



ISO 14001 & 45001 Environmental Health and Safety Management System

Our Environmental Health and Safety policy states:

Axcelis Technologies, Inc. understands that the success of the company depends, ultimately, on the performance of its workers. The company realizes that sustained high performance is dependent, among other factors, on the maintenance of a high level of environmental performance and employee health and safety.

In support of this principle, Axcelis Technologies is committed to the following:

- Eliminating hazards and reducing health and safety risks to prevent occupational injuries and illnesses to our employees, visitors, and contractors.
- Compliance with all EHS regulations, legislation, and other requirements applicable to our business and its environmental aspects or health and safety hazards.
- We conserve natural resources.
- Continual improvement of our EHS management and performance.
- Ensuring workers are provided with the opportunity to consult on and participate in the Environmental Health and Safety Management System (EHSMS).
- Setting appropriate, achievable objectives and targets for the prevention occupational injuries, illnesses, and pollution.
- Periodically reviewing our EHS objectives and targets.
- Maintaining records regarding EHS policies, procedures, and performance.

The Axcelis Environmental Health and Safety Leadership Team (AELT) is responsible for the overall performance of the EHSMS and for setting and reviewing EHS objectives, targets, and goals. EHS staff will assist the AELT in ensuring that Axcelis' EHS objectives, targets and goals, and Axcelis' EHSMS appropriately achieve environmental performance and control the health and safety risks associated with our activities.

The Axcelis EHS Policy is communicated to all personnel working at Axcelis facilities and is available to visitors and the public. The Axcelis EHS Policy is included in the Axcelis Technologies, Inc. Supplier Code of Conduct, and all Direct Suppliers and the Supply Chain are expected to comply with this policy as if they had adopted the policy directly.

The Scope of our EHSMS includes all activities for the manufacture of semiconductor manufacturing equipment and similar products at the headquarters plant at 108 Cherry Hill Drive, Beverly MA including offsite warehouse locations.