688385.SS                                    | AIXGn.DE   |
|---|----------------|------------------------|-------------|--|------------|
|   | FormFactor Inc | Tripod Technology Corp | Sicc Co Ltd | Shanghai Fudan Microelectronics Group Co Ltd | Aixtron SE |
| Policy Water Efficiency                     | FALSE          | TRUE                   | TRUE        | TRUE   | TRUE       |
| Policy Energy Efficiency                    | TRUE           | TRUE                   | TRUE        | TRUE   | TRUE       |
| Targets Water Efficiency                    | FALSE          | FALSE                  | FALSE       | FALSE  | FALSE      |
| Targets Energy Efficiency                   | FALSE          | FALSE                  | FALSE       | FALSE  | FALSE      |
| Total Energy Use To Revenues USD in million | --             | 2,478.84               | --          | 113.14                                       | --         |
| Renewable Energy Use Ratio                  | --             | --                     | --          | --   | --         |
| Water Use To Revenues USD in million        | --             | 7,806.67               | --          | 59.85  | --         |
| Water Recycled                              | --             | 6,597,290.00           | --          | --   | --         |

## HISTORIC PERFORMANCE

|                               | FY2022     | FY2021     | FY2020     | FY2019     | FY2018     |
|-------------------------------|------------|------------|------------|------------|------------|
| Period End Date               | 2022-12-31 | 2021-12-25 | 2020-12-26 | 2019-12-28 | 2018-12-29 |
| Historic Market Cap (Mil USD) | \$1,712    | \$3,481    | \$3,295    | \$1,971    | \$1,038    |
| Total Revenue (Mil USD)       | \$748      | \$770      | \$694      | \$589      | \$530      |
| ESG Combined Score            | D+         | D+         | C-         | D+         | C-         |
| ESG Score                     | D+         | D+         | C-         | D+         | C-         |
| Environmental Pillar Score    | D-         | D-         | D-         | D-         | D-         |
| Social Pillar Score           | D+         | D+         | D+         | D          | D          |
| Governance Pillar Score       | C          | B-         | B-         | B-         | B+         |
| ESG Controversies Score       | A-         | A+         | B+         | A+         | A+         |



## HISTORIC PERFORMANCE SUMMARY

Over the last 5 reporting periods, FORM.O has an average ESG score of 23.25, ranging from a high of 25.67 (FY2018) to a low of 18.93 (FY2022).

Of the three pillars that make up the overall ESG score, Governance pillar performed the best, with an 5-year average score of 53.90, followed by Social pillar (Average score: 18.28) and then Environmental pillar (Average score: 4.54).

By category and on average, Shareholders, Management, and Community are the three best performing categories over the last 5 years while CSR Strategy, Env. Innovation, and Product Responsibility are the three laggard categories during the same period.

## CONTROVERSIAL BUSINESS PRACTICES

Does the company engage in any controversial business activities? **No**

Did the company have any controversies in violation of the Ten Principles of the UN Global Compact? **Yes**

Recent Environmental Controversies

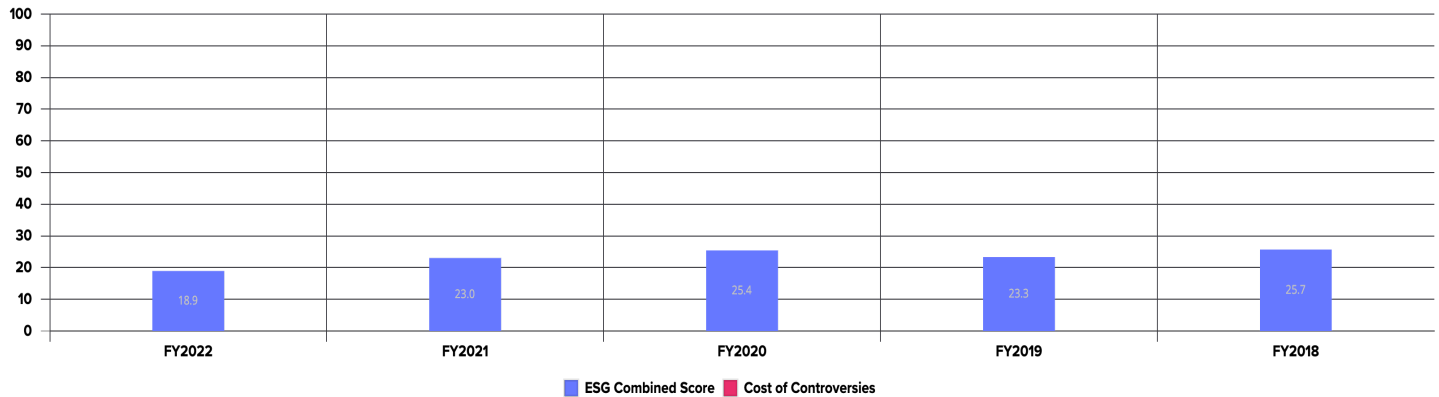
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## ESG CONTROVERSIES

Bad press can be costly to companies. Controversies reported in the media can bring damages to reputation, future business opportunities, and ultimately the bottom line.

ESG controversies score aims to recognize these potential damages, and account for these factors in the scoring of a company's overall ESG performance. From a scoring perspective, controversies could significantly impact a company's overall rating in a negative way.

Below is a list of controversies collected from the public domain.



## ESG CONTROVERSIES DETAILS

| Fiscal Period | Source Date | Category                               | Title                              | Link  |
|---------------|-------------|--|------------------------------------|---|
| FY2022        | 2023-12-12  | Resource Use - Controversies           | Recent Environmental Controversies | <a href="#">FormFactor Pays EPA Penalty to Settle Clean Air Act Violations at CA Facility - Finishing and Coating</a> |
| FY2020        | 2020-07-09  | Product Responsibility - Controversies | Controversies Privacy              | <a href="#">Formfactor Says On June 28 Co Discovered A Data Breach Incident - Reuters</a>                             |

## ESG METHODOLOGY

Refinitiv's ESG Scores are designed to transparently and objectively measure a company's relative ESG performance across ten themes based on company reported data. Below document provides detailed information on ESG scoring methodology.

[ESG Scores Methodology](#)

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