

# Compliance Rules & Regulations

## **Whistleblowing - The report of violations of international and national laws and principles and rules of conduct of AIXTRON SE**

All employees of the AIXTRON Group are obliged to follow the principles and rules of the Compliance Code of Conduct. All members of the Senior Management Team have been issued a comprehensive compliance manual including in detail the standards of conduct.

The members of the Executive Board of AIXTRON SE as well as the responsible financial officers have also committed to the Code of Ethics.

The members of the Executive Board of AIXTRON SE encourage all employees to report any violations of these codes to the following persons:

- ⇒ to the member of the senior management team who represents the department,
- ⇒ to the Chief Compliance Officer ([r.singh@aixtron.com](mailto:r.singh@aixtron.com) and [compl-office@aixtron.com](mailto:compl-office@aixtron.com)), or
- ⇒ to a member of the Executive Board

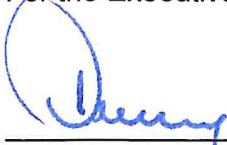
In addition, AIXTRON has implemented a Whistleblower Hotline. A report directly to the Chairman of the Supervisor Board can be made anonymously – either by using an email account established for this purpose ([sb@aixtron.com](mailto:sb@aixtron.com)) or by writing a letter (such letter be addressed “private & confidential”) – to AIXTRON’s Chairman of the Supervisory Board, Kim Schindelhauer, AIXTRON, Dornkaulstr. 2, 52134 Herzogenrath, Germany.

Essentially, the reports must be in line with the international and national laws, the principles and rules of AIXTRON including the AIXTRON’s internal rules of conduct. Anyone who consciously makes false statements regarding another person should be aware that they could be committing a criminal offense.

AIXTRON will ensure that no employee will be discriminated as a result of making a report in good faith.

Herzogenrath, May, 2021

For the Executive Board of AIXTRON SE



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Dr. Christian Danninger  
CFO