

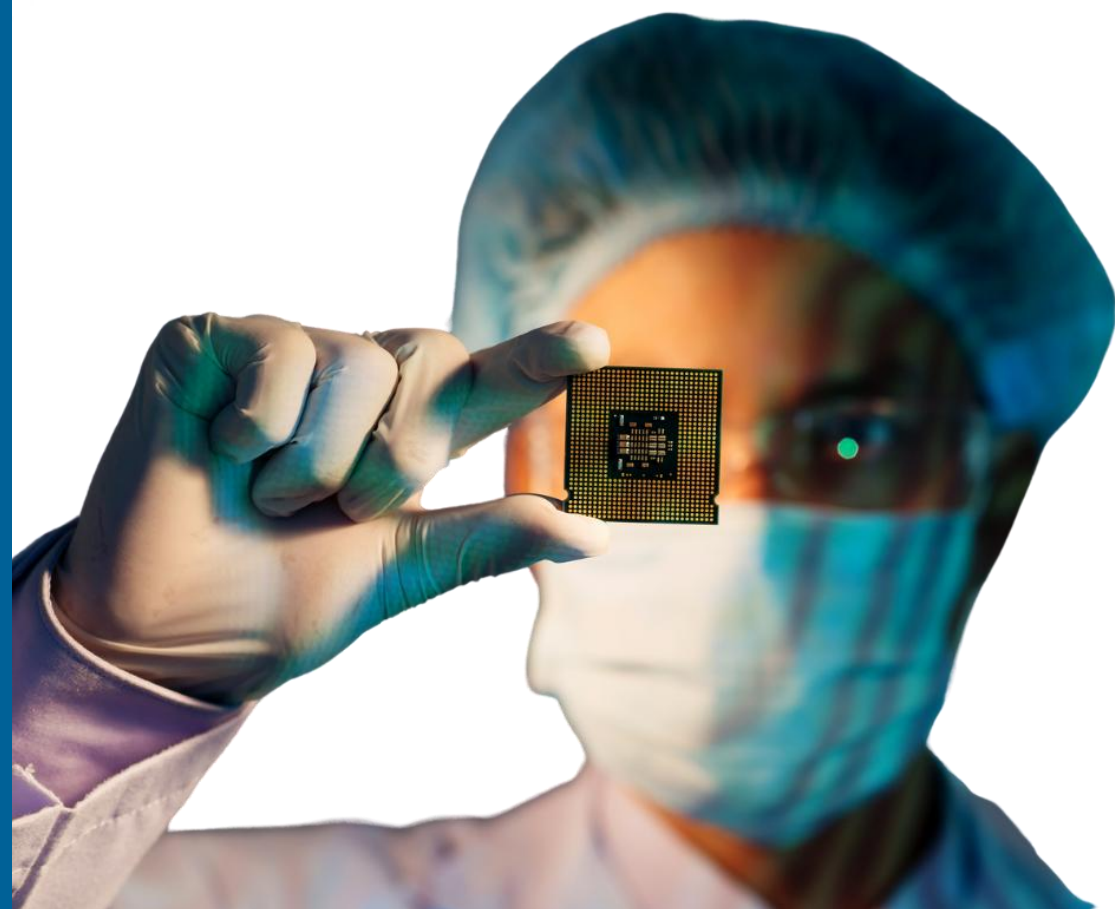


Veeco Instruments Inc. Corporate Sustainability Report Annex

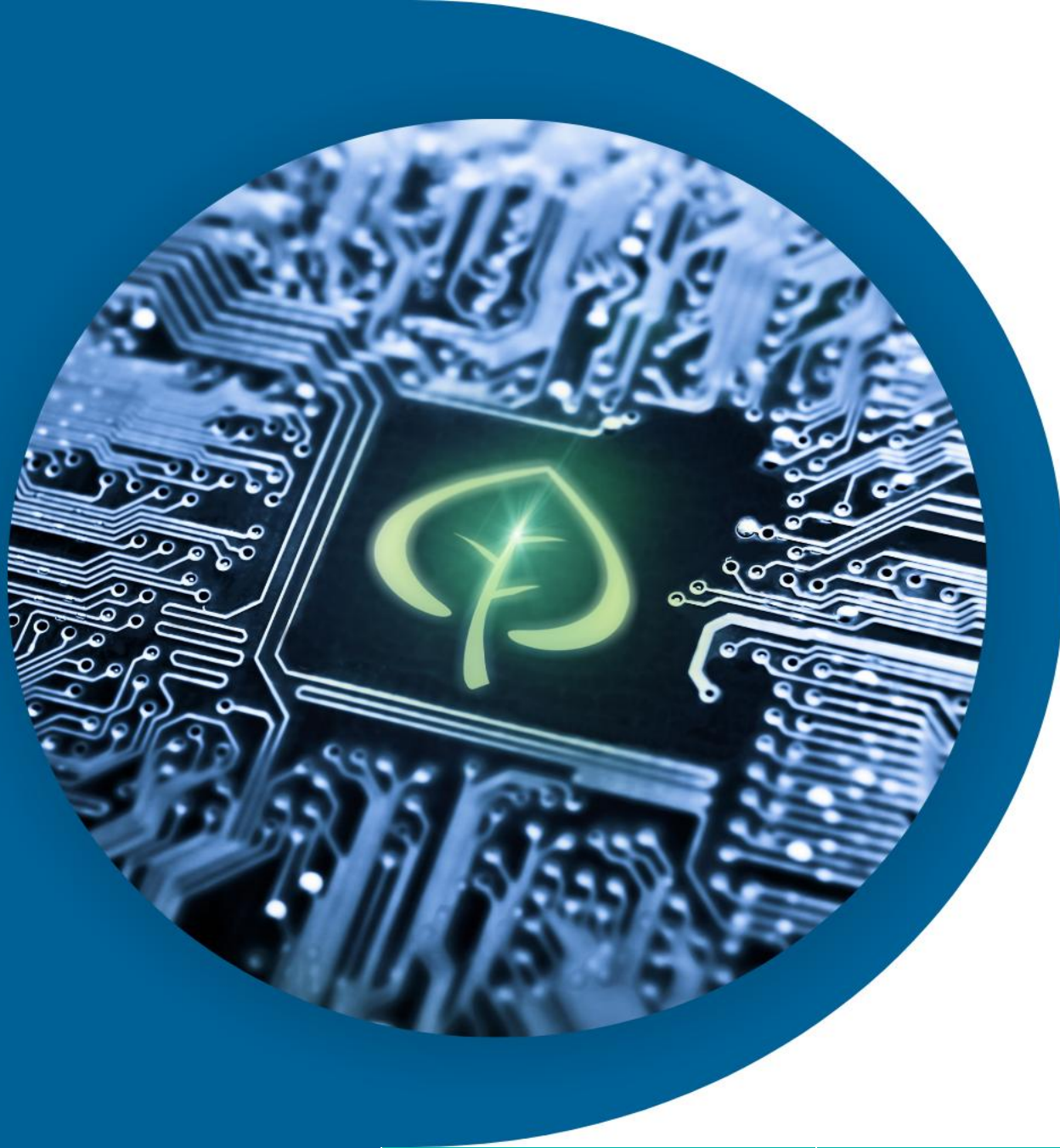
Seventh Edition

June 2026

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Environmental Data

Environmental Data

	Unit of Measurement	2025	2024	2023	2022 ⁽³⁾	2021	2020
Total U.S. Energy Consumption ⁽¹⁾		37.7	36.9	37.4	45.4	41.3	40.4
U.S. Electricity Consumption (100% grid power)	GWh	26.8	26.5	27.4	32.5	30.6	29.6
U.S. Natural Gas Consumption (1 Therm= 2.93001e-5 GWh)		10.9	10.4	10.0	12.9	10.7	10.8
U.S. Renewable Energy Consumption ^{(2) (4)}							
Total Non-renewable Energy Consumption		17.9	19.3	20.6	22.6	22.7	23.3
Total Renewable Energy Consumption		8.9	7.5	8.8	10.3	8.2	6.7
Non-renewable Energy Rate (out of electricity consumption)	%	66%	71.5%	69.6%	68.2%	73.2%	77.2%
Renewable Energy Rate (out of electricity consumption)		34%	28.5%	30.4%	31.8%	26.8%	22.8%
Energy Intensity	GWh per Million Dollars Revenue	0.040	0.051	0.056	0.070	0.071	0.089
	GWh per Employee	0.0212	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		2025	2024	2023	2022 ⁽⁴⁾	2021	2020
Greenhouse Gas Emissions							
Scope 1 and 2 Emissions ⁽¹⁾		8380	9,660	9,320	10,472	10,452	10,681
Scope 1	Metric Tons of CO ₂ e ⁽²⁾	1980	1,860	1,803	2,339	1,949	1,956
Scope 2, market-based		6400	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		1751.7	2,121	4,479	1,112	524	526
Category 9: Product Shipment Emissions		6709.5	2,483				
Category 7: Employee Commuting		1605.9	364				
Category 2: Capital Goods		2721.3	N/A				
Category 3: Fuel and Energy-Related Activities		1560.2	N/A				
Category 5:							
GHG Intensity	Metric Tons CO ₂ e of Scope 1 & Scope 2 GHG Emissions per Million Dollars Revenue	12.6	13.5	14.0	16.0	17.9	23.5
	Metric Tons CO ₂ e of Scope 1 & Scope 2 GHG Emissions per Employee	6.62	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 CO₂e and 2,281 Metrics Tons of CO₂e 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 353 survey responses. Emissions avoided were determined using the EPA Equivalence Calculator, ensuring an accurate representation of avoided CO₂

Methodology

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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.

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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

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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	2025	2024	2023	2022	2021	2020
Water							
Total U.S. Water Withdrawal ⁽¹⁾	Megaliters	39.4	36.065	31.7	52.9	44.8	45.6
Horsham, PA		3.95	3.87	3.4	2.7	2.6	3.9
Plainview, NY		3.08	2.76	0.8	2.5	2.2	7.3
Saint Paul, MN		3.26	2.1	2.1	1.4	2.0	2.8
San Jose, CA		23.67	24.03	22.8	41.9	34.4	27.7
Somerset, NJ		5.27	3.10	2.4	4.2	3.3	3.2
Waltham, MA ⁽⁷⁾		0.19	0.2	0.2	0.2	0.4	0.8
U.S. Water Withdrawal from Areas of High or Extremely High Water Stress	%	21.2%	16.3%	10.1%	4.7%	4.9%	16.0%
Freshwater Intensity	Megaliters of Freshwater Withdrawal per Million Dollars Revenue	0.06	0.051	0.048	0.082	0.077	0.100
	Megaliters of Freshwater Withdrawal per Employee	0.03	0.03	0.026	0.043	0.041	0.046
Waste ⁽³⁾⁽⁴⁾⁽⁶⁾							
Hazardous Waste	Metric Tons	15	14.1	18.8	16.1	17.4	26.7
Hazardous Waste Recycling Rate	%	0%	49%	48%	56%	39%	32%
Non-hazardous Waste	Metric Tons	15.1	14.3	8.1	18.5	17.3	11.4
Non-hazardous Waste Recycling Rate	%	38%	69%	56%	25%	46%	23%
E-Waste ⁽⁵⁾	Metric Tons	2.53	1.92	3.3	9.3	2.9	5.1
E-waste Recycling Rate	%	88%	100%	65%	31%	35%	61%

- (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.

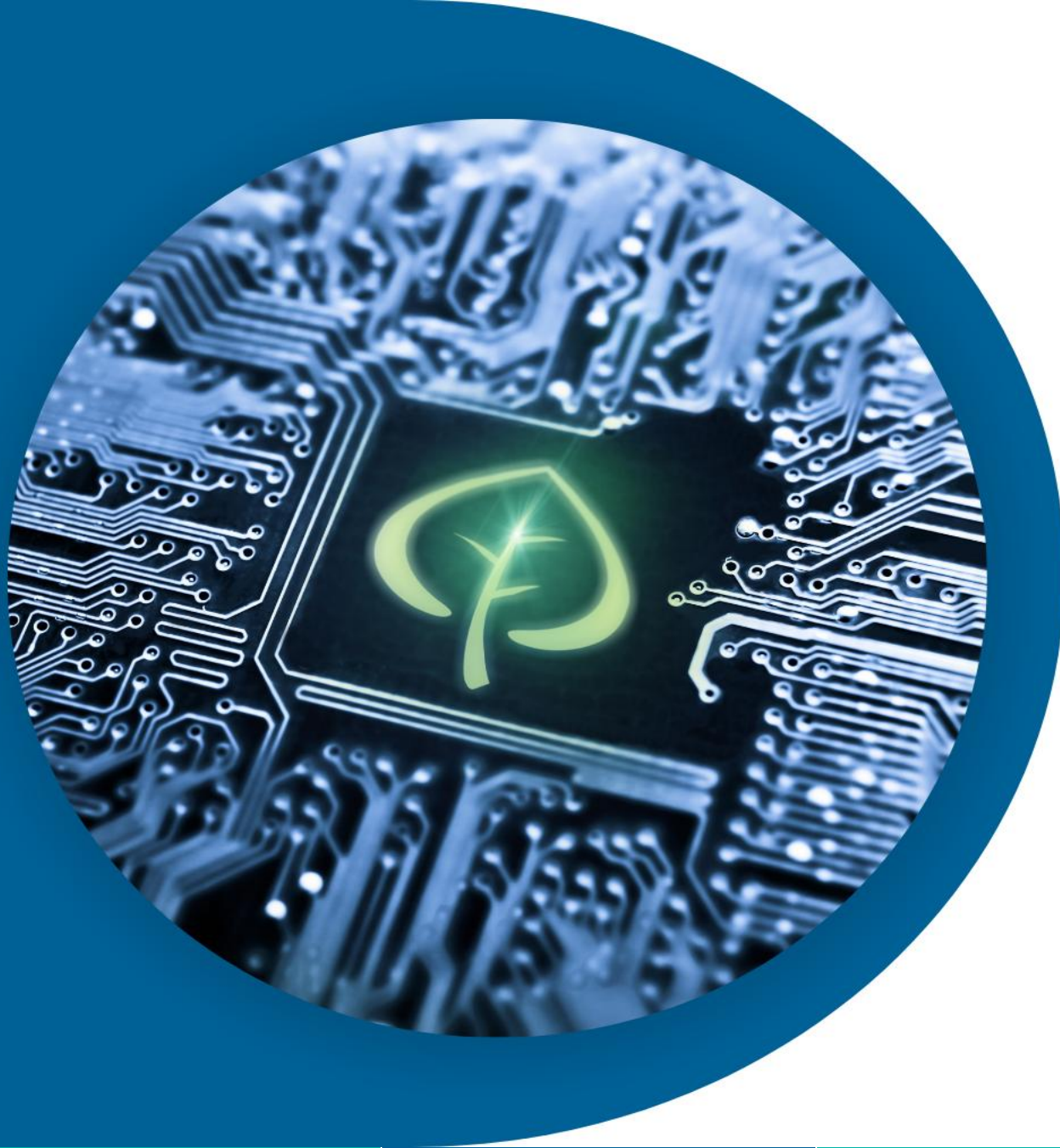
(3) Waste data is primarily collected and administered by our hazardous waste service providers. Select other specialty providers of e-waste and recycling services provide data as well. This data notably omits general office waste and single-stream recycling. We are working to fully account for our complete 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 2025.

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%)



Social Data

Social Data

	2025	2024	2023	2022	2021	2020	2019	2018
Veeco Global Workforce ⁽¹⁾								
Total Workforce ⁽²⁾	1265	1231	1215	1221	1091	993	954 ⁽³⁾	1043 ⁽⁴⁾
Full-time Employees	1201	1164	1198	1196	1078	981	944	1037
Part-time Employees	59	59	8	16	5	2	3	2
Interns	5	8	9	9	8	10	10	6
Employment Type by Gender								
Full-time Employees								
Male	985	951	985	982	887	804	781	865
Female	216	213	211	214	191	177	162	170
Other Gender Identity	0	0	0	0	0	0	1	2
Part-time Employees								
Male	56	58	13	12	3	1	2	1
Female	8	9	6	4	2	1	1	1
Intern								
Male	3	6	7	7	5	7	8	4
Female	2	2	2	2	3	3	2	2

(1) All reported employee data is as of calendar year-end, unless otherwise specified.

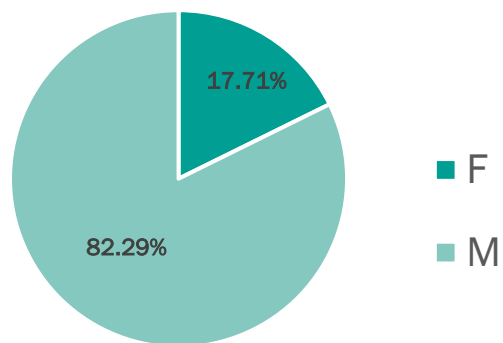
(2) A significant portion of the organization's activities are not performed by temporary or non-employees, nor are there any seasonal or other significant variations in the disclosed data. This data only accounts for payroll employees.

(3) This value was reported in our 2020 10K. Our total workforce value for that filing did not include part-time employees.

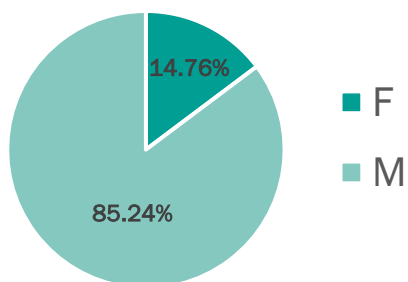
(4) This value was reported in our 2019 10K. Our total workforce value for that filing did not include part-time employees.

Demographic Charts

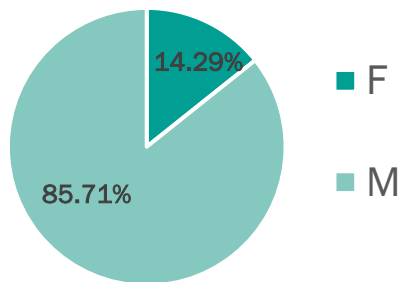
Overall Gender Breakdown



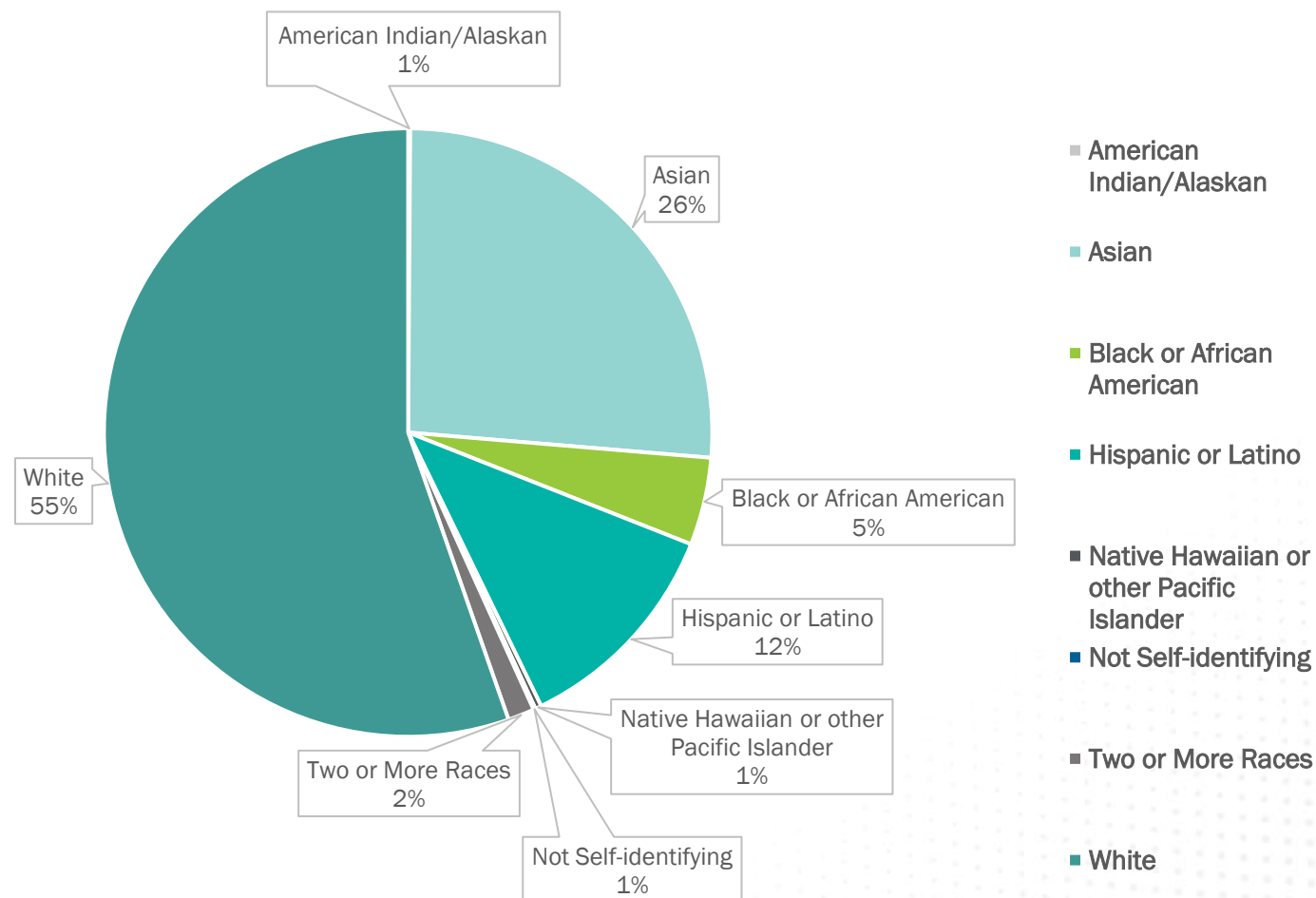
Manager Level



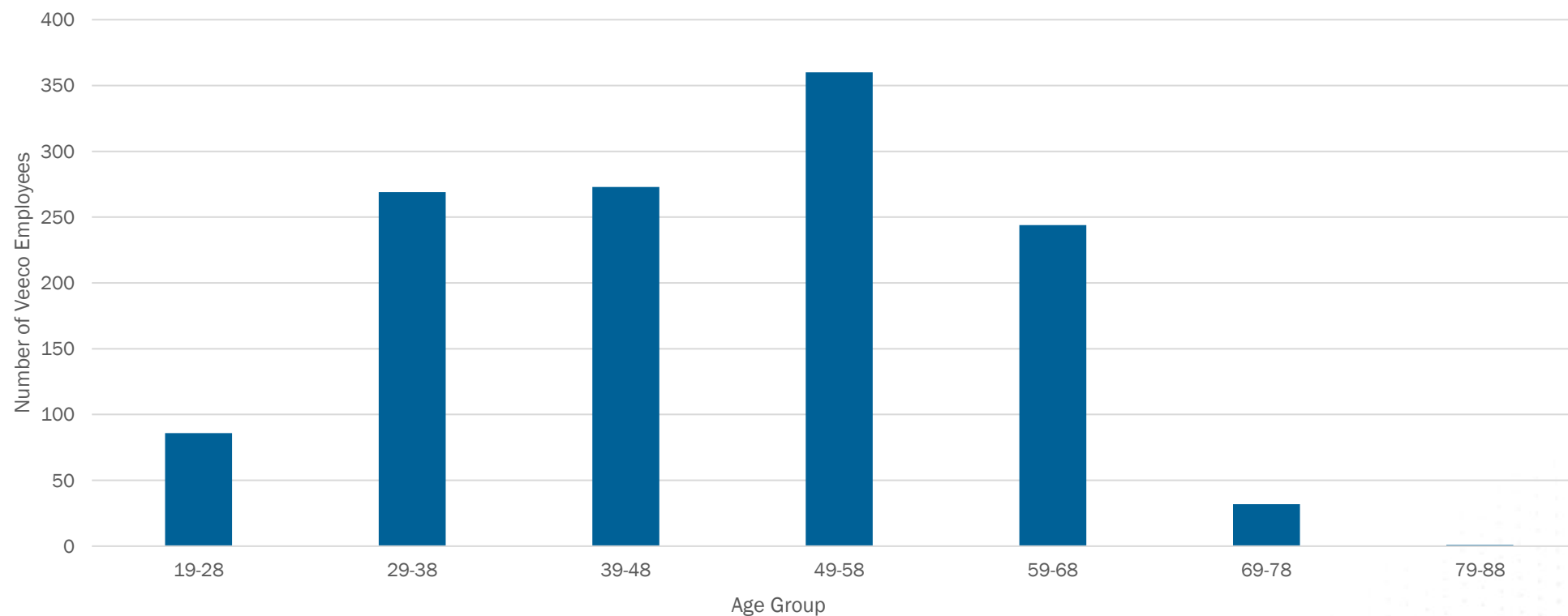
Executive Level



Ethnicity Demographics



2025 Age Demographics



	2025	2024	2023	2022	2021	2020	2019	2018
Contract by Region								
Regular								
Asia-Pacific	269	290	267	262	235	220	220	267
Europe	45	60	55	42	40	37	36	37
North America	911	881	874	900	798	723	686	735
Temporary								
Asia-Pacific	2	1	2	3	5	1	3	0
Europe	2	0	1	0	0	0	0	0
North America	7	5	7	5	5	2	2	0
Intern								
Asia-Pacific	0	1	0	0	0	0	0	0
Europe	0	0	0	0	0	0	0	0
North America	5	7	9	9	8	10	10	6
Voluntary Turnover								
Voluntary Turnover Rate	7.6%	7.4%	7.2%	9.4%	9.2%	6.8%	-	-

	2025	2024	2023	2022	2021	2020	2019	2018
Gender Representation of the Global Workforce								
Female	17.7%	18%	18.0%	18.0%	18.0%	18.2%	17.2%	16.6%
Male	82.3%	82%	82.1%	82.0%	82.0%	81.8%	82.7%	83.3%
Other Gender Identity	0%	0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%
Gender Representation of the U.S. Workforce								
Female	18.4%	19%	18.8%	19.0%	18.9%	19.0%	18.1%	17.8%
Male	81.6%	81%	81.2%	81.0%	81.1%	81.0%	81.9%	82.1%
Other Gender Identity	0%	0%	0%	0.0%	0.0%	0.0%	0.0%	0.1%

	2025	2024	2023	2022	2021	2020	2019	2018
Ethnicity & Race Representation of the U.S. Workforce								
American Indian and Alaska Native	0.1%	0.1%	0.2%	0.2%	0.1%	0.1%	0.3%	0.1%
Asian	26.2%	25.4%	24.8%	23.7%	22.6%	20.4%	21.3%	21.3%
Black or African American	4.7%	4%	4.3%	4.9%	5.1%	4.2%	4.0%	3.9%
Hispanic or Latino	11.8%	11.7%	10.3%	10.7%	9.7%	9.9%	8.6%	6.8%
Native Hawaiian and Other Pacific Islander	0.3%	0.2%	0.3%	0.4%	0.5%	0.4%	0.3%	0.3%
Not Self-identifying	0.1%	0%	0.2%	0.2%	1.4%	1.2%	1.0%	1.5%
Two or More Races	1.4%	1.6%	1.7%	1.8%	1.1%	1.4%	1.4%	0.8%
White	55.36%	57%	58.1%	58.0%	59.6%	62.3%	63.0%	65.3%
Age								
<28	6.8%	6.6%	10.1%	10.2%	8.4%	7.2%	5.6%	6.5%
29-48	42.8%	44.8%	45.6%	45.4%	46.8%	48.4%	50.4%	51.0%
49<	50.3%	48.7%	44.3%	44.4%	44.8%	44.4%	44.0%	42.5%

	Female	Male
Employee Category Demographics (2025)		
Board of Directors	3/9	6/9
Global Employees ⁽²⁾	17.7%	82.3%
Managers	14.8%	85.2%
Professionals	17.6%	82.4%
Interns	40%	60%
U.S. Employees ⁽³⁾	18.9%	81.1%
Executives	14.2%	85.7%
Managers	14.9%	85.1%
Professionals	18.3%	81.7%
Interns	40%	60%

(1) Global Employees covers all Veeco employees. Managers cover all executive and non-executive management, and professionals covers all individual contributors.

Managers, and Professionals covers all individual contributors. Interns include only interns still on the payroll at the end of CY '23.

(2) Based on Veeco's EEO-1 data, which differs slightly in methodology then the rest of diversity data in the Annex. EEO-1 data excludes interns and those who chose to not self-identify their race or gender. The EEO-1 data covers 97% of U.S. employees. Executives covers Executives / Sr. Officials & Managers, Managers covers First / Mid-level Officials &

	2025	2024	2023	2022	2021
Employee Health and Safety ⁽¹⁾					
Incident Count					
Recordable Work-Related Injuries ⁽²⁾	7	8	5	8	8
Work Related Fatalities	0	0	0	0	0
Incident Rate					
Total Case Incident Rate (TCIR) ⁽³⁾	0.61	0.70	0.45	0.77	0.81
Days Away, Restricted or Transferred (DART) Rate	0.43	0.52	0.07	0.14	0.20
Lost Time Severity Rates (LTSR)	3.14	6.38	0.60	0	0.75
Near Miss Frequency Rate (NMFR)	2.09	1.05	1.44	4.34	2.52
Work Related Fatality Rate	0	0	0	0	0
Product Safety					
Product recalls	0	0	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.

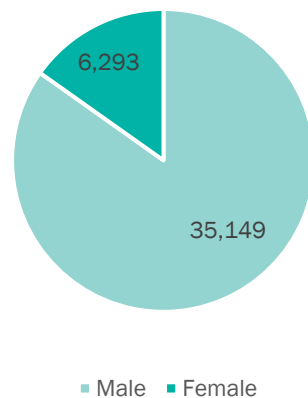
(2) Includes recordable incidents of medical and lost time incidents based upon OSHA recording criteria 1904.7.

(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.

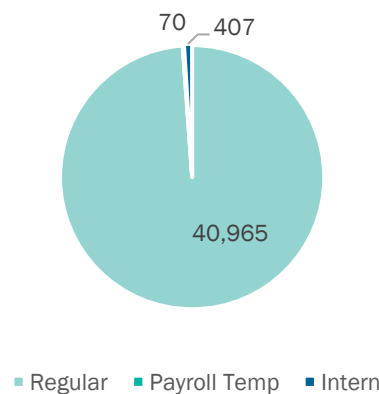
Employee Training

Training Provider Type	Hours
Success Factors (SF)	14,310
Percipio	5,625
External Events	21,507
Total Hours	41,442
Average Hours	29.8

Total Training Hours

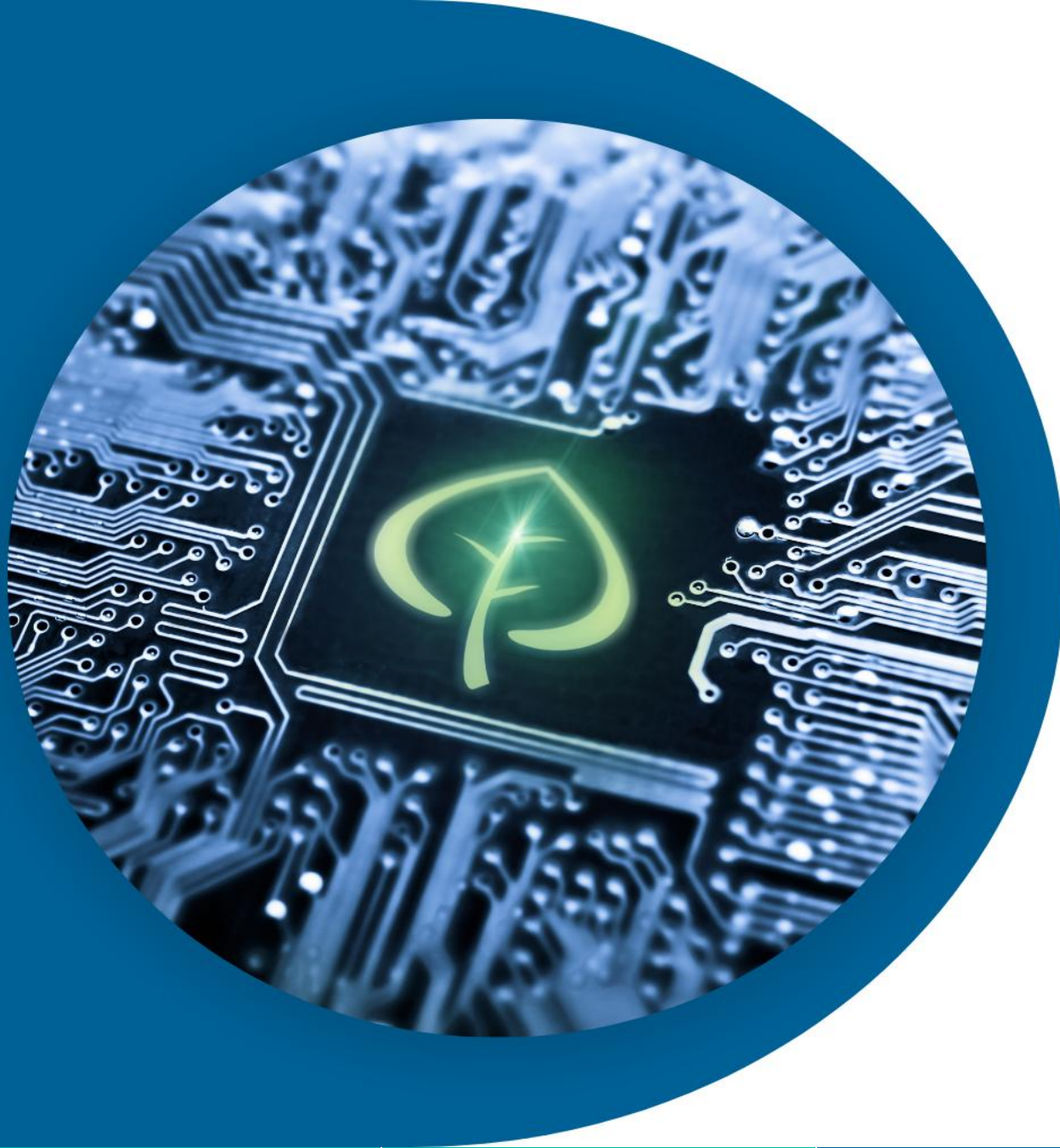


Total Training Hours by Employee Type



Evaluation of Training Programs

Veeco evaluates the effectiveness of its training programs, with particular emphasis on safety, through a multi-faceted approach that includes tracking completion rates, assessing post-training knowledge retention, and correlating training outcomes with key safety performance indicators such as Total Case Incident Rate (TCIR), Days Away Restricted or Transferred (DART) rate, and Near Miss Frequency Rate (NMFR). Program evaluations are conducted on a regular cadence to identify areas for continuous improvement, and findings are used to refine training content, delivery methods, and frequency to ensure alignment with evolving workplace safety standards and regulatory requirements. This structured evaluation framework enables Veeco to demonstrate measurable progress in employee safety awareness and incident prevention across all global operations.



Governance Data

Governance Data

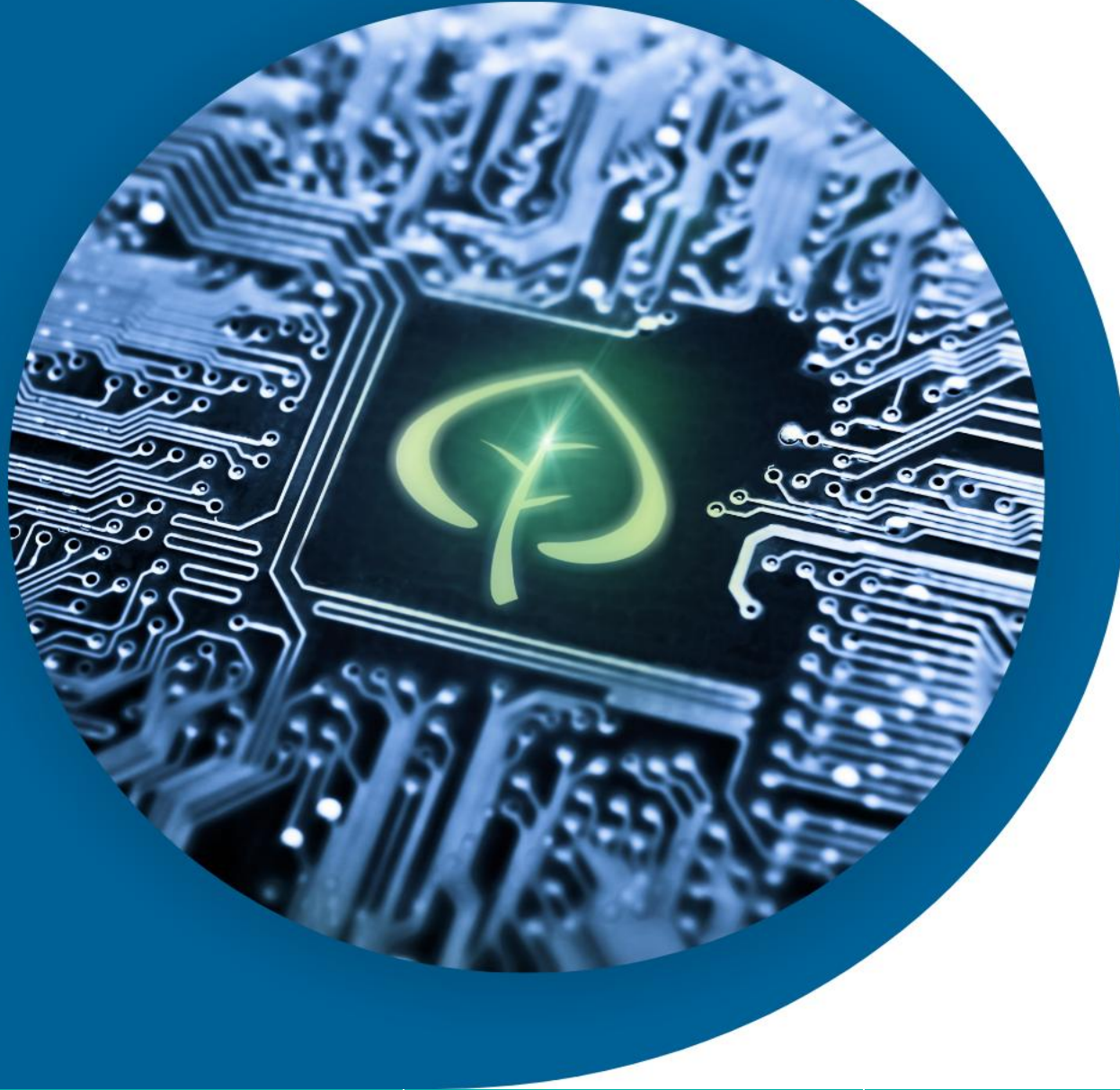
Name	Executive	Independent ⁽¹⁾	Age ⁽²⁾	Director Since	Gender	Audit Committee	Compensation Committee	Governance Committee
Richard A. D'Amore	No	Yes (Chair)	72	1990	Male	-	member	-
Gordon Hunter	No	Yes	74	2010	Male	-	chair	member
Keith Jackson	No	Yes	70	2012	Male	member	-	chair
Kathleen A. Bayless	No	Yes	69	2016	Female	chair	member	-
Thomas St. Dennis	No	Yes	72	2016	Male	member	member	-
William J. Miller, Ph.D.	Yes	No	57	2018	Male	-	-	-
Mary Jane Raymond	No	Yes	65	2019	Female	member	-	-
Sujeet Chand, Ph.D.	No	Yes	68	2021	Male	-	-	member
Lena Nicolaides, Ph.D.	No	Yes	55	2022	Female	-	-	member

(1) Independence determined based on NASDAQ rules.

(2) Age as cited in Veeco's 2025 Proxy Statement as of March 19, 2026

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

	2025	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	0
Incidents of anti-competitive behavior or violations of anti-trust and monopoly legislation.	0	0	0	0	0	0
Incidents of non-compliance with environmental laws and regulations	0	0	0	0	0	0
Veeco Hotline Utilization						
Total Calls	6	8	5	11	16	10

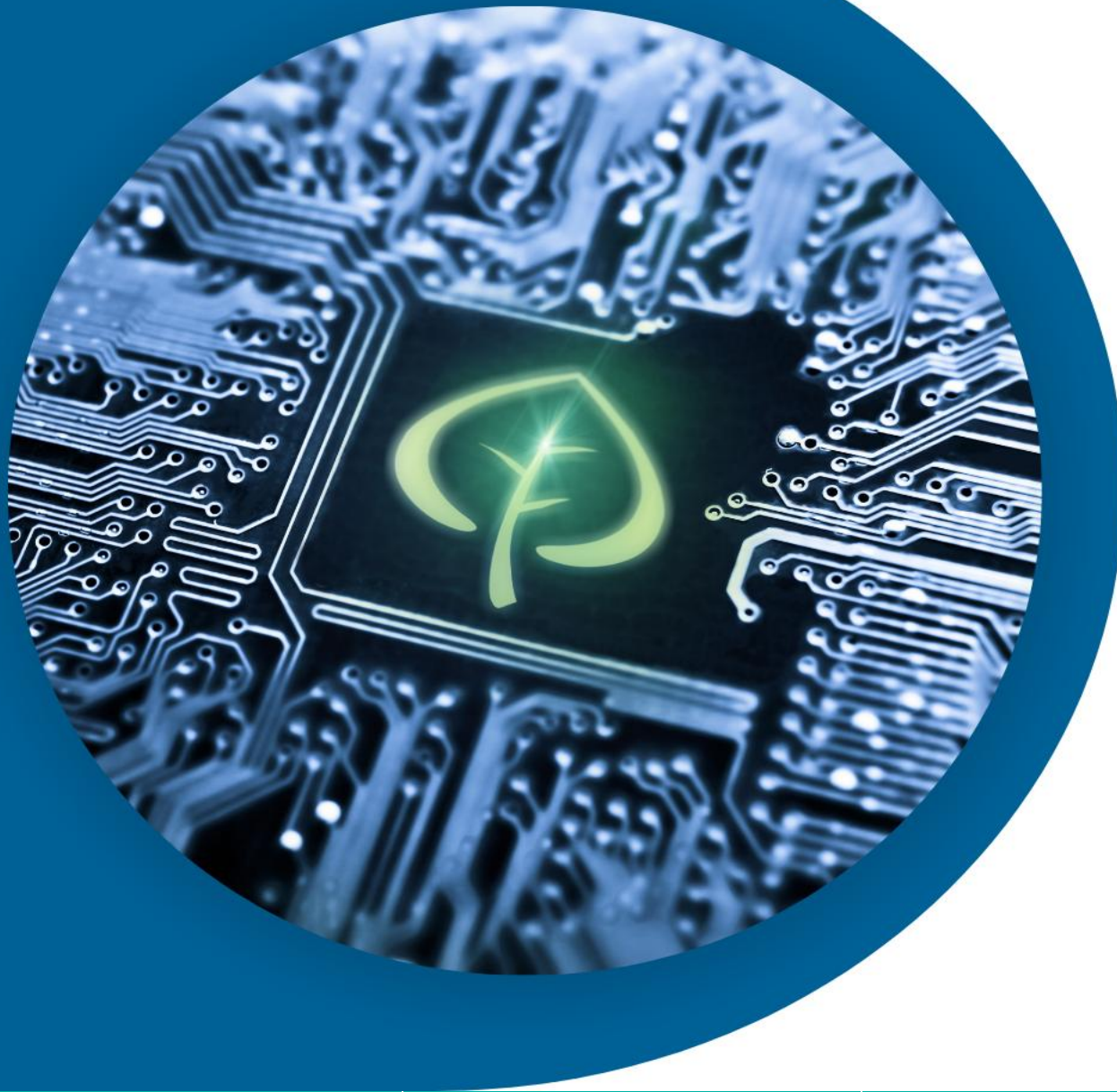


SASB Index

SASB Index

Topic	Code	Accounting Metric	2025	Narrative Response / Report Location
Greenhouse Gas Emissions	TC-SC-110a.1	Gross global Scope 1 emissions	1,988 MT CO ₂ e	Climate Change, pp. 54-58 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. 54-58 Annex: Environmental Data
Energy Management in Manufacturing	TC-SC-130a.1	Total energy consumed	135,720 GJ	Energy Management, p. 60 Annex: Environmental Data
		Percentage of energy consumed that was supplied from grid electricity	71%	
		Percentage renewable energy	33.5%	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	36,700 m ³	Water Management, pp. 61-64 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	2025	Narrative Response / Report Location
Waste Management	TC-SC-150a.1	Amount of hazardous waste from manufacturing		Waste Management, pp. 64-65 Annex: Environmental Data
		Percentage of hazardous waste recycled		
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. 17-21
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	\$0	In 2025, Veeco had no health and safety violations and, as a result, incurred no related fines.
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 2025, Veeco had no anti-competitive violations and, as a result, incurred no related fines.
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%	



GRI Content Index

GRI Content Index

Disclosure Number	Disclosure Title	2025 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	2025 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	2025 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. 28-33 Composition of the Board of Directors, p. 31	2025 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. 30 ESG Governance, p. 32	
2-11	Chair of the highest governance body	ESG Governance, p. 32	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. 32	Charter of the Governance Committee ; Responsibilities

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2-13	Delegation of responsibility for managing impacts	ESG Governance, p. 32	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 2025 Proxy Statement ; Proxy Statement Summary & Security Ownership of Certain Beneficial Owners and Management
2-16	Communication of critical concerns	ESG Governance, p. 32	
2-17	Collective knowledge of the highest governance body	ESG Governance, p. 32	
2-18	Remuneration policies		2025 Proxy Statement ; p. 28
2-20	Annual total compensation ratio		2025 Proxy Statement ; Compensation
2-23	Policy Commitments	Core Values, p. 12 Veeco United Culture, p. 18	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. 12 Veeco United Culture, p. 18	
2-25	Processes to remediate negative impacts	Product Responsibility, pp. 35-43	Human Rights Policy ; Product Responsibility
2-26	Mechanisms for seeking advice and raising concerns	Product Responsibility, pp. 35-43	Human Rights Policy ; Product Responsibility

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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. 13	
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. 14 Materiality Assessment, p. 15	
3-2	List of material topics	Materiality Assessment, p. 15	
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	2025 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		2025 Annual Report: Note 8 — Accrued Expenses and Other Liabilities
Procurement practices			
3-3	Management of material topics	Supply Chain Responsibility, pp. 45-48	
204-1	Proportion of spending on local suppliers	Global Growth & Local Procurement, p. 48	

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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.

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207-2	Tax governance, control, and risk management		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. 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. 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. 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.
207-3	Stakeholder engagement and management of concerns related to tax		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.
207-4	Country-by-country reporting	About this report, p.2.	

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Energy			
3-3	Management of material topics	Energy Management, p. 60	Environmental & Social Responsibility Statement
302-1	Energy consumption within the organization	Energy Management, p. 60 Annex: Environmental Data	Environmental & Social Responsibility Statement
302-3	Energy intensity	Energy Management, p. 60 Annex: Environmental Data	
302-4	Reduction of energy consumption	Energy Management, p. 60 Annex: Environmental Data	
302-5	Reductions in energy requirements of products and services	Sustainability & Circularity, p. 38	
Water and effluents			
3-3	Management of material topics	Water Management, pp. 61-63	Environmental & Social Responsibility Statement
303-1	Interactions with water as a shared resource	Water Management, pp. 61-63	Environmental & Social Responsibility Statement
303-2	Management of water discharge-related impacts	Water Management, pp. 61-63	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. 61-63 Annex: Environmental Data	

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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. 58-59 Annex: Environmental Data	
305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions, p. 58-59 Annex: Environmental Data	
305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions, p. 58-59 Annex: Environmental Data	
305-4	GHG emissions intensity	Greenhouse Gas Emissions, p. 58-59 Annex: Environmental Data	
305-5	Reduction of GHG emissions	Goals, p. 14 Greenhouse Gas Emissions, p. 58-59 Annex: Environmental Data	
Waste			
3-3	Management of material topics	Waste Management, pp. 64-65	Environmental & Social Responsibility Statement
306-1	Waste generation and significant waste-related impacts	Waste Management, pp. 64-65	Environmental & Social Responsibility Statement
306-2	Management of significant waste-related impacts	Sustainability & Circularity, pg. 38 Waste Management, pp. 64-65	Environmental & Social Responsibility Statement
306-3	Waste generated	Waste Management, pp. 64-65	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. 17-22	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. 18	2025 Benefits Guide
401-3	Parental leave		2025 Benefits Guide
Occupational health and safety			
3-3	Management of material topics	Veeco's Health & Safety Management System, p. 23	Environmental & Social Responsibility Statement
403-1	Occupational health and safety management system	Veeco's Health & Safety Management System, p. 23	
403-2	Hazard identification, risk assessment, and incident investigation	Hazard Identification & Risk Assessment, p. 25	
403-3	Occupational health services	Valuing Our Employees, p. 21	2025 Benefits Guide
403-4	Worker participation, consultation, and communication on occupational health and safety	Health & Safety Governance, p. 24	
403-5	Worker training on occupational health and safety	Safety Training and Onboarding, p. 25	
403-6	Promotion of worker health	Valuing Our Employees, p. 21	2025 Benefits Guide
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Product Safety & Quality, p. 39 Supply Chain Responsibility, pp. 45-48	
403-8	Workers covered by an occupational health and safety management system	Veeco's Health & Safety Management System, p. 23	
403-9	Work-related injuries	Incident Rates, p. 26 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. 26 Annex: Social Data	We do not track a specific metric for high-consequence work-related injuries.

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Training and Education			
404-1	Average hours of training per year per employee	Talent Development & Training, p.20	Environmental & Social Responsibility Statement
404-2	Programs for upgrading employee skills and transition assistance programs	Talent Development & Training, p.20 Valuing Our Employees, p. 21	Environmental & Social Responsibility Statement
404-3	Percentage of employees receiving regular performance and career development reviews	Environmental & Social Responsibility Statement Valuing Our Employees, p. 21	
Child labor			
3-3	Management of material topics	Human Rights, p. 34	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. 34	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	

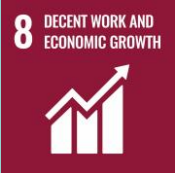
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Supplier social assessment			
414-1	New suppliers that were screened using social criteria	Supply Chain Screening, p. 47	100% of our new suppliers are required to respond to our supplier on-boarding questionnaire.
Public policy			
3-3	Management of material topics		Veeco Code of Conduct : 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. 35-43	Human Rights Policy : Product Responsibility
416-1	Assessment of the health and safety impacts of product and service categories	Product Responsibility, pp. 35-43	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Incident rates, p.26	
Customer privacy			
3-3	Management of material topics		Human Rights Policy : Privacy
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security, pg. 44	Interim Update – Information Security (March 2021)

UN Sustainable Development Goal Alignment

This mapping is included in the annex for reference, providing additional detail on how Veeco’s sustainability initiatives align with the United Nations Sustainable Development Goals that are most material to our business.



SDG 7 – Affordable & Clean Energy
Veeco advances clean energy by producing energy-efficient semiconductor tools and implementing facility upgrades that reduce overall energy consumption.



SDG 8 – Decent Work & Economic Growth
The company supports inclusive economic opportunity through Early Career development programs and maintains strong human rights and labor practices across its operations.



SDG 9 – Industry, Innovation & Infrastructure
Veeco drives sustainable industrial innovation by investing in R&D and extending tool life through refurbishment and upgrade pathways.



SDG 12 – Responsible Consumption & Production
A focus on product circularity with spare parts availability, refurbished tools, and waste-reduction initiatives helps Veeco conserve resources and reduce environmental impacts.



SDG 13 – Climate Action
Veeco tracks and reports GHG emissions, designs more energy-efficient tools, and conducts climate risk assessments aligned with emerging regulations.



SDG 17 – Partnerships for the Goals
The company collaborates with suppliers and participates in cross-functional ESG working groups to advance shared sustainability objectives.



MAKING A **MATERIAL** DIFFERENCE