

AIXTRON's Diversity Statement

The AIXTRON Group is committed to encouraging diversity among its employees and to providing equal employment opportunities to all, without regard to gender, sexual orientation, race, color, religion, marital status, veteran status, age, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, or any other characteristic protected by the applicable law of each of the countries AIXTRON is doing business in. AIXTRON opposes all forms of unlawful and unfair discrimination, including harassment and takes proactive steps to ensure equal opportunity for all qualified employees, and to identify and remove barriers that may hinder advancement based on merit and ensuring equal employment opportunities.

All employees, whether part-time, full-time or temporary, will be treated fairly and in accordance with the applicable laws. Selection for employment, promotion, training, or any other employment term or benefit will be based on lawful considerations, including aptitude and ability. In addition, all employees will be helped and encouraged to develop their full potential, and the workforce's talents and resources will be fully utilized to maximize the organization's efficiency and with the goal of fostering an inclusive environment where all individuals can thrive and contribute fully, regardless of background.

AIXTRON makes the following commitments to all its employees, no matter their location:

- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Employees who believe they have experienced or witnessed discrimination or harassment are strongly encouraged to report their concerns. Reports can be made to the direct manager, the HR department and the Chief Compliance Officer. All reports will be handled promptly, impartially, and with respect for privacy.
- The commitment to diversity and equality in the workplace is good management practice and makes sound business sense.
- Breaches of our diversity and equal employment opportunity policy will be regarded as misconduct and could lead to disciplinary action, up to and including termination of employment.
- This policy is fully supported by our Supervisory Board and Executive Board.
- The policy will be monitored on an ongoing basis by the HR department and reviewed, at least annually, by the CCO.
- This policy will be implemented in full accordance with the applicable laws.

AIXTRON Group's Head of HR and the CCO are responsible for ensuring that the AIXTRON group of companies complies with the diversity statement.