



## Axcelis Commitment to Learning and Development

The Axcelis Senior Leadership Team is committed to developing a culture of learning and development. We recognize that each employee has different skills, strengths, and perspectives. Our goal is to create a culture that respects and capitalizes on these differences. We support our employees by helping them learn, grow and succeed, so they can contribute to and shape the future success of Axcelis. By linking our talent and learning strategy to Axcelis' Strategic Plan, we will effectively serve our customers and drive tangible business results, positively impacting our revenue growth plans.

In order to be prepared to compete in a global environment, Axcelis is committed to continually:

- Invest in our employee's career growth by developing our internal talent,
- Develop our leadership pipeline by identifying the next generation of leaders at Axcelis, and
- Attract and retain world class and emerging talent.

We will identify the skills and knowledge needed for a successful future. Through a learning model based on 70% work experiences/20% feedback and relationships/10% formal training, Axcelis will provide mentoring, management and leadership programs, employee development opportunities, learning tools and resources to all Axcelis employees.

Through our programs and resources, all Axcelis employees will have the tools they need to be successful in their current and future roles.