

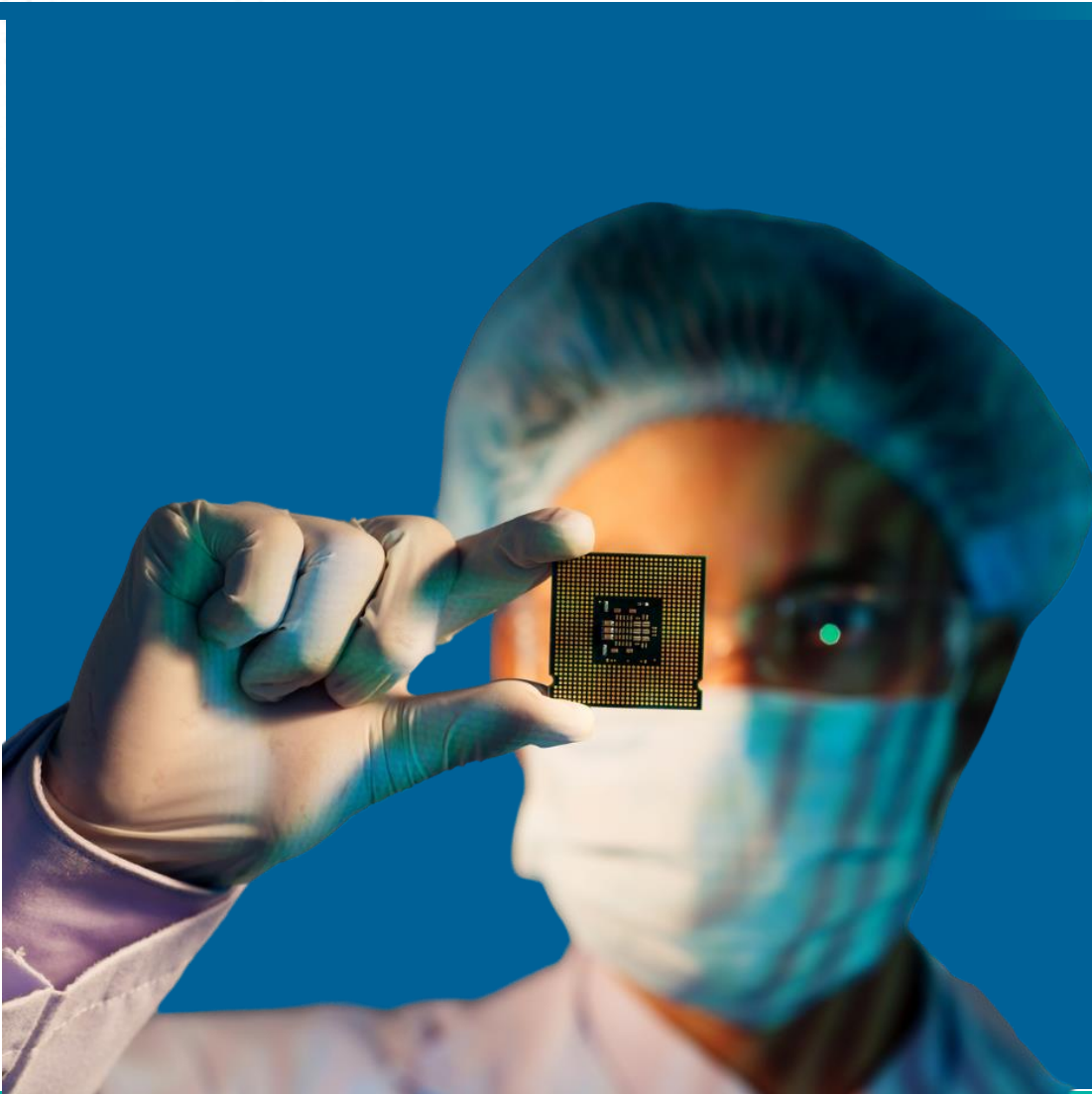


Veeco Instruments Inc. Corporate Sustainability Report Annex

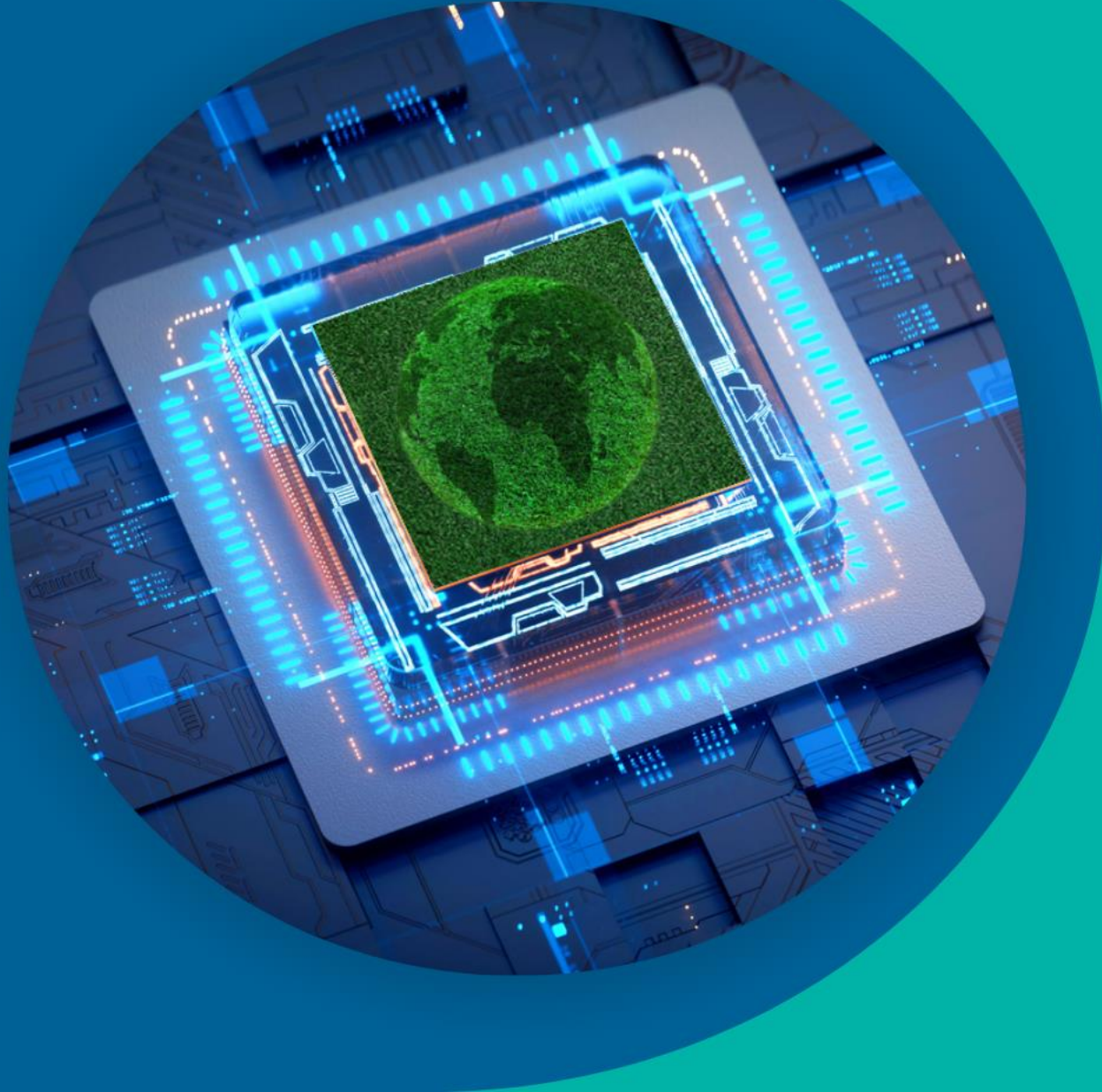
Sixth Edition
Issued June 2025



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Environmental Data

Environmental Data

Social Data

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Environmental Data

Unit of Measurement		2024	2023	2022 ⁽³⁾	2021	2020
Total U.S. Energy Consumption ⁽¹⁾		36.9	37.4	45.4	41.3	40.4
U.S. Electricity Consumption (100% grid power)	GWh	26.5	27.4	32.5	30.6	29.6
U.S. Natural Gas Consumption (1 Therm= 2.93001e-5 GWh)		10.4	10.0	12.9	10.7	10.8
U.S. Renewable Energy Consumption ^{(2) (4)}						
Total Non-renewable Energy Consumption		19.3	20.6	22.6	22.7	23.3
Total Renewable Energy Consumption		7.5	8.8	10.3	8.2	6.7
Non-renewable Energy Rate (out of electricity consumption)	%	71.5%	69.6%	68.2%	73.2%	77.2%
Renewable Energy Rate (out of electricity consumption)		28.5%	30.4%	31.8%	26.8%	22.8%
Energy Intensity	GWh per Million Dollars Revenue	0.051	0.056	0.070	0.071	0.089
	GWh per Employee	0.03	0.031	0.037	0.038	0.041

- (1) All energy consumption considered comes from within the organization. Total energy consumption encompasses only U.S. consumption (91.4% of our owned and leased space). Historic energy consumption values have changed slightly from our 2021 disclosure due to accounting changes and the incorporation of all U.S. facilities.
- (2) Renewable energy usage has been calculated using supplier specific power mix data where available and EPA eGrid data. Renewable energy accounted for is consistent with Renewable Portfolio Standards (excludes large hydroelectric, nuclear, and some alternative fuels).
- (3) 2022 data has been updated in the 2024 Report, to correct a prior electricity usage understatement. In our initial release of the March 2023 Sustainability Report, we erroneously disclosed 12.6 GWh of U.S. Natural Gas Consumption, which has now been corrected to state 12.9 GWh. Other affected data points have been adjusted to reflect these two corrections.
- (4) We updated our renewable energy subtotals across all locations served by Constellation, an energy supplier, to correct prior overstatements ensuring accurate reporting. 2020-2023 data has been adjusted to reflect the revised percentages, following our providers' fuel mix reports.

Annex Notes

- All intensity values were calculated by dividing the identified environmental metric (total energy, emissions, water) by the identified denominator. Revenue and employee totals were retrieved from the corresponding annual report (10-K).

Unit of Measurement		2024	2023	2022 ⁽⁴⁾	2021	2020
Greenhouse Gas Emissions						
Scope 1 and 2 Emissions ⁽¹⁾		9,660	9,320	10,472	10,452	10,681
Scope 1	Metric Tons of CO ₂ e ⁽²⁾	1,860	1,803	2,339	1,949	1,956
Scope 2, market-based		7,800	7,517	8,132	8,503	8,725
Scope 3 ⁽³⁾ ⁽⁵⁾		4,968	4,479	1,112	524	526
Category 6: Business Travel		2,121	4,479	1,112	524	526
Category: Product Shipment Emissions		2,483				
Category: Employee Commuting		364				
GHG Intensity	Metric Tons CO ₂ e of Scope 1 & Scope 2 GHG Emissions per Million Dollars Revenue	13.5	14.0	16.0	17.9	23.5
	Metric Tons CO ₂ e of Scope 1 & Scope 2 GHG Emissions per Employee	7.85	7.7	8.5	9.6	10.8

- (1) Total greenhouse gas (GHG) emissions encompasses only U.S. emissions (91.4% of our owned and leased space). Scope 1 accounts for emissions from stationary natural gas combustion. Scope 2 accounts for emissions from purchased electricity.

(2) We utilized the Greenhouse Gas Protocol’s methodology for the calculation of scope 1 and 2 emissions. Additionally, we utilized the EPA Center for Corporate Climate Leadership GHG Emission Factors Hub, Green-e Residual Mix emissions rate tables, and supplier-specific emissions factors wherever possible to calculate our scope 1 emissions from stationary combustion and market-based scope 2 emissions. 2019 was selected as our base year, as it was the earliest year with verifiable energy and emissions data required for Scopes 1, 2, and 3 calculations. For 2024, we used a combination of 2024 energy source mixes wherever available, and 2023 mixes for those locations where 2024 data wasn’t available.

(3) Scope 3 calculations only include U.S. business travel via air and rail for 2020-2021, and U.S. business travel via air for 2022-2023 due to lack of availability of rail data for those years. Calculations were performed by a third-party global corporate travel manager and based on 2020 UK Government GHG Conversions.

(4) 2022 data was updated in 2024 to account for electricity and gas usage understatements that appeared in our 2023 Sustainability Report. This understatement resulted in underreported emissions disclosure in our report, which is corrected above. For Scope 1 and Scope 2 emissions we disclosed 8,077 Metric Tons of CO_{2e} and 2,281 Metrics Tons of CO_{2e} respectively, that has been corrected to reflect 8,132 and 2,339.

(5) Scope 3 emissions were assessed using all available data sources. Travel emissions were calculated for U.S.-based air travel; employee commuting emissions were derived from a 25% survey response, normalized to reflect a representative estimate of company-wide commuting impact. Supply chain and product shipment emissions were based on data from shipping providers, covering approximately 67% of 2024 shipments. Emissions avoided were determined using the EPA Equivalence Calculator, ensuring an accurate representation of avoided CO₂
- Our disclosure in 2021 marked Veeco’s first public disclosure of GHG emissions. We assumed a conservative calculation methodology for our Scope 1 and 2 emissions inventory. For Scope 2 emissions in 2021, we utilized the EPA GHG Equivalencies Calculator based on the AVERT U.S. national weighted average CO₂ marginal emission rate for 2019.

We worked to improve our market-based calculation, having incorporated supplier-specific emissions factors where available and Green-e residual mix data. This methodology change resulted in lower, but more accurate, emissions estimates for Veeco’s U.S. operations. Additionally, it aligned us to a greater degree with the GHG Protocol methodology and best-practices for emissions calculations.
- CDP Disclosure

In 2021, we made our first public CDP disclosure of Scope 1, 2, and 3 emissions. In that CDP disclosure, our EHS Team inadvertently double-counted emissions for both Scope 1 and 2. Totals in this report are the correctly calculated values. In July 2022, we submitted our second CDP Climate Survey and corrected this mistake.

	Unit of Measurement	2024	2023	2022	2021	2020
Water						
Total U.S. Water Withdrawal ⁽¹⁾	Megaliters	36.065	31.7	52.9	44.8	45.6
Horsham, PA		3.87	3.4	2.7	2.6	3.9
Plainview, NY		2.76	0.8	2.5	2.2	7.3
Saint Paul, MN		2.1	2.1	1.4	2.0	2.8
San Jose, CA		24.03	22.8	41.9	34.4	27.7
Somerset, NJ		3.103	2.4	4.2	3.3	3.2
Waltham, MA ⁽⁷⁾		0.2	0.2	0.2	0.4	0.8
U.S. Water Withdrawal from Areas of High or Extremely High Water Stress	%	16.3%	10.1%	4.7%	4.9%	16.0%
Freshwater Intensity	Megaliters of Freshwater Withdrawal per Million Dollars Revenue	0.05125	0.048	0.082	0.077	0.100
	Megaliters of Freshwater Withdrawal per Employee	0.0298	0.026	0.043	0.041	0.046
Waste ⁽³⁾⁽⁴⁾⁽⁶⁾						
Hazardous Waste	Metric Tons	14.1	18.8	16.1	17.4	26.7
Hazardous Waste Recycling Rate	%	49%	48%	56%	39%	32%
Non-hazardous Waste	Metric Tons	14.3	8.1	18.5	17.3	11.4
Non-hazardous Waste Recycling Rate	%	69%	56%	25%	46%	23%
E-Waste ⁽⁵⁾	Metric Tons	1.92	3.3	9.3	2.9	5.1
E-waste Recycling Rate	%	100%	65%	31%	35%	61%

Water Stress ⁽²⁾	
Horsham, PA	Medium-High (20-40%)
Plainview, NY	Extremely High (>80%)
Saint Paul, MN	Low (<10%)
San Jose, CA	Low-Medium (10-20%)
Somerset, NJ	High (40-80%)
Waltham, MA	Medium-High (20-40%)
Bangkok, TH	High (40-80%)
Hsinchu, TW	Low-Medium (10-20%)
Laguna, PH	Medium-High (20-40%)
Munich, DE	Low (<10%)
Penang, MY	Low (<10%)
Seoul, KR	Medium-High (20-40%)
Shanghai, CN	Extremely High (>80%)
Singapore, SG	Low (<10%)
Tokyo, JP	Medium-High (20-40%)

(1) Veeco only withdraws fresh water. No disclosure of any other water type is applicable.

(2) Water stress was identified by utilizing the [WRI Aqueduct Water Risk Atlas](#). The tool's water stress function measures the ratio of total water withdrawals to available renewable surface and groundwater supplies.

(3) Waste data is primarily collected and administered by our hazardous waste service providers. Select other specialty providers of e-waste and recycling services provide data as well. This data notably omits general office waste and singlestream recycling. We are working to fully account for our complete waste footprint.

(4) Waste data, provided by our hazardous and non-hazardous waste collection providers, does not include municipal or general office/lab waste or single-stream recycling. Data scope does not cover all U.S. facilities or non-hazardous waste types.

(5) E-waste includes batteries, monitors, circuit boards, and other general electronics collected and tracked by our hazardous and e-waste service providers.

(6) Waste data for 2020-2021 corrects non-hazardous waste and E-waste items reported in previous years.

(7) Our estimated usage is based on our leased space in the facility. Occupancy has remained constant between 2022 and 2024.

	2024	2023	2022	2021	2020
Employee Health and Safety ⁽¹⁾					
Incident Count					
Recordable Work-Related Injuries ⁽²⁾	8	5	8	8	5
Work Related Fatalities	0	0	0	0	0
Incident Rate					
Total Case Incident Rate (TCIR) ⁽³⁾	0.70	0.45	0.77	0.81	0.53
Days Away, Restricted or Transferred (DART) Rate	0.52	0.07	0.14	0.20	0.32
Lost Time Severity Rates (LTSR)	6.38	0.60	0	0.75	32.60
Near Miss Frequency Rate (NMFR)	1.05	1.44	4.34	2.52	2.33
Work Related Fatality Rate	0	0	0	0	0
Product Safety					
Product recalls		0		0	0

(1) Includes all employees and non-employees covered under OSHA's injury and illness recordkeeping regulation. 29 CFR 1904.31(a) requires employers to record the recordable injuries and illnesses of employees they supervise on a day-to-day basis, even if these workers are not carried on the employer's payroll. Examples of non-employees whose injuries we track are contractors, consultants, and other hired workers. These metrics cover all Veeco global locations.

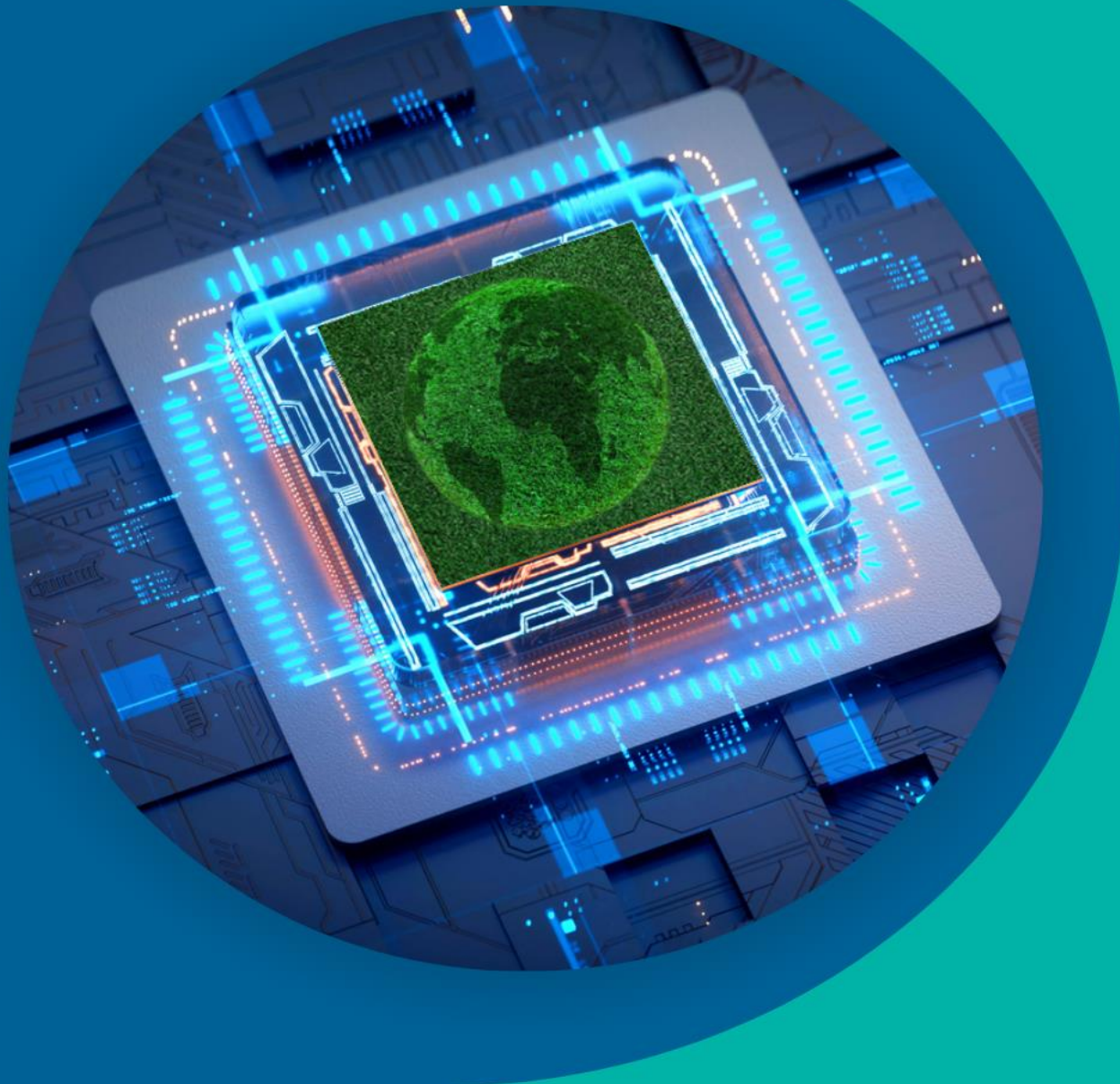
(2) Includes recordable incidents of medical and lost time incidents based upon OSHA recording criteria 1904.7.

(3) The TCIR, DART, LTSR, NMFR, and Fatality rates were calculated by multiplying their total incident count by 200,000 and dividing by the corresponding year's total workhours logged.

Employee Training

Training Provider Type	Hours
Success Factors (SF)	7,736
Percipio	2,532
External Events	13,684
Total Hours	23,952
Average P/P	19.81

Job Function	Total Hours	# of Employees
Admin Support	133.94	11
Customer Ops	355.33	25
Engineering	4711.06	189
Executive	47.56	8
Facilities	44.67	6
Field App Eng	667.03	30
Field Sales	294.29	39
Field Service	4016.42	241
Finance	1434.29	53
Human Resources	4016.42	241
Info Tech	222.06	22
Investor Relations	22.54	1
Legal	89.95	4
Logistics	168.17	17
Manufacturing	4736.00	52.90
Marketing	756.00	48.43
Product Support	2557.00	07.27
Quality	717.00	82.27
Sales Ops	111.00	3
Supply Chain	861.73	45
Technology	1650.08	80



Governance Data

Environmental Data

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GRI Content Index

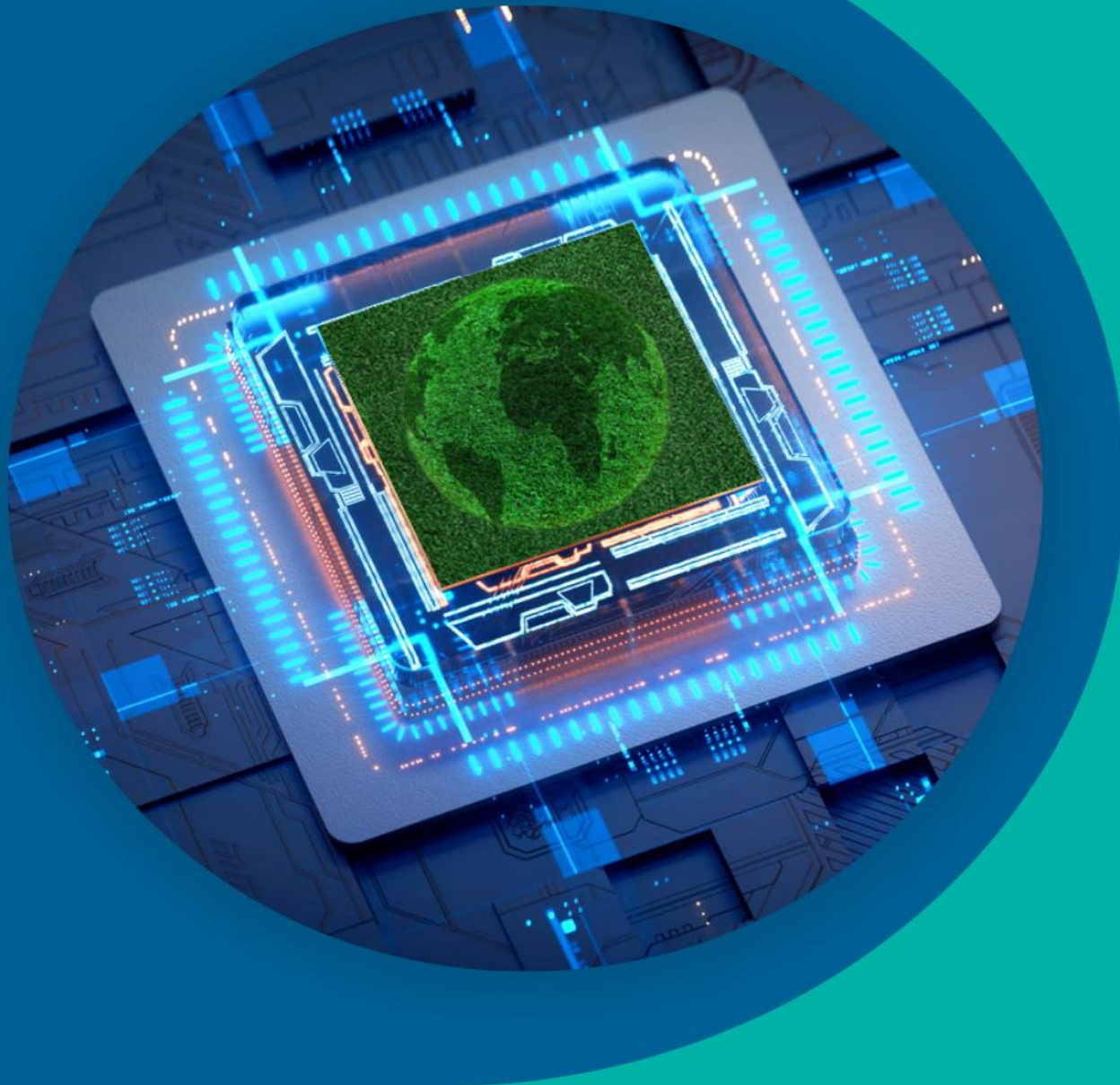
Name	Executive	Independent ⁽¹⁾	Age ⁽²⁾	Director Since	Gender	Audit Committee	Compensation Committee	Governance Committee
Richard A. D'Amore	No	Yes (Chair)	71	1990	Male	-	member	-
Gordon Hunter	No	Yes	73	2010	Male	-	chair	member
Keith Jackson	No	Yes	69	2012	Male	member	-	chair
Kathleen A. Bayless	No	Yes	68	2016	Female	chair	member	-
Thomas St. Dennis	No	Yes	71	2016	Male	member	member	-
William J. Miller, Ph.D.	Yes	No	56	2018	Male	-	-	-
Mary Jane Raymond	No	Yes	64	2019	Female	member	-	-
Sujeet Chand, Ph.D.	No	Yes	67	2021	Male	-	-	member
Lena Nicolaidis, Ph.D.	No	Yes	54	2022	Female	-	-	member

(1) Independence determined based on NASDAQ rules.

(2) Age as cited in Veeco's 2025 Proxy Statement as of March 20, 2025

(3) All members of the Audit Committee are financial experts as determined by SEC rules.

	2024	2023	2022	2021	2020
Regulatory Compliance					
Incidents of corruption, business relationship termination or non-renewal due to corruption, and public legal cases regarding corruption brought against the organization or its employees.	0	0	0	0	0
Incidents of anti-competitive behavior or violations of anti-trust and monopoly legislation.	0	0	0	0	0
Incidents of non-compliance with environmental laws and regulations	0	0	0	0	0
Veeco Hotline Utilization					
Total Calls	8	5	11	16	10



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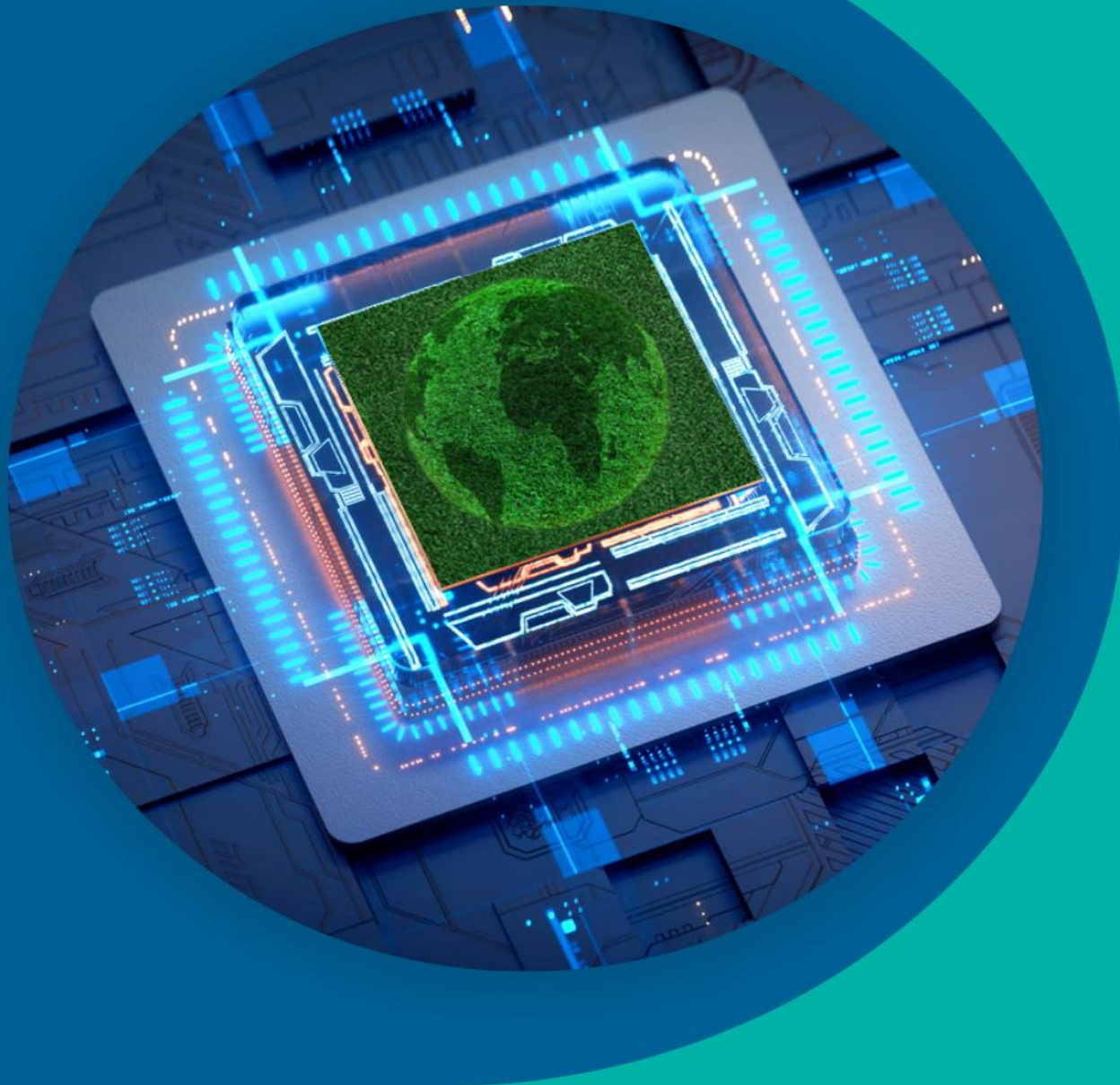
SASB Index

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SASB Index

Topic	Code	Accounting Metric	2024	Narrative Response / Report Location
Greenhouse Gas Emissions	TC-SC-110a.1	Gross global Scope 1 emissions	1,860 MT CO ₂ e	Climate Change, pp. 54-56 Annex: Environmental Data
		Amount of total emissions from perfluorinated compounds	n/a	This data is not tracked at this time
	TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets		Climate Change, pp. 54-56 Annex: Environmental Data
Energy Management in Manufacturing	TC-SC-130a.1	Total energy consumed	132,840 GJ	Energy Management, p. 58 Annex: Environmental Data
		Percentage of energy consumed that was supplied from grid electricity	71.5%	
		Percentage renewable energy	28.5%	Our calculation methodology differs from SASB; we include the reported power mix of our energy suppliers and, where supplier data is unavailable, regional grids. We do not currently track the retirement of RECs or GOs from our utilities.
Water Management	TC-SC-140a.1	Total water withdrawn	36,740 m ³	Water Management, pp. 59-61 Annex: Environmental Data
		Percentage of water withdrawn in regions with high or extremely high baseline water stress	16.3%	
		Total water consumed	n/a	Aside from water lost to evaporation, irrigation, or recycled in closed loop systems, Veeco returns withdrawn water to local water treatment facilities. While we don't currently have a tracking mechanism in place, we expect that the vast majority of our withdrawn water is returned to its local facility for treatment.
		Percentage of water consumed in regions with high or extremely high baseline water stress	n/a	

Topic	Code	Accounting Metric	2024	Narrative Response / Report Location
Waste Management	TC-SC-150a.1	Amount of hazardous waste from manufacturing	14.1 MT	Waste Management, pp. 62-63 Annex: Environmental Data
		Percentage of hazardous waste recycled	49%	
Employee Health and Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards		Veeco United Team, pp. 16-18
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	\$0	In 2024, Veeco was not fined for any health and safety violations.
Recruiting and Managing a Global and Skilled Workforce	TC-SC-330a.1	Percentage of employees that are foreign nationals	n/a	Veeco does not disclose the percentage of employees who are foreign nationals or located offshore; however, we do disclose a breakdown of employees by geographic region. Annex: Social Data
		Percentage of employees that are located offshore	n/a	
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	n/a	Veeco does not disclose this information.
	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops		Veeco does not manufacture servers, desktops, or laptops.
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials		2021 Conflict Minerals Report Conflict Minerals Policy Human Rights Policy
Intellectual Property Protection and Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	\$0	In 2024, Veeco was not fined for any anti-competitive violations.
Activity Metrics	TC-SC-000.A	Total production	151 units	Veeco's total production amounted to 151 systems.
	TC-SC-000.B	Percentage of production from owned facilities	97%	



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GRI Content Index

Disclosure Number	Disclosure Title	2024 Report & Annex Location	Veeco External Reference and Narrative Response
GRI 102: General Disclosures (2021)			
The organization and its reporting practices			
2-1	Organizational Details	About Veeco, p. 6	2024 Annual Report ; Item 1. Business
2-2	Entities included in the organization's sustainability reporting	About this Report, p. 2	
2-3	Reporting period, frequency and contact point	About this Report, p. 2	
2-4	Restatements of information	About this Report, p. 2	
2-5	External assurance	About this Report, p. 2	
2-6	Activities, value chain, and other business relationships	About Veeco, pp. 6-8	2024 Annual Report ; Item 1. Business
2-7	Employees	Annex: Social Data	
2-8	Workers who are not employees	Annex: Social Data	
2-9	Governance structure and composition	Corporate Governance, pp. 28-30 Composition of the Board of Directors, p. 30	2024 Proxy Statement ; Proxy Statement Summary Corporate Governance Guidelines ; Committees of the Board Charter of the Governance Committee ; Responsibilities
2-10	Nomination and selection of the highest governance body	Nominating and Selecting the Board of Directors, p. 29 ESG Governance, p. 31	
2-11	Chair of the highest governance body	ESG Governance, p. 31	Charter of the Governance Committee ; Responsibilities Veeco does not have an officially appointed executive-level position responsible for environmental, social, and governance topics. However, the Company has established an ESG Leadership Team that includes members of the Company's Executive Leadership Team.
2-12	Role of the highest governance body in overseeing the management of impacts	ESG Governance, p. 31	Charter of the Governance Committee ; Responsibilities

Disclosure Number	Disclosure Title	2024 Report & Annex Location	Veeco External Reference and Narrative Response
2-13	Delegation of responsibility for managing impacts	ESG Governance, p. 31	Charter of the Governance Committee ; Responsibilities
2-14	Role of the highest governance body in sustainability reporting	Introduction to our Sustainability Report, p. 2	Charter of the Governance Committee ; Responsibilities
2-15	Conflicts of interest	Conflicts of Interest, p. 29 Board Highlights, p. 30	Corporate Governance Guidelines ; Ethics and Conflicts of Interest 2024 Proxy Statement ; Proxy Statement Summary & Security Ownership of Certain Beneficial Owners and Management
2-16	Communication of critical concerns	ESG Governance, p. 31	
2-17	Collective knowledge of the highest governance body	ESG Governance, p. 31	
2-18	Remuneration policies		2024 Proxy Statement ; p. 28
2-20	Annual total compensation ratio		2024 Proxy Statement ; Compensation
2-23	Policy Commitments	Core Values, p. 11 Veeco United Culture, p. 17	Veeco Code of Conduct We strive to maintain a safe and environmentally sensitive organization, eliminate foreseeable injury or illness to employees or damage to property or equipment, and minimize adverse impact to the environment.
2-24	Embedding policy commitments	Core Values, p. 11 Veeco United Culture, p. 17	
2-25	Processes to remediate negative impacts	Product Responsibility, pp. 34-42	Human Rights Policy ; Product Responsibility
2-26	Mechanisms for seeking advice and raising concerns	Product Responsibility, pp. 34-42	Human Rights Policy ; Product Responsibility

Disclosure Number	Disclosure Title	2024 Report & Annex Reference	Veeco External Reference and Narrative Response
2-27	Compliance with laws and regulations	Environmental Commitment, p. 50	Environmental & Social Responsibility Statement Veeco has not received fines or non-monetary sanctions for non-compliance with environmental laws or regulations during the reporting period.
2-28	Membership associations		SEMI.org and the Semiconductor Industry Association
2-29	Approach to stakeholder engagement	Stakeholder Engagement, p. 12	
2-30	Collective bargaining agreements		Our employees are not represented by, or subject to, a collective bargaining agreement or union.
GRI 3: Material Topics (2021)			
3-1	Process to determine material topics	Materiality Process, p. 13 Materiality Assessment, p. 14	
3-2	List of material topics	Materiality Assessment, p. 14	
Economic Performance			
3-3	Management of material topics		Although Veeco does not explicitly apply the Precautionary Principle, we strive to maintain a safe and environmentally sensitive organization, eliminate foreseeable injury or illness to employees or damage to property or equipment, and minimize adverse impact to the environment.
201-1	Direct economic value generated and distributed	About Veeco, pp. 4-9	2024 Annual Report ; Item 7. Management’s Discussion and Analysis of Financial Condition and Results of Operation, and Index to Consolidated Financial Statements and Financial Statement Schedule
201-3	Defined benefit plan obligations and other retirement plans		2024 Annual Report ; Note 8 — Accrued Expenses and Other Liabilities
Procurement practices			
3-3	Management of material topics	Supply Chain Responsibility, pp. 44-48	
204-1	Proportion of spending on local suppliers	Global Growth & Local Procurement, p. 48	

Disclosure Number	Disclosure Title	2024 Report & Annex Location	Veeco External Reference and Narrative Response
Anti-Corruption			
3-3	Management of material topics		<u>Veeco Code of Conduct</u> : Sensitive Payments <u>Supplier Code of Conduct</u> : Anti-Corruption
205-1	Operations assessed for risks related to corruption		<u>Veeco Code of Conduct</u> : Sensitive Payments <u>Supplier Code of Conduct</u> : Anti-Corruption
205-2	Communication and training about anti-corruption policies and procedures		<u>Veeco Code of Conduct</u> : Sensitive Payments <u>Supplier Code of Conduct</u> : Anti-Corruption The Audit Committee maintains initial Board-level responsibility for anti-corruption and anti-bribery matters. Known violations will be escalated by the Chair of the Audit Committee to the full Board, as appropriate.
205-3	Confirmed incidents of corruption and actions taken		During the reporting period there were no incidents of corruption, incidents of business relationship termination or non-renewal due to corruption, nor public legal cases regarding corruption brought against the organization or its employees.
Anti-competitive Behavior			
3-3	Management of material topics		<u>Veeco Code of Conduct</u> : Antitrust & Unfair Competition
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		During the reporting period, there were no legal actions pending or completed implicating Veeco regarding anti-competitive behavior or violations of anti-trust and monopoly legislation.
Tax			
3-3	Management of material topics	Annex: GRI Index: 207-1, 2, & 3	
207-1	Approach to tax		Veeco has a tax strategy, but it is not publicly available. Our tax strategy is reviewed quarterly by our CFO and annually by the Audit Committee of the Board of Directors. Veeco is committed to compliance with all relevant tax laws and regulations. Veeco pursues a tax strategy that is sustainable, transparent, and supports Veeco's business priorities.

Disclosure Number	Disclosure Title	2024 Report & Annex Location	Veeco External Reference and Narrative Response
207-2	Tax governance, control, and risk management		<p>The tax department is led by the senior tax director, reporting directly to the Chief Financial Officer. The CFO is responsible for updating the Audit Committee of the Board of Directors on a regular basis, with support from the tax department leadership.</p> <p>The tax department is a centralized organization. The department participates in mergers and acquisitions, internal restructuring projects, and other key business changes to ensure tax impacts are considered. The CFO, tax department leadership, and other finance leaders hold weekly meetings to discuss business changes. The tax department makes every effort to remain current with all relevant tax law changes.</p> <p>With respect to tax accounting, Veeco is in full compliance with SOX internal control guidelines and ensure effective internal controls are in place. The tax department works closely with Finance and operating units to ensure correct understanding of business facts and transactions and align with statutory auditors and tax advisors for correct tax treatments.</p> <p>Through our tax department, our tax obligations are properly, effectively, and correctly disclosed in the annual and quarterly reports. Our Code of Conduct encourages reporting of any potentially unethical behavior. Employees can contact their manager, HR, or the Legal department, or report anonymously through the Veeco Hotline.</p>
207-3	Stakeholder engagement and management of concerns related to tax		<p>Veeco is committed to open and transparent relationships with tax authorities. For all requests for information or audits, we provide the required documentation in a timely manner. The CFO, CEO, Investor Relations, Audit Committee, and Board of Directors provide stakeholder views and concerns to the tax department. We make an effort to address the concerns, provide solutions, and develop responses for CFO review. Approved responses are communicated to the relevant parties.</p>
207-4	Country-by-country reporting	About this report, p.2.	

Disclosure Number	Disclosure Title	2024 Report & Annex Location	Veeco External Reference and Narrative Response
Energy			
3-3	Management of material topics	Energy Management, p. 58	Environmental & Social Responsibility Statement
302-1	Energy consumption within the organization	Energy Management, p. 58 Annex: Environmental Data	Environmental & Social Responsibility Statement
302-3	Energy intensity	Energy Management, p. 58 Annex: Environmental Data	
302-4	Reduction of energy consumption	Energy Management, p. 58 Annex: Environmental Data	
302-5	Reductions in energy requirements of products and services	Sustainability & Circularity, p. 37	
Water and effluents			
3-3	Management of material topics	Water Management, pp. 59-61	Environmental & Social Responsibility Statement
303-1	Interactions with water as a shared resource	Water Management, pp. 59-61	Environmental & Social Responsibility Statement
303-2	Management of water discharge-related impacts	Water Management, pp. 59-61	All withdrawn water is discharged to local publicly owned treatment works (POTWs). At our Somerset location, wastewater is tested quarterly by a third-party and submitted to our local treatment plant. This is done to remain in compliance with the NJ DEP's Stormwater Pollution Prevention Plan.
303-3	Water withdrawal	Water Management, pp. 59-61 Annex: Environmental Data	

Disclosure Number	Disclosure Title	2024 Report & Annex Location	Veeco External Reference and Narrative Response
Emissions			
3-3	Management of material topics	Climate Change, pp. 54-55	Environmental & Social Responsibility Statement
305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions, p. 56-57 Annex: Environmental Data	
305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions, p. 56-58 Annex: Environmental Data	
305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions, p. 56-57 Annex: Environmental Data	
305-4	GHG emissions intensity	Greenhouse Gas Emissions, p. 56-57 Annex: Environmental Data	
305-5	Reduction of GHG emissions	Goals, p. 14 Greenhouse Gas Emissions, p. 56-57 Annex: Environmental Data	
Waste			
3-3	Management of material topics	Waste Management, pp. 62-64	Environmental & Social Responsibility Statement
306-1	Waste generation and significant waste-related impacts	Waste Management, pp. 62-64	Environmental & Social Responsibility Statement
306-2	Management of significant waste-related impacts	Sustainability & Circularity, pg. 37 Waste Management, pp. 62-64	Environmental & Social Responsibility Statement
306-3	Waste generated	Waste Management, pp. 62-64	Environmental & Social Responsibility Statement
306-4	Waste diverted from disposal	Annex: Environmental Data	
3-3	Management of material topics	Annex: Environmental Data	

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Employment			
3-3	Management of material topics	Veeco United Team, pp. 16-21	Environmental & Social Responsibility Statement
401-1	New employee hires and employee turnover	Hiring & Retention: p. 19	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Veeco United Culture, p. 17	2024 Benefits Guide
401-3	Parental leave		2024 Benefits Guide
Occupational health and safety			
3-3	Management of material topics	Veeco's Health & Safety Management System, p. 22	Environmental & Social Responsibility Statement
403-1	Occupational health and safety management system	Veeco's Health & Safety Management System, p. 22	
403-2	Hazard identification, risk assessment, and incident investigation	Hazard Identification & Risk Assessment, p. 24	
403-3	Occupational health services	Valuing Our Employees, p. 20	2024 Benefits Guide
403-4	Worker participation, consultation, and communication on occupational health and safety	Health & Safety Governance, p. 23	
403-5	Worker training on occupational health and safety	Safety Training and Onboarding, p. 24	
403-6	Promotion of worker health	Valuing Our Employees, p. 20	2024 Benefits Guide
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Product Safety & Quality, p. 38 Supply Chain Responsibility, pp. 44-58	
403-8	Workers covered by an occupational health and safety management system	Veeco's Health & Safety Management System, p. 22	
403-9	Work-related injuries	Incident Rates, p. 25 Annex: Social Data	We do not track a specific metric for high-consequence work-related injuries.
403-10	Work-related ill health	Incident Rates, p. 25 Annex: Social Data	We do not track a specific metric for high-consequence work-related injuries.

Disclosure Number	Disclosure Title	2024 Report & Annex Location	Veeco External Reference and Narrative Response
Training and Education			
404-1	Average hours of training per year per employee	Talent Development & Training, p.19	Environmental & Social Responsibility Statement
404-2	Programs for upgrading employee skills and transition assistance programs	Talent Development & Training, p.19 Valuing Our Employees, p. 20	Environmental & Social Responsibility Statement
404-3	Percentage of employees receiving regular performance and career development reviews	Environmental & Social Responsibility Statement Valuing Our Employees, p. 20	
Child labor			
3-3	Management of material topics	Human Rights, p. 33	Human Rights Policy : Child Labor Prevention
408-1	Operations and suppliers at significant risk for incidents of child labor	Supply Chain Screening and Due Diligence, p. 47	Supplier Code of Conduct : Human Rights
Forced or compulsory labor			
3-3	Management of material topics	Human Rights, p. 33	Human Rights Policy : Freely Chosen Labor: Prevention of Human Trafficking and Forced Labor
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Due Diligence, p. 47	

Disclosure Number	Disclosure Title	2024 Report & Annex Location	Veeco External Reference and Narrative Response
Supplier social assessment			
414-1	New suppliers that were screened using social criteria	Supply Chain Screening, p. 47	100% of our new suppliers are required to respond to our supplier on-boarding questionnaire.
Public policy			
3-3	Management of material topics		<u>Veeco Code of Conduct</u> ; Sensitive Payments
415-1	Political contributions		There have been no political contributions made by Veeco during the reporting period.
Customer health and safety			
3-3	Management of material topics	Product Responsibility, pp. 34-42	<u>Human Rights Policy</u> ; Product Responsibility
416-1	Assessment of the health and safety impacts of product and service categories	Product Responsibility, pp. 34-42	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Incident rates, p.25	
Customer privacy			
3-3	Management of material topics		<u>Human Rights Policy</u> ; Privacy
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security, pg. 43	<u>Interim Update – Information Security (March 2021)</u>



MAKING A **MATERIAL** DIFFERENCE