



INTEVAC CORPORATE SUSTAINABILITY STATEMENT

Approved March 1, 2021

CORPORATE SUSTAINABILITY

The Board believes operating sustainably benefits the Company's many different stakeholders and drives long-term value creation. We work to conduct our business in ways that are principled, transparent and accountable to stockholders and other stakeholders. We focus our efforts where we can have the most positive impact on our business and society, and are committed to managing the risks and opportunities that arise from sustainability issues. We are a company committed to world-class performance by creating benefits and opportunity for our stockholders, customers, employees and the global communities in which we operate. We strive to meet our commitments and create value by delivering products and services which provide our customers with differentiated performance and competitive advantage. Intevac has implemented environmental and social responsibility programs that apply across our organization. These programs are based on our core values and are integral to our corporate culture. We are committed to upholding the highest levels of integrity and are working to improve social, ethical, safety and environmental conditions across our organization. The Audit Committee oversees environmental, social and governance, or "ESG," activities and programs.

WORKFORCE AND DIVERSITY

Our employees, located in the United States and in Asia, are engaged in research and development, operations, manufacturing, service and quality assurance, sales, order administration, marketing, finance, information technology, general management and other administrative functions.

Human capital management, including diversity and inclusion, is a key driver of our success. Recognizing and respecting our global presence, we strive to maintain a diverse and inclusive workforce everywhere we operate. We believe that a diverse and motivated workforce is vital to our success. We strive to advance diversity and inclusion through various talent acquisition programs to attract, retain and develop a diverse, highly-skilled work force. We conduct employee surveys to provide on-going feedback on how we are doing against our commitment to treat all employees fairly and provide equal opportunity in an environment free of discrimination. Our diversity and inclusion principles are also reflected in our employee training, in particular by educating employees about our policies against harassment and bullying and about the elimination of bias in the workplace.

Company culture is critical to our business and long-term success. Our engagement with our employees, as well as the reward principles we apply to compensation and promotion decisions and our various talent development initiatives, reinforce our

commitment to a positive company culture. Our board of directors periodically reviews management succession. More broadly, the board is regularly updated and consulted on key talent hires, as well as the company's human capital strategy. This strategy is continuously refined based on business initiatives and the overall environment for talent in the United States, Singapore and China.

Compensation and Benefits — We seek to hire and retain our employees through a competitive compensation and benefits package and our values-driven culture. All employees receive a base salary, incentive compensation and welfare benefits. Depending on the region, benefits range from medical, dental and vision coverage, short and long-term disability income protection, flexible spending plans (health, dependent and limited flexible spending) and basic and supplemental life insurance, accidental death and dismemberment insurance and retirement savings plan. Intevac pays the majority or all of the costs for these benefits.

Training and Career Development — We invest in our talent by providing our employees with training, mentoring, and career development opportunities, all of which enable us to hire and retain talented, high-performing employees.

Fairness — We believe that a diverse and motivated workforce is vital to our success. We are committed to fair treatment, equal opportunity and an environment free from unlawful discrimination.

Wellness — We foster personal and professional development with programs that enhance both mental and physical health of our employees.

Internship — Intevac offers a student internship program. We believe that internship experience is not only valuable to the student but to our greater organization. Our interns gain hands-on experience in disciplines ranging from mechanical engineering to corporate finance and their contributions are valued by our entire employee base.

COMMUNITY

We recognize and welcome our obligation to be a responsible member of our community. We strive to align with employees on initiatives that matter most. Initiatives have included fund-raising for cancer research, military outreach, food drives, family giving trees, and school back packs for local children's charities. Our employees are committed to making a difference in the community by actively volunteering and fundraising for many charities.

EMPLOYEE HEALTH AND SAFETY

We strive to maintain a safe and environmentally sensitive organization and to eliminate foreseeable injury or illness to our employees. In addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of our products and services, consistency of production and employee retention and morale.

Ongoing employee input and education is essential to identifying and solving health and safety issues in the workplace. Our robust health and safety policies help us meet applicable regulations such as state requirements and Occupational Safety and Health Administration (OSHA) guidelines.

Occupational Safety — Potential for exposure to safety hazards (e.g., chemical, electrical and other energy sources and fire) is assessed and controlled through proper design, engineering and administrative controls, preventative maintenance and safe work procedures (including lockout/tagout), and ongoing safety training. Employees are provided with well-maintained personal protective equipment.

Emergency Preparedness — Potential emergency situations and events are assessed and their impact minimized by implementing emergency plans and response procedures, including: emergency reporting, employee notification and evacuation procedures, employee training and drills, appropriate fire detection and suppression equipment, environmental control, gas detection equipment (where appropriate), emergency notification equipment, clear and unobstructed egress, adequate exit facilities and recovery plans.

Occupational Injury and Illness — Procedures are in place to prevent, manage, track and report occupational injury and illness, including provisions to: require employee reporting; classify and record injury cases; provide or arrange for necessary medical treatment; investigate cases and implement corrective actions to eliminate their causes; and facilitate return of workers to work.

Industrial Hygiene — Employee exposure to chemical and physical agents is evaluated and controlled and potential hazards are eliminated or controlled through proper design, engineering and administrative controls. Chemicals and other materials posing a hazard to humans or the environment are labelled and managed to ensure their safe handling, movement, storage, use, recycling or reuse and disposal.

Physically Demanding Work — Employee exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing and highly repetitive tasks is evaluated and controlled. Work tasks are designed to limit exposure to ergonomic risk factors.

Machine Safeguarding — The safety of employees is considered as part of the design and operation of equipment. Production and other machinery is evaluated for safety hazards. Physical guards, interlocks and barriers are provided and properly maintained. Employees are provided with appropriate workplace health and safety information and training. Health and safety related information is posted in locations accessible by all employees.

ENVIRONMENTAL

Environmental responsibility is integral to producing world class products. In manufacturing operations, adverse effects on the community, environment and natural resources are to be minimized while safeguarding the health and safety of the public.

Environmental Permits and Reporting — We seek to ensure that all required environmental permits, approvals and registrations are obtained and kept current and their operational and reporting requirements are followed.

Pollution Prevention and Resource Reduction — Emissions and discharges of pollutants and generation of waste are minimized or eliminated at the source by practices such as adding pollution control equipment; modifying production, maintenance and facility processes; or other means. The use of natural resources, including water, fossil fuels, minerals and forest products, is minimized through practices such as modifying production, maintenance and facility processes; materials substitution; re-use; conservation; recycling; or other means.

Solid Waste — Solid, non-hazardous waste is managed, reduced by practical means and disposed of responsibly. Air emissions generated from operations are monitored, controlled and treated as required prior to discharge.

Air Emissions — Periodic testing is conducted of the performance of air emission control systems to ensure proper performance and regulatory compliance.

Materials Restrictions — We seek to ensure that we adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

Water Management — Water sources, use and discharge are monitored and we employ methods to conserve water by practical means.

Energy Consumption and Greenhouse Gas Emissions — We use cost-effective methods to improve energy efficiency and to minimize energy consumption and greenhouse gas emissions, wherever practicable.

COMPLIANCE AND ETHICS

Our culture of integrity starts with our Code of Business Conduct and Ethics (the Code) and our compliance program, which includes risk assessment, development of policies and procedures, training, and monitoring, and investigations and remediation of potential compliance matters. The Code applies to all employees, including our executive officers. The Code is reviewed on an annual basis for any changes to law or policy and updated as appropriate. Changes to the Code are reviewed and approved annually by the Audit Committee. New employees are required to complete

training on the Code, and all employees complete supplemental Code training and a compliance certification every 2 years. Additionally we have a Director Code of Conduct. The Director Code is reviewed and updated bi-annually and changes approved by the Nominating and Governance Committee. In addition, regular in-person and online trainings address the compliance risks of specific roles and business functions, while various additional guidance helps ensure awareness of our policies and our expectations for ethical behavior and a safe work environment where we treat others with respect and do not tolerate harassment or discrimination. Our management team is focused on fostering a culture of trust so that employees at every level feel comfortable speaking up about concerns. We maintain a confidential hotline through which interested parties may express complaints or concerns regarding possible violations of, or non-compliance with, our Code, another corporate policy or a law or regulation, or retaliatory acts against anyone who makes such a complaint or assists in the investigation of such a complaint.

To read the full text of our Code, please go to:
<https://ir.intevac.com/websites/intevac/English/4050/corporate-governance.html>.