



axcelis

ESG Report 2023

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Letter From Our CEO Russell J. Low, Ph.D.

The global semiconductor industry is driving the future.

Semiconductors are critical to the continuous evolution of a wide range of consumer and industrial products, including personal computers, mobile devices, automobiles, sensors and controllers for the “Internet of Things.” As a leading supplier of ion implantation equipment, which is one of the most critical and enabling steps in the semiconductor manufacturing process, Axcelis is uniquely positioned to continue playing a pivotal role as a technology leader to accelerate semiconductor innovation.

We are deeply committed to our role as a responsible corporate citizen and dedicated to our Environmental, Social, Governance (ESG) and Net Zero commitments. This inaugural ESG Report combines our standard Annual Report on Environmental, Safety Concerns (ARESC), our standard Focus on Diversity report, and additional social and governance disclosures. In it, you will learn about our progress in reducing greenhouse gas emissions as well as energy, water, and waste management. You will also gain some insights into our workforce programs (professional development, diversity, recruitment), and our community and charitable activities. We also include governance disclosures, as found in our proxy statement, in order to have the full ESG elements in one document.

This report also outlines key ESG initiatives that will drive our efforts moving forward. For example, in 2022, Axcelis contracted for the purchase of 100% renewable Green Hydro Electricity for our Beverly headquarters facility. In addition, we became a founding member of the Semiconductor Climate Consortium (SCC) of Semiconductor Equipment and Materials International (SEMI), the leading industry



organization. Moving forward, we will be working closely with SCC member forums to drive and promote positive action towards combating climate change.

Axcelis is well positioned for continued success – as a technology leader and a responsible corporate citizen – and we will always draw upon the strength of our culture, people and track record.

As always, Axcelis remains committed to cutting-edge innovation, a growing suite of high-performance products, and exceptional customer service.

Russell J. Low, Ph.D.

President and Chief Executive Officer

Environment, Climate & Safety

Prior to this report, Axcelis has issued four Annual Reports on Environmental and Safety Concerns (ARESC). This is our first integrated ESG Report. We have sought to expand our disclosures to align with investor expectations to the extent relevant to our business and processes. In our 2020 report, regarding calendar year 2019, we adopted new disclosures that align with certain aspects of The Climate Disclosure Standards Board (CDSB) framework, and the Sustainability Accounting Standards Board (SASB) guidance, using the SASB Semiconductors Standard. We have continued this practice, using this framework for reporting on our 2022 results. In the headings used in the section below, titled “SASB Sustainability Disclosure Topics & Accounting Metrics,” we identify the specific SASB Technology & Communications Standards associated with each disclosure. Moving forward, we will integrate other standards and frameworks – including the Carbon Disclosure Project (CDP) and the Task Force on Climate-Related Financial Disclosures (TCFD) framework – in line with global standards and our long-term sustainability strategy.

Path to Net Zero

As a founding member of the Semiconductor Climate Consortium, Axcelis is committed to aligning itself with the Science Based Targets initiative (SBTi) and the industry path to Net Zero by 2050. SBTi is a recognized leader in the global effort to mitigate the climate crisis and mobilizes the private sector to take the lead on urgent climate action.

Board Governance Over Environmental and Safety Risks

Our Board of Directors oversees Axcelis’ Environmental, Health and Safety risks and Climate Change risks using our Enterprise Risk Management (ERM) system. The ERM system is a method by which management assists our Board in meeting its risk oversight responsibility.

Annually, management seeks to identify risks that influence our business, and rank them by potential severity and by susceptibility of the risk to control by the Company. Risks with higher severity, or greater



uncontrollable factors, are re-assessed by management on a quarterly basis. Climate Change risk is separately identified from Environmental and Occupational Health and Safety compliance risks, given its higher uncontrollable factors. Trends and mitigation actions on these higher risks are reported to the Board quarterly. This ARESC/ESG report is also provided to the Board each year.

Environmental and Occupational Health and Safety Goals and Management Systems

The Axcelis executive officers and the VP of Environmental, Health and Safety (EHS) and Facilities (the Leadership Team) are responsible for setting and reviewing annual Occupational Health and Safety and Environmental objectives, targets, and goals.

These objectives, targets, and goals are designed to appropriately control the Occupational Health and Safety risks and minimize the environmental impacts of Axcelis' activities, products and services, including Axcelis' contribution to Climate Change. Our annual objectives, targets, and goals are incorporated into our EHS Management Systems each year, and progress against these goals, as well as review of the effectiveness of the EHS Management Systems, is conducted on a quarterly basis as part of Axcelis' business-wide Quarterly Business Review.

Axcelis Environmental and Health and Safety Policies

Axcelis is committed to achieving our business mission while protecting the environment and the public health of the communities in which we operate. These commitments include:

- Compliance with all environmental regulations, legislation, and other environmental requirements applicable to our business and its environmental aspects.
- Conservation of natural resources.
- Continual improvement of our environmental management systems.
- Setting appropriate, achievable objectives and targets for the prevention of pollution.
- Periodically reviewing our environmental objectives and targets.

- Maintaining records regarding environmental policies, procedures, and performance.
- Maintaining a high level of employee health and safety. (Axcelis understands that achieving our business mission ultimately depends on the sustained high performance of our employees).

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

- Eliminating hazards and reducing occupational health and safety (OH&S) risks in order to prevent occupational injuries and illnesses to our employees, visitors, and contractors.
- Compliance with all OH&S regulations, legislation, and other requirements applicable to our business and its OH&S hazards.
- Continual improvement of our OH&S management and performance.
- Ensuring workers are provided with the opportunity to consult on and participate in the occupational health and safety management system.
- Setting appropriate, achievable objectives and targets for the prevention of occupational injuries and illnesses.
- Periodically reviewing our OH&S objectives and targets.
- Maintaining records regarding OH&S policies, procedures, and performance.

These commitments are included in Axcelis' OH&S and Environmental policies, which are communicated to all personnel working at Axcelis facilities. Axcelis has also required training for employees and others on environmental and safety topics. In addition, Axcelis' OH&S and Environmental policies are included in Axcelis' Supplier Code of Conduct, and all direct suppliers as well as other companies in our supply chain are expected to comply with these policies as if they had adopted them directly.

Controlling Axcelis' Impact on the Environment

Each year, Axcelis identifies and evaluates the environmental aspects of our activities, as well as planned, new, or modified projects, products, and services that we can control and influence in order

to determine those that may have a significant impact on the environment. These are referred to as “environmental aspects.” When determining environmental aspects, Axcelis takes into account abnormal conditions and reasonably foreseeable emergency conditions. Certain environmental aspects are identified as “Significant Environmental Impacts.” Axcelis conducts quarterly evaluations to ensure that the identification and current performance of Significant Environmental Impacts are understood.

Axcelis’ Significant Environmental Impacts are:

- Electricity Consumption
- Natural Gas and other Fuel Consumption
- Fossil Fuel Consumption from Employee Commuting
- Contribution to Global Climate Change

Axcelis sets goals and tracks performance for our Significant Environmental Impacts and other environmental factors, including water, waste and air emissions. Our 2022 goals and results are set forth below.

2022 Goals	2022 Results
Reduce Beverly Direct GHG emissions (scope 1) to < 5 Tons CO2e / \$1M revenue	Achieved goal. Reduced GHG emissions to 4.09 Tons CO2e / \$1M revenue.
Reduce Beverly Indirect GHG Emissions (scope 2) to < 7.5 Tons CO2e / \$1M revenue.	Achieved goal. Reduced GHG emissions to 6.56 Tons CO2e.
Reduce purchased electricity by > 1MM kWh	Achieved goal. Reduced by 1.2 MM kWh.
Use < 32 Pounds SF6 at Beverly Facility	Achieved goal. Reduced to 27.6 pounds.
Reduce Solid Waste Disposal to < 0.55 Tons / \$M revenue	Achieved goal. Reduced to 0.50 (16% reduction from 2021).
Reduce Hazardous Waste Disposal to < 16 pounds / \$M	Achieved goal. Reduced to 15.87 pounds / \$M revenue
Reduce Water consumption to < 13.0 million Gallons	Actual water consumption was 15.47 million gallons in 2022. See below for details.
Collect 2022 Emissions data for Korea AAOC and off-site warehouses	Achieved goal. Collected 2022 emissions data for Korea AAOC and off-site warehouses.
Achieve a Near Miss to Injury Ratio of > 2:1	Actual result was 1.14. Axcelis has taken key steps to address this. See below for details.
Recognize 35 employees for “Working Safely”	Achieved goal. Recognized 44 employees (Safety Star program).
Achieve OSHA Recordable Equivalent Rate of < 0.5 per 100 employees	Actual rate was 0.96. Axcelis has taken key steps to address this. See below for details.

SASB Sustainability Disclosure Topics & Accounting Metrics

Organizational Boundary

In 2022, Axcelis started collecting emissions data from global/regional locations in addition to Axcelis Headquarters. As a result, we are sharing key environmental performance indicators and corporate-wide emissions in this report. Locations in Singapore, Malaysia and Japan and mobile sources were not included in our 2022 data. Axcelis plans to include these emissions sources when reporting on our 2023 data.

Greenhouse Gas Emissions (TC-SC-110a.1)

Axcelis recognizes that emissions from our operations contribute to climate change. We support the goals of the Paris Agreement, made under the United Nations Framework Convention, on Climate Change as well

as the Sustainable Development Goals (SDGs). We are committed to measuring and minimizing the impact that our operations have in this area, where feasible. To do this, we use the Greenhouse Gas (“GHG”) Protocol Corporate Standards, which is the international standard for corporate GHG accounting and reporting. The GHG Protocol classifies a company’s GHG emissions into three “Scopes.”

Scope 1 emissions are direct emissions from owned or controlled sources. Scope 2 emissions are indirect emissions from the generation of purchased energy. Scope 3 emissions are all indirect emissions (not included in Scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions.

Axcelis tracks 100% of our Scope 1 and 2 emissions for Axcelis headquarters and the AAOC. We strive to ensure our Scope 1 emissions are minimized to the greatest extent practical. As a part of our effort to reduce fuel burning, we replaced one of our boilers in the Axcelis Headquarters with two high-efficiency heating units. In addition to direct fuel burning, Axcelis’ Scope 1 emissions include fugitive emissions of perfluorinated process chemicals (PFCs) used in manufacturing our products. Axcelis has greatly reduced our use of these materials and has instituted a means of recycling Sulfur Hexafluoride (SF6) gas used in the final test process of Axcelis high-energy implanters.

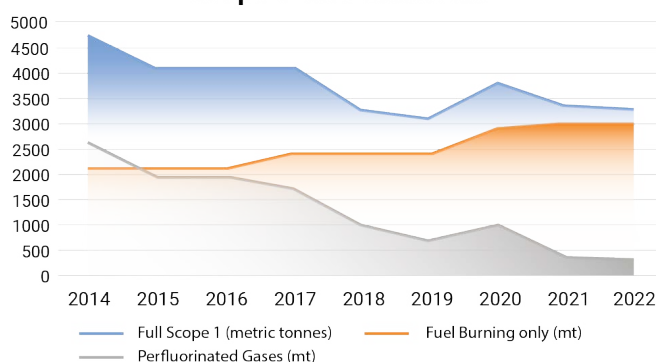
Scope 1 Emissions

As a result of our initiatives, Axcelis has reduced our (company-wide) Scope 1 emissions from a high of 9,689.64 metric tonnes of Carbon Dioxide equivalents (CO2e) in 2011 to 5,336.031 metric tonnes of CO2e in 2022. This constitutes a 45% reduction in eleven years. After reaching a low of 3,077 metric tonnes in 2019, the Axcelis Headquarters’ Scope 1 emissions increased to 3,818.5 metric tonnes in 2020, before dropping again in 2021 to 3,000.7 metric tonnes. Despite a slight increase to 3,264.05 metric tonnes in 2022, Axcelis Headquarters’ Scope 1 emissions remain far below the 2020 figure. In tackling SF6 emissions, Axcelis established a target of emitting less than 32 pounds at the Beverly Facility in 2022, and achieved this, emitting 27.6 pounds in 2022.

In 2022, Axcelis’ global gross total Scope 1 GHG emissions comprised 3394.484 metric tonnes of emissions from Fuel Burning including CO2, N2O and CH4; and (2) 1,941.55 metric tonnes of CO2e from SF6 emissions. When normalized using total revenue of \$920 million in 2022, total Scope 1 emissions for Axcelis (company-wide) were 5.8 metric tonnes per \$million in revenue, and Axcelis’ Beverly Headquarters were 3.55 metric tonnes per \$million in revenue. This is compared against the 2021 figure of 5.1 metric tonnes per \$million in revenue and the 2020 figure of 8.05 metric tonnes per \$million.

See charts below for trend data on Scope 1 emissions and Scope 1 emissions in metric tonnes per million dollars of revenue for each year, from 2014 through 2022, from Axcelis’ headquarters.

Scope 1 GHG Emissions



The first chart shows a 21% reduction in total Scope 1 emissions from 2014 through 2022, and an 89% reduction in perfluorinated compounds emissions in the same time period,

The second chart shows a 84.8% reduction in Scope 1 emissions when normalized for revenue.

Scope 1 Metric Tonnes CO2e per \$MM



Scope 2 Emissions

In 2022, Axcelis' Global Scope 2 GHG Emissions were 4068.106 metric tonnes of CO₂e. When normalized using total revenue of \$920 million in 2022, total Scope 2 emissions were 4.42 metric tonnes per \$million in revenue.

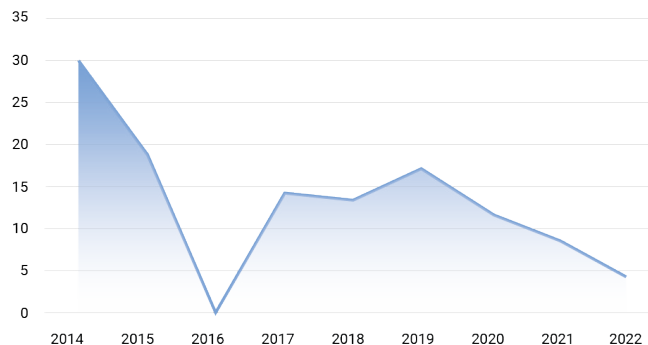
Scope 2 emissions for the Beverly headquarters location were 2652.72 metric tonnes in 2022. This is a 54% reduction from Beverly's 2021 emissions of 5719.14 metric tonnes. This reduction was achieved through the purchase of 100% Green Hydro Electricity, which began in 2022, and a reduction in purchased electricity of 1.2 million kwh due to changes implemented in our test processes.

The AAOC manufacturing facility in Pyeongtaek, South Korea, had electricity consumption of 2,284,994 kWh for 2022 with a CO₂e of 949.644 metric tonnes in its first full year of operation.

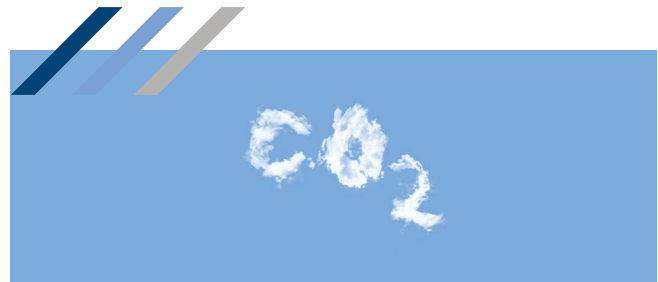
All other Axcelis facilities, with the exception of those in Japan, Singapore and Malaysia, consumed 1,282,373 kwh of electricity with emissions of 465.743 metric tonnes. The Japan, Singapore, and Malaysia locations will be added for our 2023 report.

See chart below.

Metric Tonnes Scope 2 CO₂e per \$MM



Note: Conversion factors from the U.S. EPA's eGrid Power Profiler system were used to determine CO₂e for Axcelis' U.S. locations, the most recent conversion factor for The Energy Administration of the Ministry of Economic Affairs were used for Taiwan locations, and the Carbonfootprint.com conversion factors from its June 2019 report was used for all other locations.



Greenhouse Gas Emissions Discussion (TC-SC-110a.2)

Axcelis has adopted the CDSB Climate Disclosure Pillars to ensure we are comprehensively addressing the risks and opportunities of Climate Change.

Climate Disclosure Pillars

Governance	See "Board Governance over Environmental and Safety Risks" above. Climate Change risk is included in our Enterprise Risk Management system and is reviewed quarterly by senior management and our Board of Directors
Strategy	Take appropriate steps to reduce Axcelis' contribution to Climate Change. Adjust business practices to changing climate realities. Meet customer expectations for product performance relative to Climate Change. Capitalize on business opportunities connected to Climate Change.
Risk Management	Proactively reduce Greenhouse gases. Monitor climate risks to business objectives, and adjust accordingly.
Metrics and Targets	See above in the section on "Controlling Axcelis' Impact on the Environment."

Axcelis continually monitors the energy marketplace for opportunities to obtain or enable low carbon energy production. We continue to consider the return on investment from the potential installation of solar energy panels at Axcelis Headquarters, but so far, we have not found it significantly attractive. We are currently reviewing longer-term contracts for the purchase of Green Electricity for our Beverly headquarters facility.

Energy Management in Manufacturing (TC-SC-130a.1)

Axcelis continually strives to reduce our electricity consumption at Axcelis Headquarters, which includes our manufacturing and product demonstration facilities. Our past projects include:

- Updating manufacturing processes to decrease the energy required for testing our products.
- Conversion from incandescent and fluorescent lighting to Smart LED lighting throughout the facility and parking areas.
- Optimization of clean room HVAC systems.
- Chiller optimization to take advantage of “free (cooling-tower based) cooling” during periods of colder weather.
- Use of variable frequency drives, where appropriate.

In June 2019, Axcelis began operation of a 250 kW CHP plant. This CHP plant has reduced our electricity consumption from ISO-New England (the independent, not-for-profit corporation that provides electricity across the six New England states) by more than 1.9 million kWh per year.

In 2022, Axcelis consumed 70,744 gigajoules of purchased energy (see table below). Axcelis Headquarters consumed 57,902 gigajoules of purchased energy in 2022 compared to 69,595.41 gigajoules of total energy consumed in 2021 – a 14% reduction. Of this amount, 100% came from ENGIE Resources, LLC (ENGIE). Approximately 15% is carbon free renewable energy (hydro, solar, wind). However, ENGIE purchases and retires compliance-renewable energy credits to meet the Massachusetts requirement of 32% renewable energy. A total of 7255.18 gigajoules were generated onsite at Axcelis Headquarters in a 250 kW capacity CHP. Since 2014, Axcelis Headquarters has reduced its purchased electricity when normalized by revenue by 71%. (See the chart in “Greenhouse Gas Emissions” section TC-SC-110a.1)



Water Management (TS-SC-140a.1)

Axcelis recognizes that water is a vital natural resource and makes efforts to minimize water use whenever possible. Axcelis Headquarters uses water for evaporative cooling, laboratory processing, aqueous cleaning, cafeteria operations, and other domestic uses. Occasionally, water is added to our closed-loop chilled water and process cooling systems.

In 2022, Axcelis withdrew 58.552 thousand cubic meters (15,467,768.58 gallons) of water at Axcelis Headquarters.

Based on information obtained from the Aqueduct Water Risk Atlas (<https://wri.org/applications/aqueduct/country-rankings/?country=USA&indicator=bws>), none of this water was withdrawn from a region with high or extremely high baseline water stress.

Of the total water usage at Axcelis Headquarters in 2022, 39.1% was lost to evaporation from our evaporative cooling towers that serve our chilled water plant.

For 2022, Axcelis set a goal to use less than 49.210 thousand cubic meters (13 million gallons) of water. However, actual water consumption in 2022 was 58.552 thousand cubic meters (15.47 million gallons). The weather was a major contributing factor with the U.S. experiencing the third-warmest summer on record, with an average summer temperature of 73.9° F - 2.5° F above long-term (1901-2000) average.

Axcelis operates a small, industrial wastewater pre-treatment plant at the Axcelis Headquarters. The effluent from this plant is discharged to the South Essex Sewerage District, a publicly owned treatment works, under an industrial discharge permit. Axcelis has consistently complied with all aspects of its permit for at least the last five years.

Axcelis continues to reduce its industrial wastewater generation by increasing the efficiency of its aqueous clean rinsing. Axcelis processed and discharged 0.10345 thousand cubic meters (27,329 gallons) of industrial wastewater. This represents a 27% reduction from 2021 and a 69.8% reduction from 2019 (90,459 gallons).



69.8%

wastewater
reduction
from 2019



Waste Management (TS-SC-150a.1)

Axcelis Headquarters is a Small Quantity Generator of Hazardous Waste according to the regulations of the MA Department of Environmental Protection, found in 310 CMR Part 30. In 2022, Axcelis Headquarters generated 8.27 metric tonnes of federally regulated and MA regulated Hazardous Waste, combined. In addition, 0.291 metric tonnes of Universal Waste were diverted from hazardous waste streams for recycling. Including Universal Waste, 3.4% of all hazardous waste was diverted to recycling.

In 2022, Axcelis' Headquarters generated 889.62 metric tonnes of solid waste, with 482.22 metric tonnes diverted to recycling for a recycling percentage of 54.2%.

Employee Health and Safety (TC-SC-320a.1 and TC-SC-320a.2)

The Axcelis Health and Safety Management System is based on the principles outlined in the ISO 45001 Occupational Health and Safety Management Systems standard. As such, our system is intended to result in continual improvement of employee health and safety performance, fulfilment of legal and other requirements, and achievement of employee health and safety objectives.

Major components of our system include top management leadership and commitment, consultation and participation of workers, identification of hazards and controls, risk assessment, evaluation of opportunities for improvement, establishing plans/objectives/targets for continuous improvement, documentation of policies and procedures, communication, training and awareness on health and safety matters, performance evaluation, periodic compliance audits, and management review. In April 2022, Axcelis Headquarters was certified to the ISO 45001:2018 standard, and in June 2022, the AAOC was also certified to the ISO 45001 standard.

In 2022, Axcelis' worldwide OSHA recordable incident rate equivalent (applying U.S. OSHA recordable criteria to all employees, regardless of country) was 0.96 recordable incidents per 100 full-time employee equivalents which exceeded the established target (of less than 0.5). As a result, Axcelis identified and examined contributing factors, such as new hire accident rates, and undertook a number of steps to address the issue. The EHS team took the lead in establishing a Safety Subcommittee and oversaw several key actions including:

- Implementing a kaizen process
- Expanding work areas and layouts

- Holding monthly meetings with new hires (one month after hiring)
- Conducting focused “hands-on” training sessions and safety perception surveys
- Launching the Safety Star program to recognize employees
- Kaizen (October, 2022) – The EHS team partnered with a key department within Manufacturing to address an increase in accidents that were occurring in an undersized and busy area. By piloting engagement activity, the EHS team enabled the department to expand its workspace, move activities to other parts of the building, and rapidly reduce the rate of incidents. The team subsequently rolled out the improvements to the rest of Manufacturing, which resulted in a decline in accident rates.

Axcelis invests heavily in EHS training for our global workforce. In 2022, Axcelis successfully delivered 21,503 individual EHS, HR, and Legal and Ethics training courses through our online Learning Management System. Monthly reports regarding the training performance of all employees are sent to the Leadership Team. In order to drive timely completion, our CEO directly contacts employees with low training completion rates in order to reinforce the importance of complete their assigned training on time. Training completion is also included in our annual employee performance review process. In 2022, employees completed 99.5% of all training assignments that were due on or before year-end.

Other OH&S metrics are tracked and reviewed with the Leadership Team on a quarterly basis. These metrics include the ratio of near-miss reports (which are strongly encouraged) as well as accidents that result in first aid or greater, the number of days a corrective action related to an accident or other incident is open before it is resolved, and the number and content of health and safety communications that are delivered to employees.

Axcelis has experienced no legal proceedings associated with employee health and safety violations in more than five years, and thus has incurred no monetary losses as a result.

EHS Team Highlights:

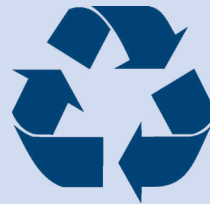
The Axcelis EHS team is dedicated to safety and continual improvement throughout all of our operations. Following are some key highlights from 2022:



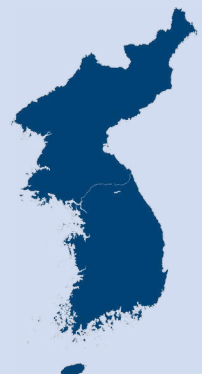
- ISO 450001 Certification – Axcelis’ Beverly facility became ISO 45001 certified in May 2022. In June 2022, our Korea AAOC was certified to ISO 45001.



- Co-op Program – In 2022, the EHS team resumed its Co-op Program for the first time since COVID. The team plans to continually host a co-op to share the experience of EHS work with future graduates.



- Waste Diversion Program – In November 2022, the EHS team started composting café/kitchen scraps. To date, Axcelis has diverted over 8 tons of waste away from landfills.



- AAOC Office Engagement – In 2022, the EHS team made multiple trips to South Korea to visit the AAOC plant, and other operations sites, which led to increased engagement with our Korean personnel.

Customer Safety

Axcelis is equally committed to the safety of our customers. The product material provided to customers includes an “Essential Health and Safety Manual” that outlines the key safety considerations for our equipment. Customers also receive detailed Operations and Preventive Maintenance manuals that provide safe operating and maintenance information for our equipment, recommended operator experience, personal protective equipment, and hazardous energy control procedures for each task, among other safety-related information.

Our system sales terms include credits that customers can use to receive product training from Axcelis. This Axcelis training covers the use and maintenance of each ion implanter model, including safety training in an overview of the equipment and task-specific safety training.

Safety Data Sheets (SDS) that conform to the Globally Harmonized Standard are provided to all customers for all substances, mixtures included within our products (such as lubricants or cooling fluids), and for substances and mixtures that are sold to support continued use and servicing of the equipment. SDS are provided to customers in their local language, upon request.

Product Lifecycle Management (TC-SC-410a.1 and TC-SC-410a.2)

Substances of Concern. All of Axcelis’ products include at least some IEC 62474-declarable substances. Chemicals on the list of IEC 62474 declarable substances applicable to Axcelis’ products are regulated by EU Registration, Evaluation, and Authorization of Chemicals (REACH) Regulation (EC/1907/2006), EU regulation No 517/2014 on fluorinated greenhouse gases (EU F-Gas), EU Restriction of Hazardous Substances Directive 2011/65/EU (EU RoHS) and its amendments, or China’s Administrative Measures for Restriction of the Use of Hazardous Substances in Electrical Appliances and Electronic Products (China RoHS).

Axcelis maintains compliance programs for all of the regulations listed above and takes steps to proactively monitor and address all emerging regulations. As a component of our EU REACH compliance

program, Axcelis provides web-based reporting to our customers on Substances of Very High Concern (SVHC) or Candidate List Substances, which are known to be included in our products. We monitor the inclusion of SVHC in our products from purchased parts and components. We also require our suppliers to notify us if SVHC, regardless of the amount or concentration, are included in parts and components they sell to Axcelis.

Axcelis incorporates OEM chillers into our products that contain limited amounts of refrigerants that are regulated by the EU F-Gas regulation. Axcelis has made efforts to minimize the quantities of F-Gas refrigerants in the chillers we select to be incorporated into our products. For chillers that are shipped to the EU, Axcelis or its customers utilize the 100 tonnes per year of CO2e exemption for the F-Gases included in the chillers.

Because our products are considered Large Scale Stationary Industrial Tools under EU RoHS, Axcelis’ products are exempt from EU RoHS requirements. Axcelis maintains a China RoHS compliance program, which discloses reportable content and applies product labeling in conformance with the China RoHS regulation.

Product Lifecycle Support. The quantitative metrics listed in SASB’s Technology & Communications Standards for product life cycle management are not applicable to ion implantation systems or associated products.

As part of our commitment to our customers, Axcelis seeks to ensure that our products remain productive and cost efficient throughout their life cycle, which can exceed 25 years. During a product’s lifecycle, we strive to recognize the “voice of the customer” and to provide continuous improvements through upgrades and service offerings. In 2021 and 2022, Axcelis received several awards from customers who recognized the contributions we made to their success through these aftermarket offerings.

Product Safety and Sustainability. Axcelis is committed to delivering safe and effective products to our customers. Many of our customers actively solicit continuous improvement in both the safety and environmental impact of our ion implantation systems. Each Axcelis product is evaluated against

guidelines published by our trade organization, SEMI (formerly Semiconductor Equipment and Materials International). SEMI's guideline S2, called "Environmental Health and Safety Guideline for Semiconductor Manufacturing Equipment," requires a review of equipment by a third-party evaluator which, based on the results of the evaluation, certifies that the product is in conformance to the guidelines outlined in the SEMI document.

Axcelis also ensures that our products comply with all environmental and safety laws and regulations that are applicable to our systems, in the countries in which our systems are located. Our customers use our systems in the United States, Europe, and Asia. The European Union has taken a leadership role in safety regulation, and Axcelis ensures its systems comply with the European Union's Machinery Directive (2006/42/EC), the Directive's "Essential Health and Safety Requirements Relating to the Design and Construction of Machinery," and the European Union Electromagnetic Compatibility (EMC) Directive (2014/30/EU).

Axcelis evaluates the use of utilities by our ion implantation systems according to the SEMI guideline S23, "Guide for Energy, Utilities, and Materials Use Efficiency of Semiconductor Manufacturing Equipment," and continually looks for process improvements to reduce the consumption.

Materials Sourcing (TC-SC-440a.1)

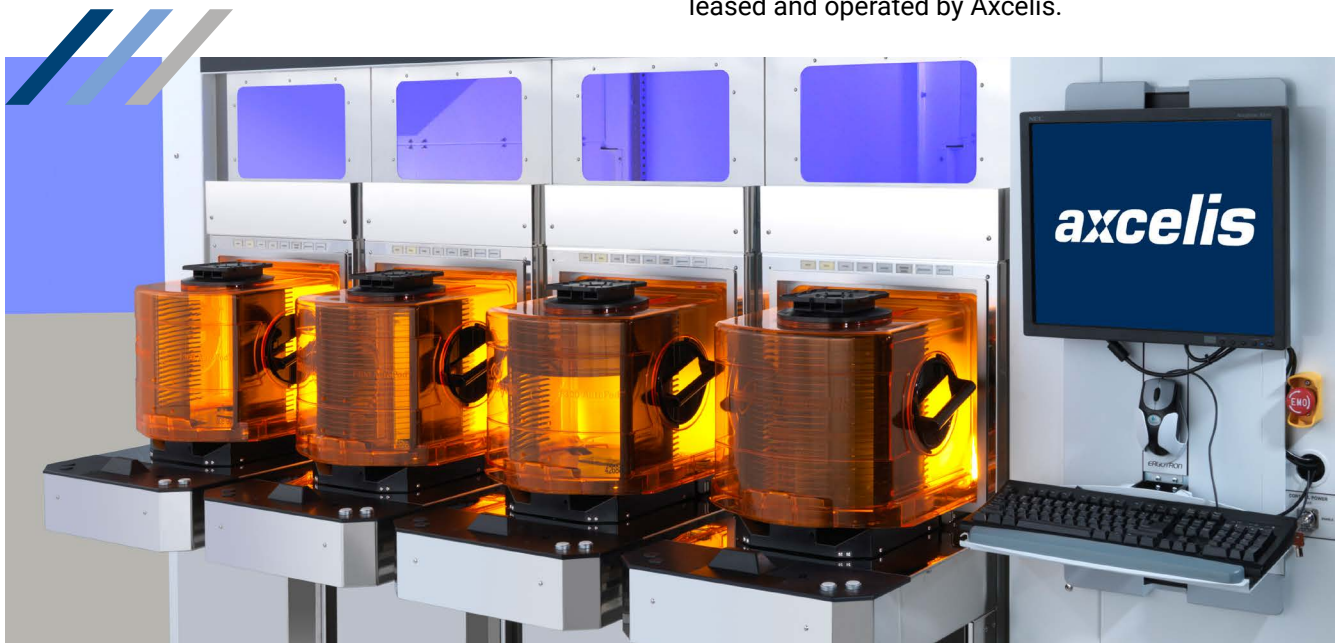
Axcelis largely relies on outside vendors to manufacture many of the components and subassemblies of our products. Some of these components and subassemblies contain critical materials as defined by the National Research Council. We obtain many of these components and subassemblies from a limited group of suppliers. Axcelis manages its supply chain on a constant basis in order to ensure appropriate and timely access to the components and subassemblies necessary to manufacture our products. On an as-needed basis, in order to reduce or address a possible risk, we will either seek alternative sources for supplies or decide to manufacture the components or subassemblies internally.

Total Production (TC-SC-000.A)

While Axcelis does not publicly report the number of ion implanters shipped per year, revenue for 2022 was \$920 million, of which systems revenue was \$692.1 million. We use Axcelis' total annual revenue as a denominator for normalizing annual Greenhouse Gas Scope 1 and Scope 2 emissions for comparison against our own performance and the performance of peers.

Percentage of Production from Owned Facilities (TC-SC-000.B)

Axcelis produced 100% of its products in facilities leased and operated by Axcelis.



Social/People & Community

Diversity, Equity, Inclusion and Belonging

Axcelis is dedicated to building and maintaining a diverse workforce, fostering a culture built on the principles of inclusion and equity, and maintaining a workplace free from discrimination. We strongly believe that a diversity of experience, perspectives, and backgrounds will lead to a better environment for our employees, and better products and services for our customers. Axcelis' commitment to diversity extends to our Board of Directors, our leadership team, and all teams and functions across our global locations.

As a global company, an inherent diversity exists as we come together with backgrounds in different cultures and countries. Our ultimate goal is to ensure that Axcelis' workforce reflects the communities in which our work is done, in all of our locations around the world.

We encourage investors and other interested parties to see our diversity as multi-faceted. Axcelis is implementing various initiatives to increase the presence of under-represented groups across our business and industry, including establishing long-term goals that are tied to demographic realities and intrinsic fairness.

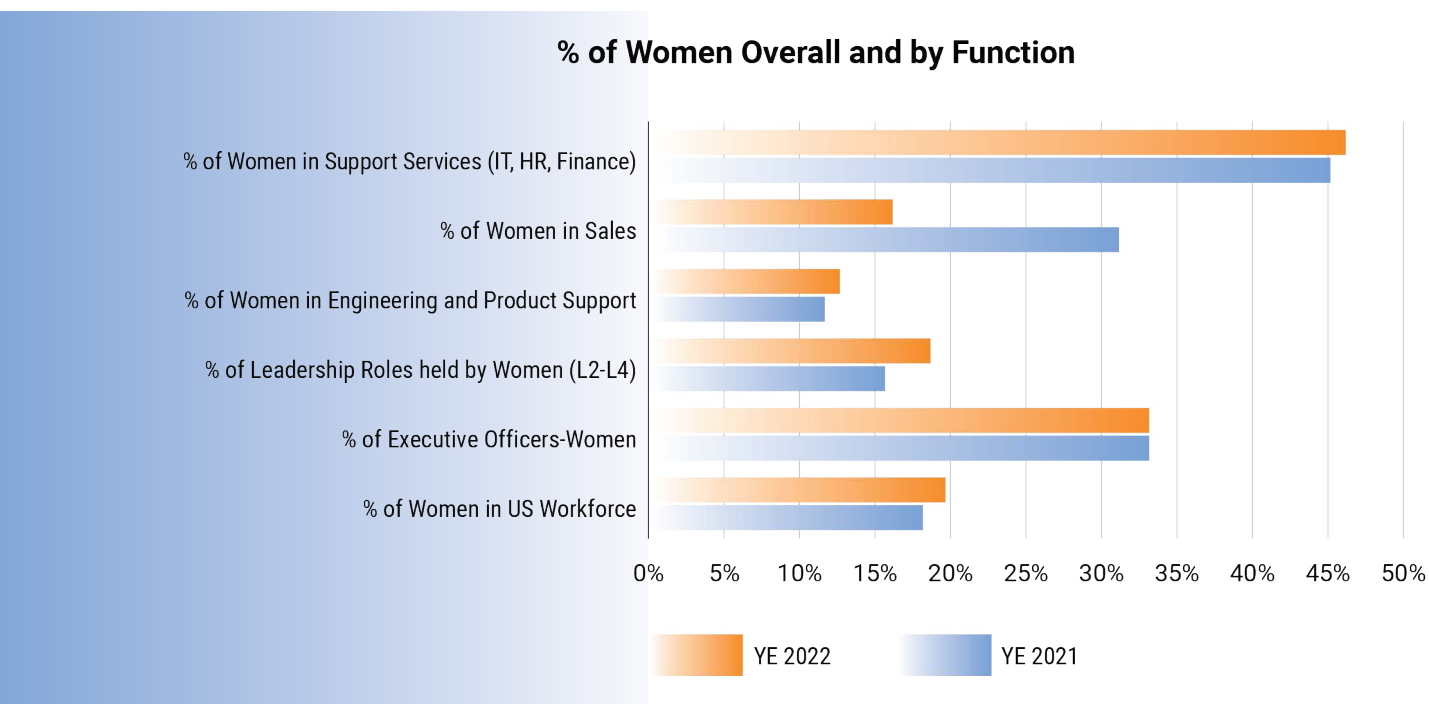
Note: This disclosure discusses the demographic makeup of our U.S. workforce and our goals to continue to increase diversity in our U.S. workforce. This disclosure is of interest to our employees and our shareholders. Demographic changes at Axcelis reflect (i) our significant headcount growth in recent years, (ii) the increasing diversity of the communities around Axcelis work locations, and (iii) efforts to source and attract a more diverse candidate pool for job openings. We ensure that all hiring, promotion, compensation, and other employment decisions at Axcelis are based on individual merit and performance and not on gender, ethnicity, or other extraneous factors.



Where We Are Now

Women in the U.S. Workforce

In 2022, Axcelis' U.S. employee female base continued to grow to 19.5% by year-end. This is up from 18.3% at year-end 2021. During that same period, we saw increases in the percentage of women across many functional groups:



As shown in the chart above, almost all Axcelis functional categories saw an increase in the percentage of women in the U.S.

The largest percent change of overall women by function was seen in the percentage of women in leadership roles. When we look at our U.S. leadership below the executive officer level, the number of women in leadership roles rose again in 2022, up by 3%, and totaling 18.5% at year-end. The number of women in leadership positions has more than kept up with growth in Axcelis' headcount at that level: At year end 2022, we filled 9 out of 22 new U.S. leadership roles with women. The 2022 LeanIn.Org and McKinsey & Company Women in the Workplace study reports that only 87 women are promoted from entry-level positions to managers for every 100 men that are promoted. The number drops to 82 for women of color. Axcelis hopes to continue to gradually increase the overall level of female leadership in the Company, building a pipeline of women leaders for senior management roles.

Finding qualified female candidates for many of the functional groups at Axcelis is challenging, given that the number of women who obtain technical and scientific degrees in fields relevant to Axcelis is significantly below the number of men. The U.S. Department of Education reported that 34% of all levels of STEM degrees and certificates issued in 2019-2020 were received by women. Women's engagement in the engineering, physical, and software science skills that Axcelis requires is even lower. As noted in a Pew Research Center report, "6 facts about America's STEM workforce and those training for it," analyzing 2021 data from the U.S. Bureau of Labor Statistics, while women "... make up half of the STEM workforce... the share of women varies widely across STEM job clusters... women comprise about three-quarters of health care practitioners and technicians (74%), [but women] remain underrepresented in engineering (15%), computer science (25%), and physical science (40%) occupations."

The National Science Foundation reported that 49.2% of women who originally intend to major in Science and Engineering switched in their first year to a non-STEM major, compared to 32.5% of men (National Science Foundation National Center for Science and Engineering (NSF NCSES 2017, 2019). Yale Scientific reported that women represent 57.35% of bachelor's degree recipients (nationally), but only 38.6% of STEM bachelor's degree recipients.

Axcelis will continue to prioritize our efforts to engage in robust outreach and sourcing strategies to encourage female candidates to apply for our technical and leadership positions, and to ensure that Axcelis is a welcoming workplace for employees of all backgrounds.

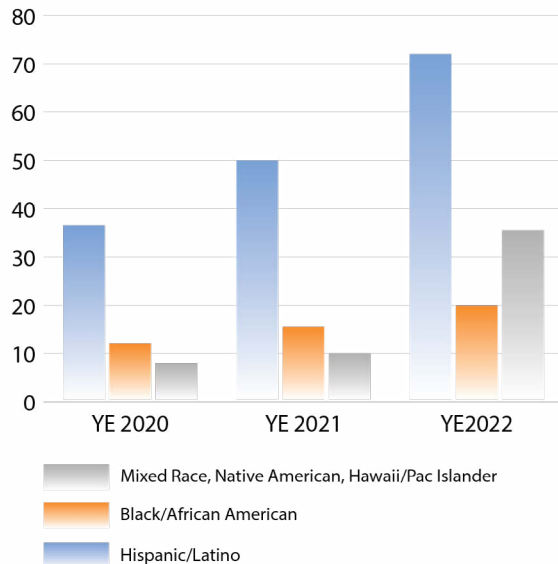
Underrepresented Minorities in the U.S. Workforce

Minority racial and ethnic groups constitute a substantial portion of the U.S. working-age population. When we compare the racial/ethnic identities of Axcelis U.S. employees to the most current U.S. Census estimates (July 2021), it is apparent that our U.S. employees who identify as Hispanic/Latino, Black/African American, and other non-White, non-Asian racial and ethnic groups represent lower percentages of Axcelis employees than are present in the overall U.S. population. Asians, while a minority of the U.S. population (at 5.9% per U.S. Census estimates), are well represented at Axcelis, comprising 24.11% of our U.S. workforce at yearend 2022, which is up 3% over year-end 2021. Based on this data, Axcelis considers Hispanic/Latino, Black/African American, and other non-White, non-Asian racial and ethnic groups to be underrepresented minorities (URMs).



Comparing year-end 2022 to year-end 2021, the percentages of URMs in Axcelis' U.S. workforce continued to rise (3%), with URMs currently comprising 13% of the Axcelis U.S. workforce:

US URMs at 2020, 2021 and 2022



As with women, there is a limited population of URMs with backgrounds that would qualify for many of our technical roles. The Pew Research Center report, cited above, states that 9% of the U.S. STEM workforce are Black and 8% are Hispanic. The report also observed that Black students earned 7%, and Hispanic students 12%, of STEM bachelor's degrees for the 2017-2018 academic year.

None of the current Axcelis executive officers are URMs, and only 4.3% of U.S. leadership are URMs. This is consistent with the situation of U.S. businesses in general, including those much larger than Axcelis. Stanford University's Rock Center for Corporate Governance reported in "Diversity in the C Suite—The Dismal State of Diversity Among Fortune 100 Companies" that Blacks and Hispanics make up 5% and 4%, respectively, of Fortune 100 C-Suite positions.

Axcelis' progress is in line with increasing diversification in the STEM workforce. According to the "Diversity and STEM: Women, Minorities, and Persons with Disabilities 2023" report, published by the National Center for Science and Engineering Statistics, Hispanics, Blacks, and Native Americans or Alaska Natives represented nearly a quarter (24%) of the STEM workforce in 2021, up from 18% in 2011.

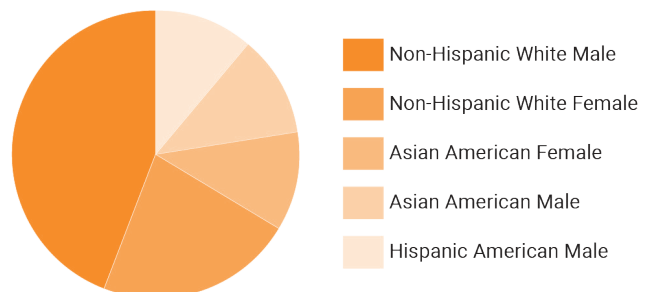
Board of Directors

We are proud of the diversity represented by the Axcelis Board of Directors, which includes:

- **Mary G. Puma**, our former Chief Executive Officer, currently our Executive Chairperson, a top female executive in our industry, also serving as Board of Directors Chair of SEMI International, the industry organization for semiconductor equipment and materials,
- **Dipti Vachani**, a female executive at Arm Limited, a designer of energy-efficient system-on-a-chip central processing units for cell phones and other applications, and an Asian American
- **Jeanne Quirk**, a female executive at TE Connectivity, a manufacturer of connectivity and sensor solutions for a variety of industries,
- **Dr. Tzu-Yin Chiu**, an experienced semiconductor company CEO, an Asian American, and
- **Jorge Titingier**, an experienced semiconductor equipment and electronics executive, a Hispanic American.

Axcelis' Board diversity compares favorably to other companies. ISS Corporate Solutions reported that in 2022, Directors who are Black, Asian, Hispanic, Middle Eastern, or from another non-white ethnic groups now represent more than 20% of Directors in most industries, up from 14% in 2020 ("Women Taking More Board Seats, But Progress Mixed," 2023). In comparison, 33% of Axcelis' nine-member Board of Directors are racial/ethnic minorities, slightly higher than the Semiconductor and Semiconductor Equipment industry average of 32.1%. In terms of gender diversity, Axcelis' board joins the 40% of boards in the Russell 3000 stock index (including the S&P 500) that have at least three women.

Women and Diverse Males Represent a Majority of Axcelis' Board



What We Are Doing

Establishing Diversity Metrics and Goals. In

November 2020, the Axcelis Board formally delegated responsibility to the Compensation Committee to oversee the Company's workforce diversity efforts. With the guidance of the Board, management is now tracking specific demographic information related to the number of women and URM's in our workforce.

The five-year (2025) goals are outlined below. The chart shows our progress from year-end 2020 through year-end 2022. We are moving in the right direction to the goal in five of the six metrics, and we have passed our goal for URM's at 10% of U.S. Employees. We also made strong progress in our goal of increasing URM's in Engineering and product support with a 77% change year over year from year-end 2021 to year-end 2022.

Our Board receives annual reports on our progress against these goals as part of the Axcelis Talent Review, the Company's talent management and succession-planning process.

Growing Diversity Through Hiring. We view hiring requisitions as opportunities to increase diversity. The growth of our business has led to new positions at Axcelis. Our 2022 employee hiring activities showed relatively strong performance in attracting women and URM's:

- Regular U.S. Jobs
 - 19.9% (33) of the 166 U.S. jobs were filled with women.

- 18% (30) of the 166 U.S. jobs were filled with URM's.
- Entry level Jobs
 - We regularly hire college students to work as co-ops and interns at Axcelis for a semester. Women represented 29% of our 2022 co-op/interns, which is up 11% from 2021. Overall, 23% of co-ops/interns self-identified as a URM.
 - Six successful co-ops and interns were offered full-time Axcelis jobs in 2022. Of those, one was a woman, and one was a URM (each 17%).

We recognize the importance of having entry level positions available in order to attract a more diverse candidate pool.

We have identified some specific initiatives to improve our diverse hiring, and we will:

- Continue to review our selections for college recruitment and college job postings,
- Participate in WE23, the world's largest career fair for women engineers and technologists, hosted by The Society of Women Engineers,
- Fund co-op and intern positions to increase opportunities at Axcelis,
- Partner with military talent recruiting agencies for field service positions in order to hire former military personnel, and

Metric	2025 Goals	2020 YE Status	2021 YE Status	2022 YE Status
U.S. female employee population	20%	16.60%	18.30%	19.50%
U.S. URM employee population	10%	8%	9.90%	13.42%
Women in Engineering and Product Support	15%	11%	11.30%	12.50%
URMs in Engineering and Product Support	8%	4%	3.8%	6.73%
Women in Leadership (Bands L2-L4)	20%	15%	15.4%	18.48%
URMs in Leadership (Bands L2-L4)	5%	2.70%	3.10%	4.35%

- Emphasize work location/work schedule flexibility in job postings and in the interview, opening the possibility of engaging more women with some caregiving responsibilities and geographic areas with higher URM.

Creating an Inclusive Culture. To attract and retain a diverse workforce, it is critical that our work environments are welcoming and inclusive. We have identified initiatives to enhance our development of the desired culture, including:

- Providing additional support for high-potential employees through mentorship and career development training
- Supporting Employee Resource Groups, such as Axcelis Women's "RISE"
- Engaging a consultant to assist in the development of our DEIB strategy and messaging, and offering unconscious bias training in 2023
- Ensuring employees receive positive reinforcement about our culture of inclusion

A foundational step in creating an inclusive culture is to avoid any discriminatory behavior. Axcelis has adopted a broad anti-discrimination policy that references the following personal characteristics as "protected":

- Race or color
- Nationality, national origin, or ancestry
- Religion or creed
- Physical or mental disability
- Gender or sexual orientation
- Medical condition or physical appearance (including pregnancy)
- Active military or veteran status
- Age
- Genetic information
- Any other factor protected by federal, state, or local law

All global employees must take biennial training on harassment. We also provide extensive training for managers on how to make hiring, promotional, compensation, and termination decisions in objective and unbiased ways. In the future, we expect to expand

our employee training on issues of diversity, equity, and inclusion.

Pay Equality. One outcome of discrimination can be a pay gap. Axcelis annually reviews all employee compensation against market medians for the position, and periodically undertakes reviews comparing base pay of female and URM employees against market and peer compensation data.

Talent Review and Succession Planning. Axcelis conducts an annual talent review process, which involves an evaluation of current Leadership, identification of high-potential employees, the establishment of development action plans for individuals and for functional groups, and succession planning. Individual action plans may incorporate leadership development training, 360 evaluations, exposure to new skills, and participation in mentoring relationships.

Board Searches. The Axcelis Board currently has three female directors, two Asian/South Asian directors and one URM director. As we engage in future Board searches, we will seek Board candidates who have deep experience that is relevant to the international business issues that Axcelis faces. We will look to fill our Board requirements from qualified candidates, considering all aspects of diversity.

Beyond Axcelis. We recognize that the conditions needed to achieve a representative workforce will not happen unless we invest differently in future generations. We need to encourage women and URM to pursue STEM and business education and careers. Axcelis is engaged with and provides support to a variety of initiatives that are designed to create opportunities for individuals to enter, and succeed in, technical careers. These include the SEMI Workforce Development Committee, the Boston Museum of Science, the Maria Mitchell Women in Science Symposium, the Massachusetts Bay United Way, the North Shore YMCA, and others.

Axcelis' commitment to gender diversity and URM representation within the global workforce is reflective of its alignment with SDG-5 (Gender Equality), SDG-8 (Decent Work and Economic Growth), and SDG-10 (Reduced Inequalities). Further information on Axcelis' SDG alignment can be found on page 21.

Recruiting and Managing a Global and Skilled Workforce (TC-SC-330a.1)

Our business depends on our ability to attract and retain qualified, experienced employees, including foreign nationals. U.S. employment of foreign nationals requires compliance with U.S. immigration laws, which Axcelis strictly adheres to. Axcelis also participates in the U.S. government's E-Verify program to ensure all U.S. employees are authorized to work in the country. Employment of individuals outside of the U.S. is required to meet our business and customer obligations. Axcelis manages risks in offshore employment (for example, compliance with non-U.S. laws and regulations) by employing experienced Human Resources and Finance staff in the applicable country and accessing external legal counsel and other experts, as needed.

Axcelis' Commitment to Learning and Development

Axcelis 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.

To continue competing 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, tuition reimbursement benefits, and other 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.

Axcelis Cares – Our Charitable Activities and Scholarships



The mission of Axcelis Cares is to develop, maintain, and implement a strategy of community involvement for Axcelis within the communities in which we do business. Axcelis Cares is comprised of three components:

- **The Community Outreach Committee** organizes events such as Angel Tree, Beverly Red Cross Hero's Award, Family Promise, Food Drive for Beverly Bootstraps, JP Morgan Corporate Challenge Team, Step Up for Colleen 5K, and the United Way Campaign.
- **The Corporate Sponsorship Committee** supports organizations such as the Peabody Essex Museum and The Maria Mitchell Women in Science Symposium.
- **The Scholarship Committee** provides tuition assistance to two dependents of Axcelis employees who are graduating high school seniors.

Specific organizations and programs supported by Axcelis' headquarters in 2022 are discussed below. Other Axcelis locations around the globe also participate in local charitable programs:

Beverly Bootstraps

Axcelis maintains a strong commitment to Beverly Bootstraps, a non-profit organization in Beverly, Massachusetts, our headquarter location. Beverly Bootstraps offers emergency and long-term assistance including access to food, housing stability, adult and youth programs, education, counseling and advocacy. Axcelis has supported Beverly Bootstraps for 20 years. Over the course of 2022, a team of volunteers from across Axcelis worked to support their Winter Wishes Holiday Gifts program to provide two families with new clothes, games, and toys.

Axcelis Scholarship Program

The Axcelis Scholarship Program has for almost 20 years provided tuition assistance to the dependents of Axcelis employees who are selected in an application process. In 2022, the program provided a scholarship of \$8,000 to two winning students, to be funded at the rate of \$2,000 per year. Since the inception of the Scholarship Program in 2004, Axcelis has provided scholarships to 38 students.

Salvation Army Angel Tree

For 18 years, Axcelis has sponsored the Massachusetts Salvation Army's Angel Tree program, which provides holiday presents for children of needy families during the holidays. Axcelis Cares sponsors the program and Axcelis employees generously purchase gifts for all the little "angels".



Compliance and Public Policy Engagements

Commitment to Global Compliance. Axcelis is committed to compliance with all applicable laws, as stated in our policies, including our Ethical Business Conduct at Axcelis policy and our Corporate Responsibility Policy. This includes a commitment to fairly share our corporate profits with every country in which we do business through a subsidiary, by establishing, maintaining, and regularly re-evaluating appropriate transfer pricing arrangements.

Intellectual Property Protection & Competitive Behavior (TC-SC-520a.1) Axcelis has experienced no legal proceedings associated with anti-competitive behavior regulations in more than five years, and thus has incurred no in monetary losses as a result.

Sustainable Development Goals. Axcelis committed to the SDGs and the creation of a climate-neutral, resilient, inclusive and sustainable world. With this in mind, and in keeping with its activity, Axcelis is focused on SDG-5 (Gender Equality), SDG-7 (Affordable and Clean Energy), SDG-8 (Decent Work and Economic Growth), SDG-9 (Industry, Innovation and Infrastructure), SDG-10 (Reduced Inequalities), and SDG-13 (Climate Action).

Our Trade Organization. Axcelis is an active member of our trade organization, SEMI International, which represents companies in the semiconductor equipment and materials industries. SEMI informs and coordinates its members and the industry, cultivates collaboration, drives action, and synchronizes innovation to speed business results. SEMI's Global Advocacy arm represents the interests of the semiconductor industry's design, manufacturing, and supply chain businesses worldwide. SEMI promotes its positions on public issues via press releases, position papers, presentations, social media, web content, and media interviews. SEMI Global Advocacy focuses on five priorities: taxes, trade, technology, talent, and environment, health, and safety.

Other Political Contributions. Axcelis does not make direct corporate donations to political candidates or other political advocacy organizations.

Governance

Ethical Standards and Legal Compliance

The Axcelis ethics policy applies to our directors, executive officers, and all other employees. This policy promotes ethical actions and legal compliance. We provide employee training on ethics and a variety of compliance topics, including the Foreign Corrupt Practices Act, Export Controls regulation, employment laws, and Insider Trading regulation.

No reports of ethics or legal compliance violations were received by the Company in 2022, nor were any such incidents otherwise identified by the Company in 2022.

Independent Chairperson of the Board or Lead Director

The Governance Guidelines adopted by our Board of Directors require that either the Chairperson of the Board is an independent director, or if not, a Lead Director is appointed by the Board. The responsibilities of Chairpersons and Lead Directors are specified in the Governance Guidelines.

Directors and Officers Stock Ownership Guidelines

Axcelis' Stock Ownership Guidelines require that non-employee directors own shares having a value at least equal to three times the amount of the annual base Board retainer (which is currently \$60,000). Our Chief Executive

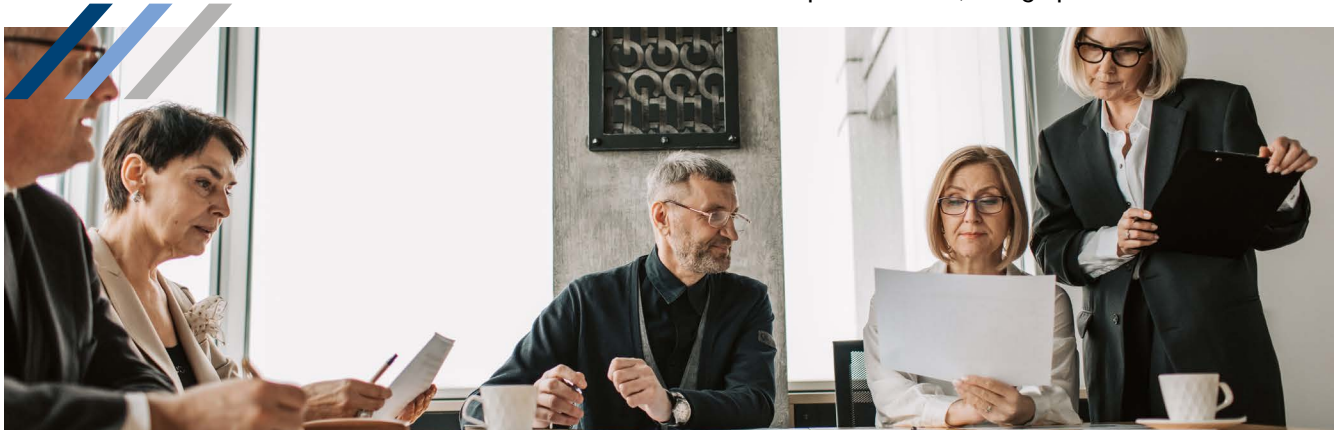
Officer is required to own shares having a value equal to three times his or her base salary. The other executive officers are required to hold the lesser of 16,250 shares or shares having a value equal to 150% of such officer's base salary. Executive officers are encouraged to retain 50% of any shares received on exercise of options or vesting of RSU awards (after payment of the exercise price and tax withholding), until stock ownership guidelines are met. Directors and executive officers have five years to meet guideline ownership.

CEO Performance Review Process

Our Governance Guidelines specify the process by which an annual Chief Executive Officer performance review is developed and submitted to the full Board for their consideration, with input from the Chief Executive Officer, the Chairperson or Lead Director, and all other Board members.

Annual Board Assessment and Director Evaluation

Our Governance Guidelines and the charter of the Nominating and Governance Committee address the requirement for annual Board self-assessment processes, which cover meeting agendas, schedules, presentations, access to and communications with senior management, and the Board's contribution as a whole. The annual process also includes an assessment by each director of their own and each other director's individual performance, using specified criteria.



Refreshing our Board

Our Governance Guidelines require an annual Board self- and peer- evaluations prior to the re-election nomination process. These evaluations, along with other assessments, are taken into account in the annual Board nomination process.

Our Governance Guidelines provide that Directors who have reached the age of 75 may not be nominated for election. This retirement policy has no exemptions or conditions. Since its adoption in 2015, six incumbent directors have not been eligible for re-nomination as a result of the retirement policy. Our Governance Guidelines also require Board members to tender their resignation on a change in principal occupation, and if he or she receives a greater number of votes “withheld” in an uncontested election than votes “for” his or her election.

Prohibition on Directors and Officers Hedging or Pledging Stock

Our policies prohibit directors and executive officers from pledging Axcelis stock in a margin account or otherwise entering into transactions designed to hedge or offset any decrease in the market value of Axcelis stock. The Company’s policies also prohibit the purchase of publicly traded options on Axcelis securities and place limitations on the use of standing or limit orders to purchase or sell Axcelis securities.

Protections for Minority Stockholders

Our charter and bylaws protect all stockholders by requiring advance notice of stockholder proposals, and prohibit stockholders from calling a special meeting, acting by written consent, or filing governance litigation outside of Delaware. These provisions ensure that minority stockholders have notice and an opportunity to vote on all matters properly brought before them, and that claims are heard by sophisticated Delaware courts.

Executive Compensation Governance

As discussed in detail in our proxy statement, Axcelis adopts best practices with respect to executive compensation, including (i) the implementation of pay for performance in compensation structure and terms, (ii) implementation of executive claw back rights, (iii) requiring a termination of employment for any change of control benefit and eliminating excise tax indemnifications, (iv) imposing multi-year equity award vesting, (v) utilizing peer benchmarking, (vi) capping incentive payouts, and (vii) eliminating any executive perquisites.

Axcelis ISO Certifications

Axcelis USA Headquarters. Axcelis’ corporate headquarters and factory operations in Beverly, Massachusetts, USA (“Axcelis Headquarters”) has been registered to the ISO 14001 Environmental Management Systems standard since 2000. Axcelis Headquarters is currently registered to the ISO 14001:2015 version of the standard, with an expiration date of February 24, 2025. Axcelis Headquarters also obtained registration to the ISO 45001:2018 Occupational Health and Safety Management Systems standard in April 2022. The expiration date of this registration is April 17, 2025. The scope of both the Environmental and Safety ISO certifications is: “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.”

Axcelis Asia Operations Center. In November 2021, Axcelis opened the Axcelis Asia Operations Center (AAOC) manufacturing facility in Pyeongtaek, South Korea. This facility provides Axcelis with additional manufacturing capacity, targeting increased efficiency for shipments to customers in South Korea and elsewhere in Asia. In June 2022, all operations in South Korea obtained registration to the ISO 45001:2018 Occupational Health and Safety Management Systems standard, just 7 months after opening the AAOC. The scope of the Korea registration is: “All activities for the manufacture and provision of parts and services of semiconductor manufacturing ion implantation equipment and similar products.”