

AIXTRON' S ESG POLICY

1. Introduction and principles

Vision:

In the following Sustainability Policy (ESG Policy), AIXTRON describes its approaches and priorities around sustainability and its commitment to identifying and implementing all necessary measures. We strive for sustainable and responsible business activities. We are aware of the impact of our business activities on the environment and people and are committed to achieving economic success in harmony with the protection of the environment.

Values:

Our ESG activities are guided by the fundamental values of integrity, respect, sustainability and transparency. We involve all relevant stakeholders in our processes.

Goals:

We develop and set specific targets to continuously improve our ESG performance in the areas of environmental, social and governance. We also review at regular intervals which topics are material for AIXTRON in terms of impact and financially. A number of the United Nations Sustainable Development Goals (SDGs) are supported by our business model. The goal "industry, innovation and infrastructure" (SDG 9) is at the heart of our company, as innovation is an essential part of our business and the basis of our success. Our systems have set world records in the development of new solar cells, which clearly promotes the goal "affordable and clean energy" (SDG 7). Other goals that we promote are "decent work and economic growth" (SDG 8), "climate protection" (SDG 13) and "responsible production and consumption" (SDG 12).

Scope of application:

This ESG Policy applies to the entire AIXTRON Group.

2. Environmental responsibility

Energy efficiency:

We reduce energy consumption in production and in our products through extensive investments in energy efficiency measures and the use of renewable energies. In addition, we will continue to improve the energy efficiency of our products to reduce the energy consumption of our customers when operating our systems.

Conserving resources:

We minimize material consumption and promote the circular economy through high R&D expenditure. We constantly strive to optimize our ecological footprint and that of our customers with our products and solutions on the one hand and with efficient processes and production methods on the other.

Reducing emissions:

We set ourselves targets to reduce greenhouse gas and other harmful emissions and lower our carbon footprint in line with the Paris Protocol. Climate change is an irreversible phenomenon that we must tackle together with determination. We will therefore continue the path we have taken so far to further reduce the CO₂ emissions of our business activities and those of our supply chain and only offset unavoidable emissions with climate protection projects that meet high quality standards.

Waste management:

We take measures to avoid and reduce waste as well as to dispose of it safely and strive to further reduce waste.

Supply chain:

Our suppliers must meet high standards in terms of their environmental performance. We actively involve our partners in the supply chain. We are committed to sustainable and responsible procurement. This includes compliance with the requirements of the German Supply Chain Due Diligence Act (LkSG) to ensure human rights and environmental due diligence in our supply chain. We work with suppliers who share our values and standards and are committed to sustainable practices. Regularly reviewing and evaluating our suppliers regarding their sustainability performance is a key part of our strategy.

3. Social responsibility

Employee rights:

We ensure fair working conditions and compliance with international labor standards.

Health and safety:

We protect the health and safety of our employees through targeted measures. Identifying and avoiding potential risks in the areas of health and safety at work is our top priority. Our aim is to prevent personal injury and damage to assets. To this end, we ensure that our corporate policy in the areas of occupational health and safety is implemented effectively, and that legal requirements and recommendations are strictly adhered to. All necessary technical and organizational measures are regularly reviewed and continuously improved. Potential sources of danger are identified in a timely manner and their causes eliminated to ensure safe working conditions.

Diversity and inclusion:

We promote a diverse and inclusive corporate culture. Equal opportunities are a basic requirement for all existing and potential employees. We see the diversity of our employees as an important foundation and an essential part of our corporate values and culture.

Human rights:

We are committed to respecting human rights in all business areas and along our supply chain. This includes compliance with internationally recognized human rights standards and principles, ensuring fair working conditions and combating human trafficking, forced labor and child labor.

Community involvement:

We support local communities and social projects. As part of society, AIXTRON is voluntarily involved in community and social projects. This is part of our holistic understanding of sustainability.

4. Innovation and technology

Sustainable products:

We develop products that are both technologically advanced and environmentally friendly. Our unique technology enables us to make semiconductors even more efficient and resource-saving. This can improve the efficiency of a wide range of products. This applies to applications in areas such as energy supply, electromobility, consumer electronics and communication.

Research and development:

We invest in technologies that contribute to solving global challenges. We use our innovative strength to reduce our own ecological footprint as well as that of our customers and end consumers. Our unique technology makes it possible to make semiconductors even more powerful and resource-efficient, which improves the efficiency of a wide range of products, including applications in the fields of energy supply, electromobility, consumer electronics and communication.

5. Governance

Transparency:

We report regularly on our ESG performance.

Integrity:

We promote an ethical corporate culture and fight corruption.

Risk management:

We identify and manage ESG-relevant risks.

6. Implementation and measurement

Organization:

Overall responsibility lies with the Chief Financial Officer.

Training:

We regularly inform and train our employees.

Measurement:

We develop key figures to measure progress in implementing our ESG goals.

Reporting:

We regularly report on our progress to internal and external stakeholders.