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ENVIRONMENTAL & SOCIAL RESPONSIBILITY STATEMENT

Veeco Instruments Inc. (“Veeco”) has implemented environmental and social responsibility programs that apply across our organization and to our suppliers. These programs are based on our Core Values and are deeply integrated into our corporate culture. Veeco’s policies are modeled on the Responsible Business Alliance Code of Conduct. We are committed to upholding the highest levels of integrity and are continually working to improve social, ethical, safety and environmental conditions across our organization.

OUR PEOPLE

Our employment policies are based on our belief that a diverse and motivated workforce is vital to our success. We are committed to providing our employees and other workers (herein collectively referred to as “employees”) with fair treatment, equal opportunity and an environment free from unlawful discrimination. See Veeco’s Human Rights Policy for additional details.

HEALTH AND SAFETY

Veeco strives to maintain safe and environmentally sensitive workplaces and to eliminate foreseeable injury or illness to our employees or damage to property, equipment, or the environment. 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 are essential to identifying and solving health and safety issues in the workplace.

We support the following health and safety standards and expect our employees and suppliers to do the same:

- 1) Occupational Safety—Employee potential for exposure to safety hazards (e.g., chemical, electrical, and other energy sources, fire, vehicles, and fall hazards) is to be assessed and controlled through proper design, engineering and administrative controls, preventative maintenance and safe work procedures (including lockout/tagout), and ongoing safety training. Where hazards cannot be adequately controlled by these means, employees are provided with appropriate, well-maintained, personal protective equipment and



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educational materials about the risks associated with these hazards. Reasonable steps are taken to remove pregnant women/nursing mothers from working conditions with high hazards, remove or reduce any workplace health and safety risks to pregnant women and nursing mothers, including those associated with their work assignments, as well as include reasonable accommodations for nursing mothers.

2) Emergency Preparedness—Potential emergency situations and events are assessed and their impact minimized by implementing emergency plans and response procedures, including: emergency reporting, worker notification and evacuation procedures, worker 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. Such plans and procedures are focused on minimizing harm to life, the environment and property.

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

4) Industrial Hygiene—Employee exposure to chemical, biological, and physical agents is evaluated and controlled, according to the hierarchy of controls. Potential hazards are eliminated or controlled through proper design, engineering, and administrative controls. When hazards cannot be adequately controlled by such means, employees are provided with, and use, appropriate, well-maintained, personal protective equipment. Protective programs include educational materials about the risks associated with these hazards. Applicable material safety data sheets are readily available to employees.

5) 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 or forceful assembly tasks is evaluated and controlled.

6) Machine Safeguarding—The safety of employees and operators is considered as part of the design and operation of equipment. Production and other machinery are evaluated for



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safety hazards. Physical guards, interlocks, and barriers are provided and properly maintained where machinery presents an injury hazard to employees.

7) Sanitation, Food, Workspace —Employees are provided with ready access to clean toilet facilities, potable water and sanitary eating facilities. In addition, workspaces are equipped with adequate lighting and environmental controls (heating, ventilation and, where appropriate, air conditioning).

8) Health and Safety Communication—Employees are provided with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand. Health and safety related information is clearly posted in locations accessible by all employees. Employees are encouraged to raise health and safety concerns and shall not be disciplined for raising these concerns in good faith.

ENVIRONMENTAL

Environmental responsibility is integral to producing world class products. In manufacturing operations, adverse effects on the community, environment and natural resources are minimized while safeguarding the health and safety of the public. We support the following environmental standards and expect our suppliers to do the same:

1) Environmental Permits and Reporting—All required environmental permits, approvals and registrations are obtained and kept current and their operational and reporting requirements are followed.

2) Pollution Prevention and Resource Reduction—Emissions and discharges of pollutants and generation of waste are reduced 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 virgin forest products, is conserved or reduced by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling, or other means.

3) Hazardous Substances— Chemicals and other materials posing a hazard to humans or the environment are labelled and managed to help ensure their safe handling, movement, storage, use, recycling or reuse and disposal. Veeco is committed to reducing the use of



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substances of concern in our operations and products and continues to evaluate safer alternatives where suitable.

4) Hazardous Waste— Veeco monitors hazardous waste handling at its sites and works with qualified disposal partners to help ensure responsible treatment and disposal.

5) Solid Waste— Solid, non-hazardous waste is managed, reduced by practical means, and responsibly disposed.

6) Air Emissions—Emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals, and combustion by-products generated from operations are monitored, controlled and treated as required prior to discharge. Periodic testing is conducted of the performance of air emission control systems to ensure proper performance and regulatory compliance.

7) Materials Restrictions—We adhere to all applicable laws and regulations regarding prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal. Veeco does not use any prohibited substances in materials used in our products. We proactively monitor regulations across state, country, and regional levels.

8) Water Management—Water sources, use and discharge is monitored, and we seek opportunities to conserve water by practical means.

9) Energy Consumption and Greenhouse Gas Emissions— Energy consumption is monitored at the facility and/or corporate level. Cost-effective methods to improve energy efficiency and to minimize energy consumption and greenhouse gas emissions are explored and pursued, as applicable.

10) Energy Efficiency of Products— Energy efficiency is a design priority for Veeco products. We are working to expand the use of standardized testing to better evaluate and communicate product energy performance.

11) Product Sustainability and Extension of Useful Product Life — To help minimize environmental impacts associated with manufacturing and equipment lifecycle, Veeco designs products for long operational life through modularity, upgradability, and serviceability. Our installed base of approximately 5,000 tools—from legacy systems dating back to 1994 to newly delivered systems—benefits from design practices that allow



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performance upgrades and refurbishments rather than full tool replacement. Through optional service contracts, a proactive spares obsolescence program, and a global spares logistics network, we help ensure reliable tool operation across decades of use. These efforts reduce material turnover, extend useful product life, and support the circularity goals of our environmental programs.

12) Material Efficiency in Products— Veeco incorporates material efficient design practices to reduce resource use in our products. This includes lowering material intensity, designing components for reuse or refurbishment where feasible, and integrating circularity considerations—such as reparability, upgradability, and recyclability—into product development. These efforts help conserve resources, reduce the need for virgin materials, and extend the useful life of Veeco systems.

13) Material Efficiency in Production Processes— Across our manufacturing operations, Veeco implements practices that reduce material waste and improve resource efficiency. This includes reusing packaging and transport materials, recycling metals, silicon wafers, and other process materials, repairing components rather than replacing them where practical, and optimizing production workflows to help minimize scrap. These measures support our broader circularity goals and help to reduce the environmental footprint of our production processes.

ETHICS

To meet social responsibilities and to achieve success in the marketplace, we and our agents and suppliers are to uphold the highest standards of ethics including:

1) Business Integrity—The highest standards of integrity are upheld in all business interactions. We have a zero-tolerance policy that prohibits all forms of bribery, corruption, extortion, and embezzlement.

2) No Improper Advantage—Bribes or other means of obtaining undue or improper advantage are not promised, offered, authorized, given or accepted. This prohibition covers promising, offering, authorizing, giving or accepting anything of value, either directly or indirectly through a third party, to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Worker training and reporting procedures is implemented to ensure compliance with anti-corruption laws.



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- 3) Disclosure of Information—All business dealings are transparently performed and accurately reflected on our business books and records. Information regarding our labor, health and safety, environmental practices, business activities, structure, financial situation, and performance is disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain is unacceptable.
- 4) Intellectual Property—Intellectual property rights are respected. Transfer of technology and know-how is done in a manner that protects intellectual property rights. Customer and supplier information is safeguarded.
- 5) Fair Business, Advertising and Competition—Standards of fair business, advertising and competition are upheld.
- 6) Protection of Identity and Non-Retaliation—The confidentiality, anonymity and protection of supplier and employee whistleblowers are to be maintained, unless prohibited by law. A process for our personnel to be able to raise any concerns without fear of retaliation has been implemented and communicated. The Veeco Global Hotline provides a means by which employees can report concerns confidentially and, if desired, anonymously.
- 7) Responsible Sourcing of Minerals—We have adopted a conflict minerals policy to reasonably assure that the tantalum, tin, tungsten and gold in the products we manufacture does not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses in the Democratic Republic of the Congo or an adjoining country. We exercise due diligence on the source and chain of custody of these minerals and make our due diligence measures available to customers upon request.
- 8) Privacy—We are committed to protecting the reasonable privacy expectations of personal information of everyone we do business with, including suppliers, customers and employees. We comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.



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MANAGEMENT COMMITMENT

We are committed to promoting: (a) compliance with applicable laws, regulations and customer requirements related to our operations and products; (b) conformance with this Environmental & Social Responsibility Statement (this “Statement”); (c) mitigation of operational risks related to this Statement; and (d) continual improvement.

Our commitment includes the following elements:

- 1) **Company Commitment**—Our commitment to social and environmental compliance, endorsed by senior management, and to continually improve our management system to support the evaluation and integration of applicable environmental and social considerations into our business decisions and planning activities.
- 2) **Management Accountability and Responsibility**—Identification of senior management and other company representatives responsible for ensuring implementation of this Statement and associated programs. Senior management periodically reviews the status of the implementation and compliance.
- 3) **Legal and Customer Requirements**—Understanding and monitoring applicable laws, regulations and customer requirements, including the requirements of this Statement.
- 4) **Risk Assessment and Risk Management**—Identifying the legal compliance, environmental, health and safety, labor practice, and ethics risks associated with our operations. Determination of the relative significance for each risk and implementation of appropriate steps to mitigate such risks and ensure regulatory compliance.
- 5) **Improvement Objectives**—Performance objectives and plans to improve our social and environmental performance, including a periodic assessment of our performance in achieving those objectives.
- 6) **Training**—Programs for training managers and employees to implement our policies, procedures and improvement objectives and to meet applicable legal and regulatory requirements.



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7) Communication—Communicating clear and accurate information about our policies, practices, expectations and performance to employees, in the language of the worker or in a language the worker can understand, as well as to suppliers and customers.

8) Worker Feedback, Participation and Grievance—Effective feedback and grievance mechanisms to assess employees’ understanding of and obtain feedback on practices covered by this Statement and to foster continuous improvement.

9) Audits and Assessments—Periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of this Statement and customer contractual requirements related to social and environmental responsibility.

10) Corrective Action Process—Timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

11) Documentation and Records—Creation and maintenance of documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

12) Supplier Responsibility—Communicate requirements of this Statement to suppliers and monitor key supplier compliance.

OUR COMMUNITIES

We recognize our obligation to be a responsible community member. We encourage all employees to participate in activities aimed at improving the communities in which we live and work.

OUR SUPPLIERS

We communicate and expect our key suppliers to comply with this Statement. Our suppliers are responsible for knowing and understanding our policies and ensuring that those policies are reflected in their daily business activities. Our suppliers have responsibility to report to us any instance of non-compliance they may observe. We reserve the right to audit supplier records and facilities to ensure our suppliers are complying.



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Veeco is committed to responsible sourcing and transparent supplier oversight. As part of our ongoing supplier management activities, we maintain processes to evaluate supplier adherence to human rights, labor, environmental, and ethical expectations. During the last five-year reporting period, Veeco did not identify any confirmed instances of supplier non-compliance with these requirements through routine oversight activities.

To support fair and consistent supplier engagement, Veeco utilizes standardized onboarding and qualification processes designed to promote transparency, accessibility, and equal opportunity for prospective suppliers. These practices help ensure that supplier selection is based on objective criteria, including quality, capability, and alignment with our ethical standards.

If a supplier non-conformance were to be identified, Veeco maintains procedures for corrective action, including investigation of the issue, engagement with the supplier to develop corrective steps, and follow-up monitoring to verify implementation. No corrective action plans have yet been required because no supplier violations have yet to be identified.

Veeco provides suppliers with required anti-corruption and ethical expectations as part of the onboarding and contracting process. These standards reflect Veeco's zero-tolerance approach to bribery and corruption and help ensure that suppliers understand their obligations under applicable laws and company policies.

Our environmental and social responsibility efforts and our supply chain sustainability goals are constantly evolving. We are committed to collaborating with our suppliers to ensure continuous improvement toward these goals.

We encourage our supply chain partners to establish a sustainable management system to comply with our commitment to environmental and social responsibility that contains the elements of this Statement.



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REPORTING AND ENFORCEMENT

We require our employees to immediately report any violations of our company policies or this Statement.

Reports may be made to any supervisor, the Human Resources Department, any Veeco corporate officer, the Veeco General Counsel, or the Veeco Global Hotline at 1-888-419-0572, where reports may be made confidentially and, if desired, anonymously. Compliance with this Statement and with the various Veeco policies is a condition of employment. Retaliation for reporting an incident is strictly prohibited. Non-compliance should be reported at veeco.alertline.com. Veeco is committed to continuous improvement in all areas of environmental and social responsibility and regularly reviews, improves, and updates relevant company policies.

This Statement was adopted on July 1, 2019, and most recently revised on April 7, 2026.