

# Integrated Management Policy of AIXTRON SE



## Introduction and basic understanding

AIXTRON SE is a leading global provider of innovative technologies for the semiconductor industry. This role is associated with opportunities and responsibility: we develop markets and technologies further while taking into account the safety and well-being of our employees and the protection of the environment.

Our stakeholders—customers, employees, partners, shareholders, authorities, and society—expect us to combine reliability, sustainability, and innovative strength in an appropriate manner.

An integrated management system (IMS) in accordance with ISO 9001, ISO 14001, ISO 45001, and ISO 50001 provides the framework for this. It enables a holistic approach: quality, the environment, energy, and health and safety are not viewed in isolation, but in terms of their interactions. On this basis, risks can be minimized, resources can be used efficiently, and contributions can be made to sustainable development.

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## 1. Quality management (DIN ISO 9001)

For AIXTRON, quality is more than meeting standards or specifications. It is a foundation of our reputation and an essential element of our technological capability.

Customer focus: We develop solutions that are not only technically convincing, but also provide our customers with measurable added value. We regularly assess customer satisfaction and use the feedback to optimize our products and services in a targeted manner. In this way, we ensure that our customers needs form the basis for innovation and further development.

Process reliability: Clear, efficient processes ensure that innovation and quality are aligned. We continuously review and improve processes to reduce waste and shorten response times. This creates a stable basis for reliable results and appropriate adaptability.

Competence and responsibility: Every employee is responsible for the quality of their own work. Through training, knowledge transfer, and personal development, we ensure that the required competence is available. In this way, we promote a culture in which quality is an integral part of daily work.

Innovation as a driver: We combine research, development, and quality management to bring new technologies to market in a structured and safe manner. Every innovation undergoes defined development and testing processes that support reliability and speed. This strengthens our technological competitiveness.

For us, quality means reliability throughout the entire product life cycle – from the initial idea through development to service. We work with clear standards and continuous improvement in order to meet high requirements. In this way, we create products that support trust and long-term success.

## 2. Environmental management (DIN ISO 14001)

For AIXTRON, sustainability is a central element of our actions. We assume responsibility for the ecological impact of our products, processes, and sites. In doing so, we pursue the objective of systematically combining innovation and environmental awareness.

Legal certainty and transparency: We comply with all applicable environmental laws and permit requirements and, where possible, go beyond those requirements. We report transparently on our environmental performance in publicly available reports. In this way, we create traceability and document the way we assume responsibility.

Emissions and waste: Our approach follows the sequence avoid, reduce, recycle. We reduce pollutant emissions, waste volumes, and the use of critical substances through targeted measures. In this way, we contribute to resource conservation and the protection of the environment.

Sustainable product design: We take energy efficiency, resource conservation, and recyclability into account from the development stage onward. In this way, we help reduce the environmental impact for our customers. Sustainability is an integral part of our product development.

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Biodiversity and site responsibility: We also take ecological aspects into account at our sites – from the economical use of land and the avoidance of pesticides on our green spaces to environmentally friendly mobility concepts. In this way, we combine economic activity with ecological responsibility. Our actions are guided by long-term environmental objectives.

Employee involvement: Environmental awareness begins in everyday work. We encourage our employees' ideas and rely on dialogue to support sustainable behavior in a systematic way. Together, we develop a culture in which ecological responsibility is embedded.

AIXTRON combines innovation with environmental responsibility and thereby contributes to addressing key environmental issues. For us, sustainability is a strategic success factor. Our actions are geared toward long-term development.

### 3. Energy management (ISO 50001)

Energy is one of our most important resources and, at the same time, a significant lever for ecological responsibility, climate protection, and cost awareness. We treat energy management as a strategic success factor for us and our customers.

Systematic control: We record and analyze our energy flows in order to create transparency regarding consumption. This allows us to identify specific saving potential and manage our energy use effectively.

Technological efficiency: We invest specifically in modern, energy-efficient systems and optimized processes in order to reduce resource consumption sustainably. In investment decisions, energy efficiency is a key criterion that we take into account in our planning and implementation.

Renewable energies: We consider the use of renewable energy as part of our site and energy supply decisions where this is technically feasible and economically viable. In addition, we continuously assess technologies and measures that can contribute to a more efficient and future-ready energy supply.

Supporting climate targets: Through our energy management, we contribute to achieving local and global climate protection goals and assume responsibility for the future. In doing so, we are guided by scientifically based target pathways in order to implement the reduction of greenhouse gas emissions in a measurable and effective manner.

Awareness in everyday life: Energy conservation requires everyone's involvement—that is why we promote awareness of the impact of every workplace, device, and employee. Through training, communication, and role modeling, we support a culture in which sustainable behavior is taken into account in day-to-day work.

Our energy management aims to anchor energy efficiency as an integral part of innovation and competitiveness and thereby promote climate protection for us and our customers.

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#### 4. Occupational health and safety (ISO 45001)

The people at AIXTRON are an essential foundation of our company. Their safety, health, and well-being are given priority in our decisions and processes. We design working conditions that support protection and reliability and pursue the objective of preventing accidents through preventive measures.

Legal certainty and transparency: We ensure that all legal requirements in occupational health and safety are met. Where possible and appropriate, we go beyond legal requirements in order to support a high level of safety and health for our employees. We report openly and transparently on our performance and progress in occupational health and safety. This transparency creates trust and documents the way we assume responsibility.

Focus on prevention: We systematically identify hazards and minimize risks through technical, organizational, and personal measures when they cannot be avoided. Our approach is prevention-oriented. In this way, we reduce the likelihood of accidents and incidents.

Living a culture of safety: Occupational safety is part of our corporate culture and is actively implemented. Our managers are role models for safety-conscious behavior. Employees are actively involved and consistently report unsafe conditions. Together, we create an environment in which safety is embedded in daily work and activities are stopped if they cannot be performed safely.

Health promotion: Beyond traditional occupational safety, we support programs for physical and mental well-being. Ergonomic workplaces and preventive services are integral components. In this way, we support the performance and satisfaction of our teams across all age groups.

Participation and involvement: We create structures in which employees can report hazards, share experiences, and actively contribute to improvements. This creates a culture of shared responsibility. Employees' contributions support the continuous improvement of safety.

Emergency preparedness: We are prepared for potential incidents—with identification of potential risks, clear procedures, fast communication channels, trained specialists, emergency equipment available across the site, and regular drills. For us, safety is based on effective processes, continuous development, and a preventive orientation. This ensures that we remain capable of acting even in exceptional situations.

For us, occupational safety at AIXTRON means mutual awareness and responsibility. Our objective is to create safe working conditions so that our employees can complete their working day unharmed.

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## Our self-image

The management policy applies to all AIXTRON SE sites, business areas, and levels. It is binding for management as well as for each individual employee.

We do not regard it as a static document, but as a governing framework that is reviewed regularly and adapted to new challenges.

Management ensures that the necessary resources, competencies, and structures are in place. At the same time, implementation requires the active involvement of everyone in order to achieve the defined objectives.

Collective action contributes to ensuring that AIXTRON SE continues to be associated with quality, innovation, sustainability, and responsibility in the future.

Herzogenrath, den 12.03.2026



Dr. Felix Grawert  
CEO – Chief Executive Officer



Dr. Christian Danninger  
CFO – Chief Financial Officer

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