



MAKING A **MATERIAL** DIFFERENCE

Annex: Veeco Corporate Sustainability Report

Issued November 2021



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Environmental Data

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Environmental Data

	Unit of Measurement	2020	2019	2018
Energy				
Total U.S. Energy Consumption⁽¹⁾		39.5	42.9	-
U.S. Electricity Consumption (100% grid power)		28.5	30.7	31.6
U.S. Natural Gas Consumption (1 Therm= 2.93001e-5 GWh)	GWh	11.1	12.2	-
Total Non-renewable Energy Consumption		32.3	-	-
Total Renewable Energy Consumption		7.2	-	-
Non-renewable Energy Rate (out of U.S. Electricity Consumption)		74.4%	-	-
Renewable Energy Rate (out of U.S. Electricity Consumption)	%	25.6%	-	-
Energy Intensity ⁽²⁾	GWh of Energy Consumption per Million Dollars Revenue	0.087	0.102	-
	GWh of Energy Consumption per Employee	0.040	0.045	-

(1) All energy consumption considered comes from within the organization. Total energy consumption encompasses only U.S. consumption (93% of our owned and leased space).

(2) Energy intensity was calculated by dividing the total U.S. energy by the identified denominators. Revenue and employee totals were retrieved from our annual reports (10K).

	Unit of Measurement	2020	2019	2018
Green House Gas (GHG) Emissions				
Total U.S. GHG Emissions ⁽¹⁾		22499	25648	-
Scope 1		1999	2208	-
Scope 2	Metric Tons of CO ₂ e ⁽²⁾	20165	21738	-
Scope 3 (employee air travel)		335	1702	-
Business Air Travel		1.77	8.97	-
Short Haul (< 300 miles)		0.01	0.07	-
Medium Haul (>= 300 miles, < 2300 miles)	Miles (millions)	0.09	0.37	-
Long Haul (>= 2300 miles)		1.66	8.52	-
GHG Intensity ⁽³⁾	Metric Tons CO ₂ e of Scope 1 & Scope 2 GHG Emissions per Million Dollars Revenue	48.82	57.15	-
	Metric Tons CO ₂ e of Scope 1 & Scope 2 GHG Emissions per Employee	22.32	25.10	-

- (1) Total GHG emissions encompasses only U.S. emissions (93% of our owned and leased space). Calculated using a location-based methodology.
- (2) We utilized the EPA Center for Corporate Climate Leadership's methodology and the EPA GHG Equivalencies Calculator conversion rates to calculate our emissions from stationary combustion, purchased electricity, and business air travel. 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.
- (3) GHG intensity was calculated by dividing the total U.S. energy by the identified denominators. Revenue and employee totals were retrieved from our annual reports (10K).

CDP Disclosure: In 2021, we made our first public CDP disclosure of Scope 1, 2, and 3 emissions. Our EHS team recently discovered an error in our CDP disclosure in which we double counted emissions for both Scope 1 & 2. Totals in this report are the correctly calculated values. We plan to correct our CDP disclosures in 2022.

Methodology: As our first public disclosure of GHG emissions, we assumed a conservative and simplistic calculation methodology for our scope 1, 2, and 3 emissions inventory. In the process of preparing this report and by hiring a sustainability professional, we have begun to develop a GHG inventory practice aligned to a greater degree with the GHG Protocol and the EPA Center for Corporate Climate Leadership. We believe that our current Scope 2 emissions, calculated using the EPA Greenhouse Gas Equivalencies Calculator, has yielded a somewhat substantial overestimation of our actual emissions. The calculator, based on the AVERT U.S. national weighted average CO₂ marginal emission rate for 2019, has a conversion factor of 7.09×10^{-4} metric tons CO₂/kWh. Methodologies and calculation tools such as the EPA Simplified GHG Emissions Calculator (SGEC) and the GHG Protocol Calculator Tool both rely on more accurate and regionally specific EPA eGRID data. This data offers region-specific conversion factors, all of which are roughly half of the AVERT value. In 2022, we expect this difference and utilization of a more sophisticated calculation methodology will trigger a recalculation of our GHG inventory and CDP disclosures. While our current Scope 2 emissions value is an overestimation, the percent increase or decrease of emissions year-over-year should remain unchanged.

	Unit of Measurement	2020	2019	2018
Water				
Total U.S. Water Withdrawal ⁽¹⁾		44.8	-	-
Horsham, PA		3.9	-	-
Plainview, NY		7.3	-	-
San Jose, CA	Megaliters	27.3	-	-
Somerset, NJ		3.3	-	-
St. Paul, MN		2.8	-	-
Waltham, MA		0.2	-	-
U.S. Water Withdrawal from Areas of High Water Stress	%	16.3%	-	-
Freshwater Intensity ⁽²⁾	Megaliters of Freshwater Withdrawal per Million Dollars Revenue	0.099	-	-
	Megaliters of Freshwater Withdrawal per Employee	0.045	-	-
Waste				
Total U.S. Waste Generation ⁽⁵⁾		76.2	-	-
Hazardous Waste		27.4	33.6	55
Non-hazardous Waste (lightbulbs, batteries, etc.)		2.2	3.4	-
Single Stream Recycling	Metric Tons	40.5	-	-
Recyclable E-Waste		5.9	3.35	-
PPE Recycling Program		0.2	-	-

(1) Veeco only withdraws freshwater. No disclosure of any other water type is applicable.

(2) Freshwater intensity was calculated by dividing the total U.S. water withdrawal by the identified denominators

(3) Water stress was identified by utilizing the [World Resource Institute Aqueduct Water Risk Atlas](#). The tool's water stress function measures the ratio of total water withdrawals to available renewable surface and groundwater supplies. Higher values indicate greater competition among withdrawers. WRI Data is from 2019.

(4) Somerset covers three facilities.

(5) Total waste generation comes from within the organization in the U.S. (93% of our owned and leased space).

Water Stress ⁽³⁾	
Horsham, PA	Medium-High (20-40%)
Plainview, NY	High (40-80%)
San Jose, CA	Low (<10%)
Somerset, NJ ⁽⁴⁾	Medium-High (20-40%)
St. Paul, MN	Low (<10%)
Waltham, MA	Medium-High (20-40%)
Bangkok, TH	Medium-High (20-40%)
Hsinchu, TW	Low (<10%)
Laguna, PH	Low-Medium (10-20%)
Munich, DE	Low-Medium (10-20%)
Penang, MY	Low (<10%)
Seoul, KR	High (40-80%)
Shanghai, CN	High (40-80%)
Singapore, SG	Low (<10%)
Tokyo, JP	Medium-High (20-40%)



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Social Data

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Social Data

	2021 ⁽¹⁾	2020	2019	2018
Veeco Global Workforce				
Total Workforce ⁽²⁾	1077	993	954 ⁽³⁾	1043 ⁽⁴⁾
Full-time Employees	1062	981	944	1037
Part-time Employees	3	2	3	2
Interns	12	10	10	6
Employment Type by Gender				
Full-time Employees				
Male	877	804	781	865
Female	185	177	162	170
Other Gender Identity	0	0	1	2
Part-time Employees				
Male	2	1	2	1
Female	1	1	1	1
Intern				
Male	6	7	8	4
Female	6	3	2	2

(1) 2021 data as of August 12, 2021. Future year end data for 2021 is subject to change. All other years reported are calendar year-end employee data.

(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.

	2021 ⁽¹⁾	2020	2019	2018
Contract by Region				
Permanent				
Asia-Pacific	225	220	220	267
Europe	39	37	36	37
North America	794	723	686	735
Temporary				
Asia-Pacific	5	1	3	0
Europe	0	0	0	0
North America	2	2	2	0
Intern				
Asia-Pacific	0	0	0	0
Europe	0	0	0	0
North America	12	10	10	6
Voluntary Turnover				
Voluntary Turnover Rate	-	6.8%	-	-

(1) 2021 data as of August 12, 2021. Future year end data for 2021 is subject to change. All other years reported are calendar year-end employee data.

	2021 ⁽¹⁾	2020	2019	2018
Gender Representation by Contract				
Indefinite or Permanent				
Male	875	803	780	866
Female	183	177	161	171
Other Gender Identity	0	0	1	2
Fixed term or Temporary				
Male	4	2	3	0
Female	3	1	2	0
Intern				
Male	6	7	8	4
Female	6	3	2	2

(1) 2021 data as of August 12, 2021. Future year end data for 2021 is subject to change. All other years reported are calendar year-end employee data.

	2021 ⁽¹⁾	2020	2019	2018
Gender Representation of the Global Workforce				
Female	17.8%	18.2%	17.2%	16.6%
Male	82.2%	81.8%	82.7%	83.3%
Other Gender Identity	0.0%	0.0%	0.1%	0.2%
Gender Representation of the U.S. Workforce				
Female	18.8%	19.0%	18.1%	17.8%
Male	81.2%	81.0%	81.9%	82.1%
Other Gender Identity	0.0%	0.0%	0.0%	0.1%
Female New Hires and Interns				
Female New Hires	17.3%	21.4%	24.7%	19.3%
Female Interns	50%	30%	20%	25%

(1) 2021 data as of August 12, 2021. Future year end data for 2021 is subject to change. All other years reported are calendar year-end employee data.

	2021 ⁽¹⁾	2020	2019	2018
Ethnicity & Race Representation of the U.S. Workforce				
American Indian and Alaska Native	0.1%	0.1%	0.3%	0.1%
Asian	21.4%	20.4%	21.3%	21.3%
Black or African American	4.7%	4.2%	4.0%	3.9%
Hispanic or Latino	10.0%	9.9%	8.6%	6.8%
Native Hawaiian and Other Pacific Islander	0.5%	0.4%	0.3%	0.3%
Not Self-identifying	0.9%	0.8%	0.6%	0.7%
Outside of US or N/A	0.4%	0.4%	0.4%	0.8%
Two or More Races	1.1%	1.4%	1.4%	0.8%
White	60.9%	62.3%	63.0%	65.3%
Age				
<30	9.3%	7.2%	5.6%	6.5%
30-49	46.5%	48.4%	50.4%	51.0%
50<	44.2%	44.4%	44.0%	42.5%

(1) 2021 data as of August 12, 2021. Future year end data for 2021 is subject to change. All other years reported are calendar year-end employee data.

	Female	Male	People of Color ⁽¹⁾	<30	30-49	50<
Employee Category Demographics (2021) ⁽²⁾						
Board of Directors	2/9	7/9	1/9	0.0%	0.0%	100%
Global Employees ⁽³⁾	17.8%	82.2%	-	9.3%	46.5%	44.2%
Executives	19.4%	80.6%	-	0.0%	19.4%	80.6%
Managers	18.8%	81.3%	-	0.0%	47.5%	52.5%
Professionals	17.2%	82.8%	-	10.1%	47.9%	42.0%
Interns	50%	50%	-	100%	0.0%	0.0%
U.S. Employees	18.8%	81.2%	37.9%	11.0%	38.7%	49.1%
Executives	21.4%	78.6%	28.6%	0.0%	17.9%	82.1%
Managers	18.5%	81.5%	24.2%	0.0%	41.1%	58.9%
Professionals	18.2%	81.8%	41.1%	12.0%	39.9%	48.1%
Interns	50%	50%	25%	100%	0.0%	0.0%

(1) People of color is comprised of those who identify as American Indian and Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian and other Pacific Islander, and those who are two or more races. Veeco does not track race or ethnicity data for those located outside of the United States.

(2) 2021 data as of August 12, 2021. Future year end data for 2021 is subject to change. All other years reported are calendar year-end employee data.

(3) Data covers U.S. based Veeco employees. Executives covers the most senior leadership team and VPs. Managers covers all non-executive management. Professionals covers all individual contributors.

	2020	2019	2018
Employee Health and Safety ⁽¹⁾			
Workhours	1,890,787	1,701,064	1,935,199
Incident Count			
Recordable Work-Related Injuries ⁽²⁾	5	6	5
Near Miss Events	22	30	28
Work Related Fatalities	0	0	0
Incident Rate			
Recordable Work-Related Injuries ⁽²⁾	0.53	0.71	0.52
Near Miss Events	2.33	3.53	2.89
Work Related Fatalities	0	0	0
Product Safety			
Product recalls	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 rates of OSHA recordable incidents, near miss frequency, and fatalities were calculated by multiplying their total incident count by 200,000 and dividing by the corresponding year's total workhours logged.



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Governance Data

	Executive	Independent ⁽⁴⁾	Age	Director Since	Gender	Race / Ethnicity	AC ⁽²⁾	CC	GC
Composition of the Board of Directors									
Kathleen A. Bayless	No	Yes	65	2016	Female	White	★		
Sujeet Chand, Ph.D.	No	Yes	63	2021	Male	Asian			✓
Richard A. D'Amore	No	Yes (Chair)	68	1990	Male	White		✓	
Gordon Hunter	No	Yes	70	2010	Male	White		★	✓
Keith Jackson	No	Yes	66	2012	Male	White	✓		★
William J. Miller, Ph.D.	Yes	No	53	2018	Male	White			
Mary Jane Raymond	No	Yes	61	2019	Female	White	✓		
Peter J. Simone	No	Yes	74	2004	Male	White	✓		✓
Thomas St. Dennis	No	Yes	68	2016	Male	White		✓	

(1) Independence determined based on NASDAQ rules.

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

★ Committee Chair ✓ Committee Member

AC – Audit Committee

CC – Compensation Committee

GC – Governance Committee

	2021	2020	2019	2018
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
Incidents of anti-competitive behavior or violations of anti-trust and monopoly legislation.	0	0	0	0
Incidents of non-compliance with environmental laws and regulations	0	0	0	0
Veeco Hotline Utilization				
Total Calls	12 ⁽¹⁾	10	-	-

(1) Hotline calls for Calendar year 2021 from January 1, 2021 through October 28, 2021. This value is subject to change as the calendar year 2021 is not yet complete



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Disclosure Number	Disclosure Title	2021 Report & Annex Reference	Veeco External Reference and Narrative Response
GRI 102: General Disclosures (2016)			
Organizational Profile			
102-1	Name of the Organization	About Veeco, p. 6	
102-2	Activities, brands, products, and services	About Veeco, pp. 6-8	2020 Annual Report ; Item 1. Business
102-3	Location of headquarters	Veeco Fast Facts, p.7	
102-4	Location of operations	Veeco Fast Facts, p. 7	2020 Annual Report ; Item 2. Properties
102-5	Ownership and legal form	About Veeco, p. 6	2020 Annual Report ; Item 1. Business
102-6	Markets served	Megatrends Aligned with Core Technologies, p. 8	2020 Annual Report ; Item 1. Business
102-7	Scale of the organization	Veeco Fast Facts, p. 8	2020 Annual Report ; Item 6. Selected Financial Data, Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operation
102-8	Information on employees and other workers	Annex: Social Data	
102-9	Supply chain	Supply Chain Management, p. 46	
102-10	Significant changes to the organization and its supply chain	Supply Chain Disruptions, p. 49 San Jose Facility, p. 54	2020 Annual Report ; Item 1. Business, Item 2. Properties
102-11	Precautionary principle or approach		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.
102-12	External initiatives		International Organization for Standardization (ISO) and the Responsible Business Alliance (RBA)
102-13	Membership of associations		SEMI.org and the Semiconductor Industry Association
Strategy			
102-14	Statement from senior decision-maker	Letter From Our CEO, p. 5	

Disclosure Number	Disclosure Title	2021 Report & Annex Reference	Veeco External Reference and Narrative Response
102-15	Key impacts, risks, and opportunities	Stakeholder Engagement, p. 11 Materiality Assessment, p. 13	2020 Annual Report: Item 1. Business, Item 1A. Risk Factors, Item 7A. Quantitative and Qualitative Disclosures about Market Risk
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	Core Values, p. 10 Veeco United Culture, p. 17	Veeco Code of Conduct
102-17	Mechanisms for advice and concerns about ethics	Reporting Ethics Concerns, p. 36	
Governance			
102-18	Governance structure	Corporate Governance, pp. 32-35	Corporate Governance Guidelines : Committees of the Board Charter of the Governance Committee : Responsibilities
102-19	Delegating Authority	ESG Governance, p. 35	Charter of the Governance Committee : Responsibilities
102-20	Executive-level responsibility for economic, environmental, and social topics	ESG Governance, p. 35	Charter of the Governance Committee : Responsibilities Veeco does not have an officially appointed executive-level position responsible for economic, environmental, and social topics; however, the Company has established an ESG Leadership Team which includes members of the Company's Executive Leadership Team.
102-22	Composition of the highest governance body and its committees	Composition of the Board of Directors, p. 34	2021 Proxy Statement : Proxy Statement Summary
102-23	Chair of the highest governance body	Composition of the Board of Directors, p. 34	2021 Proxy Statement : Governance
102-24	Nominating and selecting the highest governance body	Nominating and Selecting the Board of Directors, p. 33 ESG Governance, p. 35	Corporate Governance Guidelines : Composition of the Board 2021 Proxy Statement : Board Composition and Nomination Process
102-25	Conflicts of Interest	Conflicts of Interest, p. 33 Board Highlights, p. 34	Corporate Governance Guidelines : Ethics and Conflicts of Interest 2021 Proxy Statement : Proxy Statement Summary & Security Ownership of Certain Beneficial Owners and Management
102-26	Role of highest governance body in setting purpose, values, and strategy	ESG Governance, p. 35	Charter of the Governance Committee : Responsibilities
102-27	Collective knowledge of highest governance body	ESG Governance, p. 35	
102-29	Identifying and managing economic, environmental, and social impacts	ESG Governance, p. 35	Charter of the Governance Committee : Responsibilities
102-31	Review of economic, environmental, and social topics	ESG Governance, p. 35	

Disclosure Number	Disclosure Title	2021 Report & Annex Reference	Veeco External Reference and Narrative Response
102-32	Highest governance body's role in sustainability reporting	Introduction to our Sustainability Report, p. 2	Charter of the Governance Committee ; Responsibilities
102-33	Communicating Critical Concerns	ESG Governance, p. 35	
102-35	Remuneration policies		2021 Proxy Statement ; Compensation
102-36	Process for determining remuneration		2021 Proxy Statement ; Compensation
Stakeholder Engagement			
102-40	List of stakeholder groups	Stakeholder Engagement, p. 11	
102-41	Collective bargaining agreements		Our employees are not represented by, or subject to, a collective bargaining agreement or union.
102-42	Identifying and selecting stakeholders	Stakeholder Engagement, p. 11	
102-43	Approach to stakeholder engagement	Stakeholder Engagement, p. 11	
102-44	Key topics and concerns raised	Stakeholder Engagement, p. 11	
102-45	Entities included in the consolidated financial statements		2020 Annual Report ; Exhibit 21.1 Subsidiaries
102-46	Defining report content and topic Boundaries	Materiality Process, p. 12 Materiality Assessment, p. 13	
102-47	List of material topics	Materiality Assessment, p. 13	
102-48	Restatements of information		Veeco has no restatements of information to report since our 2020 Sustainability Report.
102-49	Changes in reporting	Changes to our Material Topics, pg. 14	
102-50	Reporting period	About this Report, p. 2	
102-51	Date of most recent report	About this Report, p. 2	2020 Veeco Sustainability Report ; June 2020
102-52	Reporting cycle	About this Report, p. 2	
102-53	Contact point for questions regarding the report	About this Report, p. 2	
102-54	Claims of reporting in accordance with the GRI Standards	About this Report, p. 2	
102-55	GRI content index	Annex: GRI Content Index	

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102-56	External assurance	About this Report, p. 2	
GRI 201: Economic Performance (2016)			
103-1	Explanation of the material topic and its Boundary	About Veeco, pp. 4-8	2020 Annual Report : Item 1. Business
103-2	The management approach and its components	About Veeco, pp. 4-8	2020 Annual Report : Item 1. Business
103-3	Evaluation of the management approach	About Veeco, pp. 4-8	2020 Annual Report : Item 1. Business
201-1	Direct economic value generated and distributed	About Veeco, pp. 4-8	2020 Annual Report : Item 6. Selected Financial Data, Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operation, and Index to Consolidated Financial Statements and Financial Statement Schedule
201-2	Financial implications and other risks and opportunities due to climate change	Identifying Climate Risks, Opportunities, and Targets, p. 56	
201-3	Defined benefit plan obligations and other retirement plans		2020 Annual Report : Note 8 — Accrued Expenses and Other Liabilities
GRI 204: Procurement Practices (2016)			
103-1	Explanation of the material topic and its Boundary	Supply Chain Responsibility, pp. 45-49	
103-2	The management approach and its components	Supply Chain Responsibility, pp. 45-49	Veeco Code of Conduct : RBA Code of Conduct
103-3	Evaluation of the management approach	Supply Chain Responsibility, pp. 45-49	
204-1	Proportion of spending on local suppliers	Global Growth & Local Procurement, p. 49	
GRI 205: Anti-Corruption (2016)			
103-1	Explanation of the material topic and its Boundary		Veeco Code of Conduct : Sensitive Payments Supplier Code of Conduct : Anti-Corruption
103-2	The management approach and its components		Veeco Code of Conduct : Sensitive Payments Supplier Code of Conduct : 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.

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103-3	Evaluation of the management approach		Veeco Code of Conduct : Sensitive Payments Supplier Code of Conduct : Anti-Corruption
205-2	Communication and training about anti-corruption policies and procedures	Talent Development & Training, p. 23 Supply Chain Screening, p. 48	Veeco Code of Conduct : Sensitive Payments Supplier Code of Conduct : Anti-Corruption
205-3	Confirmed incidents of corruption and actions taken		During the reporting period there have been no confirmed 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.
GRI 206: Anti-competitive Behavior (2016)			
103-1	Explanation of the material topic and its Boundary		Veeco Code of Conduct : Antitrust & Unfair Competition
103-2	The management approach and its components		Veeco Code of Conduct : Antitrust & Unfair Competition
103-3	Evaluation of the management approach		Veeco Code of Conduct : Antitrust & Unfair Competition
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annex: Governance Data	During the reporting period, there have been no legal actions pending or completed implicating Veeco regarding anti-competitive behavior or violations of anti-trust and monopoly legislation.
GRI 207: Tax (2019)			
103-1	Explanation of the material topic and its Boundary	Annex: GRI Index: 207-1, 2, & 3	
103-2	The management approach and its components	Annex: GRI Index: 207-1, 2, & 3	
103-3	Evaluation of the management approach	Annex: GRI Index: 207-1, 2, & 3	
207-1	Approach to Tax		Veeco does have 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.

Disclosure Number	Disclosure Title	2021 Report & Annex Reference	Veeco External Reference and Narrative Response
207-2	Tax governance, control, and risk management		<p>The tax department is led by the 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.</p> <p>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.</p> <p>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.</p> <p>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.</p>
207-3	Stakeholder engagement and management of concerns related to tax		<p>Veeco is committed to open and transparent relationships with tax authorities. For all requests of 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.</p>
302: Energy (2016)			
103-1	Explanation of the material topic and its Boundary	Energy Management, p. 58	Environmental & Social Responsibility Statement
103-2	The management approach and its components	Energy Management, p. 58	Environmental & Social Responsibility Statement
103-3	Evaluation of the management approach	Energy Management, p. 58	Environmental & Social Responsibility Statement
302-1	Energy Consumption within the organization	Energy Management, p. 58 Annex: Environmental Data	
302-3	Energy intensity	Annex: Environmental Data	

Disclosure Number	Disclosure Title	2021 Report & Annex Reference	Veeco External Reference and Narrative Response
303: Water & Effluents (2018)			
103-1	Explanation of the material topic and its Boundary	Water Management, pp. 59-60	Environmental & Social Responsibility Statement
103-2	The management approach and its components	Water Management, pp. 59-60	Environmental & Social Responsibility Statement
103-3	Evaluation of the management approach	Water Management, pp. 59-60	Environmental & Social Responsibility Statement
303-1	Interactions with water as a shared resource	Water Management, pp. 59-60	
303-2	Management of water discharge-related impacts		All withdrawn water is discharged to local 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. 59-60 Annex: Environmental Data	
305: Emissions (2016)			
103-1	Explanation of the material topic and its Boundary	Climate Change, pp. 55-57	Environmental & Social Responsibility Statement
103-2	The management approach and its components	Climate Change, pp. 55-57	Environmental & Social Responsibility Statement
103-3	Evaluation of the management approach	Climate Change, pp. 55-57	Environmental & Social Responsibility Statement
305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions, p. 57 Annex: Environmental Data	
305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions, p. 57 Annex: Environmental Data	
305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions, p. 57 Annex: Environmental Data	
305-4	GHG emissions intensity	Annex: Environmental Data	
306: Waste (2020)			
103-1	Explanation of the material topic and its Boundary	Waste Management, pp. 61-62	Environmental & Social Responsibility Statement
103-2	The management approach and its components	Waste Management, pp. 61-62	Environmental & Social Responsibility Statement

Disclosure Number	Disclosure Title	2021 Report & Annex Reference	Veeco External Reference and Narrative Response
103-3	Evaluation of the management approach	Waste Management, pp. 61-62	Environmental & Social Responsibility Statement
306-2	Management of significant waste-related impacts	Engineering a Sustainable Future, pg. Waste Management, pp. 61-62.	
306-3	Waste generated	Waste Management, pp. 61-62	
306-4	Waste diverted from disposal	Annex: Environmental Data	
307: Environmental Compliance (2016)			
103-1	Explanation of the material topic and its Boundary	Environmental Commitment, p. 51	Environmental & Social Responsibility Statement
103-2	The management approach and its components	Environmental Commitment, p. 51	Environmental & Social Responsibility Statement
103-3	Evaluation of the management approach	Environmental Commitment, p. 51	Environmental & Social Responsibility Statement
307-1	Non-compliance with environmental laws and regulations	Environmental Commitment, pg. Annex: Governance Data	Veeco has not received significant fines or non-monetary sanctions for non-compliance with environmental laws or regulations during the reporting period.
401: Employment (2016)			
103-1	Explanation of the material topic and its Boundary	Veeco United Team, pp. 15-24	Environmental & Social Responsibility Statement
103-2	The management approach and its components	Veeco United Team, pp. 15-24	Environmental & Social Responsibility Statement
103-3	Evaluation of the management approach	Veeco United Team, pp. 15-24	Environmental & Social Responsibility Statement
401-1	New employee hires and employee turnover	Hiring & Retention, p. 23	2020 Annual Report ; Item 1. Business
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Veeco United Culture, p. 17	2021 Benefits Guide
403: Occupational Health and Safety (2018)			
103-1	Explanation of the material topic and its Boundary	Veeco's Health & Safety Management System, p. 26	Environmental & Social Responsibility Statement
103-2	The management approach and its components	Veeco's Health & Safety Management System, p. 26	Environmental & Social Responsibility Statement
103-3	Evaluation of the management approach	Veeco's Health & Safety Management System, p. 26	Environmental & Social Responsibility Statement
403-1	Occupational health and safety management system	Veeco's Health & Safety Management System, p. 26	

Disclosure Number	Disclosure Title	2021 Report & Annex Reference	Veeco External Reference and Narrative Response
403-2	Hazard identification, risk assessment and incident investigation	Hazard Identification & Risk Assessment, p. 28	
403-3	Occupational health services	Valuing Our Employees, p. 24	2021 Benefits Guide
403-4	Worker participation, consultation, and communication on occupational health and safety	Health & Safety Governance, p. 27	
403-5	Worker training on occupational health and safety	Safety Training and Onboarding, p. 28	
403-6	Promotion of worker health	Valuing Our Employees, p. 24	2021 Benefits Guide
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Product Safety & Quality, p. 42 Supply Chain Responsibility, pp. 46-48	
403-8	Workers covered by an occupational health and safety management system	Veeco's Health & Safety Management System, p. 26	
403-9	Work-related injuries	Incident Rates, p. 29 Annex: Social Data	We do not track a specific metric for high-consequence work-related injuries.
404: Training and Education (2016)			
103-1	Explanation of the material topic and its Boundary	Talent Development & Training, p. 23	Veeco Code of Conduct: Employment Practices, Diversity & Inclusion
103-2	The management approach and its components	Talent Development & Training, p. 23	Environmental & Social Responsibility Statement
103-3	Evaluation of the management approach	Talent Development & Training, p. 23	Environmental & Social Responsibility Statement
404-2	Programs for upgrading employee skills and transition assistance programs	Talent Development & Training, p. 23 Valuing Our Employees, p. 24	In certain circumstances, we offer outplacement support.
404-3	Percentage of employees receiving regular performance and career development review.	Valuing Our Employees, p. 24	
405: Diversity & Equal Opportunity (2016)			
103-1	Explanation of the material topic and its Boundary	Diversity & Inclusion, pp. 12-22	Veeco Code of Conduct: Employment Practices, Diversity, & Inclusion
103-2	The management approach and its components	Diversity & Inclusion, pp. 12-22	Environmental & Social Responsibility Statement
103-3	Evaluation of the management approach	Diversity & Inclusion, pp. 12-22	Environmental & Social Responsibility Statement

Disclosure Number	Disclosure Title	2021 Report & Annex Reference	Veeco External Reference and Narrative Response
405-1	Diversity of governance bodies and employees	Diversity & Inclusion, pp. 12-22 Composition of the Board of Directors, p. 34 Annex: Social Data	2021 Proxy Statement ; Proxy Statement Summary
408: Child Labor (2016)			
103-1	Explanation of the material topic and its Boundary	Human Rights, p. 37	Human Rights Policy ; Child Labor Prevention
103-2	The management approach and its components	Human Rights, p. 37	Supplier Code of Conduct ; Human Rights
103-3	Evaluation of the management approach	Supply Chain Screening and Due Diligence, p. 48	Supplier Code of Conduct ; Human Rights
408-1	Operations and suppliers at significant risk for incidents of child labor	Supply Chain Screening and Due Diligence, p. 48	
409: Forced or Compulsory Labor (2016)			
103-1	Explanation of the material topic and its Boundary	Human Rights, p. 37	Human Rights Policy ; Freely Chosen Labor: Prevention of Human Trafficking and Forced Labor
103-2	The management approach and its components	Human Rights, p. 37	Supplier Code of Conduct ; Human Rights
103-3	Evaluation of the management approach	Supply Chain Screening and Due Diligence, p. 48	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Due Diligence, p. 48	
414: Supplier Social Assessment (2016)			
103-1	Explanation of the material topic and its Boundary	Supplier Diversity, p. 49	
103-2	The management approach and its components	Supply Chain Screening, p. 48	
103-3	Evaluation of the management approach	Supply Chain Screening, p. 48	
414-1	New supplier that were screened using social criteria	Supply Chain Screening, p. 48	100% of our new suppliers are required to respond to our supplier on-boarding questionnaire. It includes questions pertaining to social criteria and diversity.
415: Public Policy (2016)			
103-1	Explanation of the material topic and its Boundary		Veeco Code of Conduct ; Sensitive Payments

Disclosure Number	Disclosure Title	2021 Report & Annex Reference	Veeco External Reference and Narrative Response
103-2	The management approach and its components		Veeco Code of Conduct : Sensitive Payments
103-3	Evaluation of the management approach		Veeco Code of Conduct : Sensitive Payments
415-1	Political Contributions		There have been no political contributions made by Veeco during the reporting period.
416: Customer Health and Safety (2016)			
103-1	Explanation of the material topic and its Boundary	Product Responsibility, pp. 38-43	Human Rights Policy : Product Responsibility
103-2	The management approach and its components	Product Responsibility, pp. 38-43	Human Rights Policy : Product Responsibility
103-3	Evaluation of the management approach	Product Responsibility, pp. 38-43	
416-1	Assessment of the health and safety impacts of product services and categories	Product Responsibility, pp. 38-43	
418: Customer Privacy (2016)			
103-1	Explanation of the material topic and its Boundary		Human Rights Policy : Privacy
103-2	The management approach and its components	Information Security, pg.	Interim Update – Information Security (March 2021)
103-3	Evaluation of the management approach	Information Security, pg.	Interim Update – Information Security (March 2021)
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security, pg.	Interim Update – Information Security (March 2021)

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Veeco

MAKING A **MATERIAL** DIFFERENCE