



Annex: Veeco Corporate Sustainability Report

Issued August 2022

Veeco

MAKING A MATERIAL DIFFERENCE

Table of Contents

Environmental Data	3
Social Data	7
Governance Data	15
SASB Index	18
GRI Content Index	21



MAKING A **MATERIAL** DIFFERENCE

Environmental Data

[Environmental Data](#)

[Social Data](#)

[Governance Data](#)

[SASB Index](#)

[GRI Content Index](#)

Environmental Data

	Unit of Measurement	2021	2020	2019
Total U.S. Energy Consumption ⁽¹⁾		41.3	40.4	41.9
U.S. Electricity Consumption (100% grid power)		30.6	29.6	30.0
U.S. Natural Gas Consumption (1 Therm= 2.93001e-5 GWh)	GWh	10.7	10.8	11.9
Renewable Energy Consumption ⁽²⁾				
Total Non-renewable Energy Consumption		30.9	31.6	33.4
Total Renewable Energy Consumption		10.1	8.8	8.5
Non-renewable Energy Rate (out of U.S. Electricity Consumption)	%	65.8%	70.4%	71.7%
Renewable Energy Rate (out of U.S. Electricity Consumption)		33.2%	29.6%	28.3%
Energy Intensity	GWh per Million Dollars Revenue	0.071	0.089	0.100
	GWh per Employee	0.038	0.041	0.044

- (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). Historic energy consumption values have changed slightly from our 2021 disclosure due to accounting changes and the incorporation of all U.S. facilities.
- (2) Renewable energy usage has been calculated using supplier specific power mix data where available and EPA eGrid data. Renewable energy accounted for is consistent with Renewable Portfolio Standards (excludes large hydroelectric, nuclear, and some alternative fuels).

Annex Notes

- All intensity values were calculated by dividing the identified environmental metric (total energy, emissions, water) by the identified denominators. Revenue and employee totals were retrieved from the year's corresponding annual reports (10K).

	Unit of Measurement	2021	2020	2019
Greenhouse Gas Emissions				
Scope 1 and 2 Emissions ⁽¹⁾		10452	10681	12778
Scope 1		1949	1956	2155
Scope 2, market-based	Metric Tons of CO ₂ e ⁽²⁾	8503	8725	10623
Scope 3 ⁽³⁾		524	526	2343
Category 6: Business Travel		524	526	2343
GHG Intensity	Metric Tons CO ₂ e of Scope 1 & Scope 2 GHG Emissions per Million Dollars Revenue	17.9	23.5	30.5
	Metric Tons CO ₂ e of Scope 1 & Scope 2 GHG Emissions per Employee	9.6	10.8	13.4

- (1) Total greenhouse gas (GHG) emissions encompasses only U.S. emissions (93% of our owned and leased space). Scope 1 accounts for emissions from stationary natural gas combustion. Scope 2 accounts for emissions from purchased electricity.
- (2) We utilized the Greenhouse Gas Protocol's methodology for the calculation of scope 1 and 2 emissions. Additionally, we utilized the EPA Center for Corporate Climate Leadership GHG Emission Factors Hub, Green-e Residual Mix emissions rate tables, and supplier-specific emissions factors wherever possible to calculate our scope 1 emissions from stationary combustion and market-based scope 2 emissions. 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) Scope 3 calculations only include business travel via air and rail. Calculations performed by a third-party global corporate travel manager and based on 2020 UK Government GHG Conversions. Past values have been adjusted to reflect inclusion of rail and additional air travel mileage accounted for by the data providing entity.

Methodology

- Our last disclosure in 2021 marked Veeco's first public disclosure of GHG emissions. We assumed a conservative and simplistic calculation methodology for our scope 1 and 2 emissions inventory. For our scope 2 emissions in 2021, we utilized the EPA GHG Equivalencies Calculator that was based on the AVERT U.S. national weighted average CO₂ marginal emission rate for 2019. The emissions factor of this national weighted average (7.09×10^{-4} metric tons CO₂/kWh) was a gross overestimate of our market-based scope 2 emissions.
- We have worked to improve our market-based calculation, having incorporated supplier-specific emissions factors where available and Green-e residual mix data. This methodology change resulted in far lower, but far more accurate emissions estimates for Veeco's U.S. operations. Additionally, it has aligned us to a greater degree with the GHG Protocol methodology and best-practices for emissions calculations.

CDP Disclosure

- In 2021, we made our first public CDP disclosure of Scope 1, 2, and 3 emissions. In that CDP disclosure, our EHS Team double counted emissions for both Scope 1 & 2. Totals in this report are the correctly calculated values. In July 2022, we submitted our second CDP Climate Survey and corrected this mistake.

	Unit of Measurement	2021	2020	2019
Water				
Total U.S. Water Withdrawal ⁽¹⁾		44.8	45.6	-
Horsham, PA		2.6	3.9	-
Plainview, NY		2.2	7.3	-
Saint Paul, MN	Megaliters	2.0	2.8	-
San Jose, CA		34.4	27.7	-
Somerset, NJ		3.3	3.2	-
Waltham, MA		0.4	0.8	-
U.S. Water Withdrawal from Areas of High or Extremely High Water Stress	%	4.9%	16.0%	-
Freshwater Intensity ⁽²⁾	Megaliters of Freshwater Withdrawal per Million Dollars Revenue	0.077	0.100	-
	Megaliters of Freshwater Withdrawal per Employee	0.041	0.046	-
Waste ⁽⁴⁾				
Hazardous Waste ⁽⁵⁾	Metric Tons	17.4	26.7	29.0
Hazardous Waste Recycling Rate	%	39%	32%	28%
Non-hazardous Waste ⁽⁶⁾	Metric Tons	14.3	6.3	11.3
Non-hazardous Waste Recycling Rate	%	46%	23%	9%
E-Waste ⁽⁷⁾	Metric Tons	4.2	6.9	4.6
E-waste Recycling Rate	%	63%	70%	71%

- (1) Veeco only withdraws freshwater. No disclosure of any other water type is applicable. Water withdrawal values have been updated since our last disclosure due to accounting changes and the incorporation of all U.S. facilities.
- (2) Water stress was identified by utilizing the [WRI Aqueduct Water Risk Atlas](#). The tool's water stress function measures the ratio of total water withdrawals to available renewable surface and groundwater supplies.
- (3) Waste data is primarily collected and administered by our hazardous waste service providers. Select other specialty providers of e-waste and recycling services provide data as well. This data notably omits general office waste and single-stream recycling. We are working to fully account for our complete waste footprint.

- (4) Hazardous waste values been updated since our last disclosure to only include RCRA hazardous waste.
- (5) Non-hazardous waste as provided by our hazardous waste collection providers. Does not include municipal or general office/lab waste or single-stream recycling. Data scope does not cover all U.S. facilities or non-hazardous waste types.
- (6) E-waste includes batteries, monitors, circuit boards, and other general technology collected and tracked by our hazardous and e-waste service providers.

Water Stress ⁽³⁾	
Horsham, PA	Medium-High (20-40%)
Plainview, NY	High (40-80%)
Saint Paul, MN	Low (<10%)
San Jose, CA	Low (<10%)
Somerset, NJ	Medium-High (20-40%)
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%)



MAKING A **MATERIAL** DIFFERENCE

Social Data

[Environmental Data](#)

[Social Data](#)

[Governance Data](#)

[SASB Index](#)

[GRI Content Index](#)

Social Data

	2021	2020	2019	2018
Veeco Global Workforce ⁽¹⁾				
Total Workforce ⁽²⁾	1091	993	954 ⁽³⁾	1043 ⁽⁴⁾
Full-time Employees	1078	981	944	1037
Part-time Employees	5	2	3	2
Interns	8	10	10	6
Employment Type by Gender				
Full-time Employees				
Male	887	804	781	865
Female	191	177	162	170
Other Gender Identity	0	0	1	2
Part-time Employees				
Male	3	1	2	1
Female	2	1	1	1
Intern				
Male	5	7	8	4
Female	3	3	2	2

(1) All reported employee data is as of calendar year-end, unless otherwise specified.

(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	2020	2019	2018
Contract by Region				
Permanent				
Asia-Pacific	235	220	220	267
Europe	40	37	36	37
North America	798	723	686	735
Temporary				
Asia-Pacific	5	1	3	0
Europe	0	0	0	0
North America	5	2	2	0
Intern				
Asia-Pacific	0	0	0	0
Europe	0	0	0	0
North America	8	10	10	6
Voluntary Turnover				
Voluntary Turnover Rate	9.2%	6.8%	-	-

	2021	2020	2019	2018
Gender Representation by Contract				
Permanent				
Male	885	803	780	866
Female	188	177	161	171
Other Gender Identity	0	0	1	2
Temporary				
Male	5	2	3	0
Female	5	1	2	0
Intern				
Male	5	7	8	4
Female	3	3	2	2

	2021	2020	2019	2018
Gender Representation of the Global Workforce				
Female	18.0%	18.2%	17.2%	16.6%
Male	82.0%	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	18.9%	19.0%	18.1%	17.8%
Male	81.1%	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	19.2%	21.4%	24.7%	19.3%
Female Interns ⁽¹⁾	37.5%	30%	20%	33%

(1) Intern data reflects year-end totals.

	2021	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	22.6%	20.4%	21.3%	21.3%
Black or African American	5.1%	4.2%	4.0%	3.9%
Hispanic or Latino	9.7%	9.9%	8.6%	6.8%
Native Hawaiian and Other Pacific Islander	0.5%	0.4%	0.3%	0.3%
Not Self-identifying	1.4%	1.2%	1.0%	1.5%
Two or More Races	1.1%	1.4%	1.4%	0.8%
White	59.6%	62.3%	63.0%	65.3%
Age				
<30	8.4%	7.2%	5.6%	6.5%
30-49	46.8%	48.4%	50.4%	51.0%
50<	44.8%	44.4%	44.0%	42.5%

	Female	Male	People of Color ⁽¹⁾
Employee Category Demographics (2021)			
Board of Directors	2/9	7/9	1/9
Global Employees ⁽²⁾	18.0%	82.0%	-
Managers	17.2%	82.8%	-
Professionals	18.0%	82.0%	-
Interns	37.5%	62.5%	-
U.S. Employees ⁽³⁾	18.5%	81.5%	39.9%
Executives	22.2%	77.8%	22.2%
Managers	17.1%	82.9%	27.63%
Professionals	18.8%	81.2%	43.0%
Interns	37.5%	62.5%	25%

(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) Global Employees covers all Veeco employees. Managers cover all executive and non-executive management, and professionals covers all individual contributors.

(3) Based on Veeco's EEO-1 data, which differs slightly in methodology then the rest of diversity data in the annex. EEO-1 data excludes interns and those who chose to not self-identify their race or gender. The EEO-1 data covers 97% of U.S. employees. Executives covers Executives / Sr. Officials & Managers, Managers covers First / Mid-level Officials & Managers, and Professionals covers all individual contributors. Interns include only interns still on the payroll at the end of CY '21.

	2021	2020	2019	2018
Employee Health and Safety ⁽¹⁾				
Incident Count				
Recordable Work-Related Injuries ⁽²⁾	8	5	3*	5
Work Related Fatalities	0	0	0	0
Incident Rate				
Total Case Incident Rate (TCIR) ⁽³⁾	0.81	0.53	0.35*	0.52
Days Away, Restricted or Transferred (DART) Rate	0.20	0.32	0.24	0.21
Lost Time Severity Rates (LTSR)	0.75	32.60	2.00	0.80
Near Miss Frequency Rate (NMFR)	2.52	2.33	3.53	2.89
Work Related Fatality Rate	0	0	0	0
Product Safety				
Product recalls	0	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 TCIR, DART, LTSR, NMFR, and Fatality rates were calculated by multiplying their total incident count by 200,000 and dividing by the corresponding year's total workhours logged.

* Values corrected after misreporting 6 recordable work-related injuries in our last disclosure.



MAKING A **MATERIAL** DIFFERENCE

Governance Data

[Environmental Data](#)

[Social Data](#)

[Governance Data](#)

[SASB Index](#)

[GRI Content Index](#)

Governance Data

	Executive	Independent ⁽⁴⁾	Age ⁽²⁾	Director Since	Gender	Race / Ethnicity	AC ⁽³⁾	CC	GC
Composition of the Board of Directors									
Kathleen A. Bayless	No	Yes	65	2016	Female	White	★		
Sujeet Chand, Ph.D.	No	Yes	64	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) Age as cited in Veeco's 2022 Proxy Statement as of March 24, 2022.

(3) 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	16	10	-	-



MAKING A **MATERIAL** DIFFERENCE

SASB Index

[Environmental Data](#)

[Social Data](#)

[Governance Data](#)

[SASB Index](#)

[GRI Content Index](#)

SASB Index

Topic	Code	Accounting Metric	2021	Narrative Response / Report Location
Greenhouse Gas Emissions	TC-SC-110a.1	Gross global Scope 1 emissions	1,949 MT CO ₂ e	Climate Change, pp. 55-57 Annex: Environmental Data
		Amount of total emissions from perfluorinated compounds	n/a	This data is not tracked at this time
	TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets		Climate Change, pp. 55-57 Annex: Environmental Data
Energy Management in Manufacturing	TC-SC-130a.1	Total energy consumed	148,680 GJ	Energy Management, p. 58 Annex: Environmental Data
		Percentage of energy consumed that was supplied from grid electricity	74.1%	
		Percentage renewable energy	25.2%	Our calculation methodology differs from SASB's, as we include the reported power mix of our energy suppliers and, where supplier data is unavailable, regional grids. We do not currently track the retirement of RECs or GOs from our utilities.
Water Management	TC-SC-140a.1	Total water withdrawn	44,800 m ³	Water Management, pp. 59-60 Annex: Environmental Data
		Percentage of water withdrawn in regions with high or extremely high baseline water stress	4.9%	
		Total water consumed	n/a	Aside from water lost to evaporation, irrigation, or recycled in closed loop systems, Veeco returns withdrawn water to local water treatment facilities. While we don't currently have a tracking mechanism in place, we expect that the vast majority of our withdrawn water is returned to its local facility for treatment.
		Percentage of water consumed in regions with high or extremely high baseline water stress	n/a	

Topic	Code	Accounting Metric	2021	Narrative Response / Report Location
Waste Management	TC-SC-150a.1	Amount of hazardous waste from manufacturing	17.4 MT	Waste Management, pp. 61-62
		Percentage of hazardous waste recycled	39%	
Employee Health and Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards		Veeco United Team, pp. 26-30
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	\$0	In 2021, Veeco was not fined for any health & safety violations.
Recruiting and Managing a Global and Skilled Workforce	TC-SC-330a.1	Percentage of employees that are foreign nationals	n/a	Veeco does not disclose the percentage of employees who are foreign nationals or located offshore; however, we do disclose a breakdown of employees by geographic region. Annex: Social Data
		Percentage of employees that are located offshore	n/a	
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	n/a	Veeco does not disclose this information.
	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops		Veeco does not manufacture servers, desktops, or laptops.
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials		2021 Conflict Minerals Report Conflict Minerals Policy Human Rights Policy:
Intellectual Property Protection and Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	\$0	In 2021, Veeco was not fined for any anti-competitive violations.
Activity Metrics	TC-SC-000.A	Total production	212 Shipments	
	TC-SC-000.B	Percentage of production from owned facilities	87%	



MAKING A **MATERIAL** DIFFERENCE

GRI Content Index

[Environmental Data](#)

[Social Data](#)

[Governance Data](#)

[SASB Index](#)

[GRI Content Index](#)

GRI Content Index

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	2021 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	2021 Annual Report ; Item 2. Properties
102-5	Ownership and legal form	About Veeco, p. 6	2021 Annual Report ; Item 1. Business
102-6	Markets served	Megatrends Aligned with Core Technologies, p. 8	2021 Annual Report ; Item 1. Business
102-7	Scale of the organization	Veeco Fast Facts, p. 8	2021 Annual Report ; Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operation, Consolidated Financial Statements and Financial Statement Schedule
102-8	Information on employees and other workers	Annex: Social Data	
102-9	Supply chain	Supply Chain Management, p. 48	
102-10	Significant changes to the organization and its supply chain	Supply Chain Disruptions, p. 51 San Jose Facility, p. 56	2021 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	2021 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	2022 Proxy Statement : Proxy Statement Summary
102-23	Chair of the highest governance body	Composition of the Board of Directors, p. 34	2022 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 2022 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 2022 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		2022 Proxy Statement ; Compensation
102-36	Process for determining remuneration		2022 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		2021 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	Annex: Environmental Data	Base year recalculation and methodology change for emissions calculation. Waste data methodology and collection changes.
102-49	Changes in reporting		No changes to Veeco's material topics reported.
102-50	Reporting period	About this Report, p. 2	
102-51	Date of most recent report	About this Report, p. 2	2021 Veeco Sustainability Report ; November 2021
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	

Disclosure Number	Disclosure Title	2021 Report & Annex Reference	Veeco External Reference and Narrative Response
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	2021 Annual Report ; Item 1. Business
103-2	The management approach and its components	About Veeco, pp. 4-8	2021 Annual Report ; Item 1. Business
103-3	Evaluation of the management approach	About Veeco, pp. 4-8	2021 Annual Report ; Item 1. Business
201-1	Direct economic value generated and distributed	About Veeco, pp. 4-8	2021 Annual Report ; 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. 58	
201-3	Defined benefit plan obligations and other retirement plans		2021 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. 47-51	
103-2	The management approach and its components	Supply Chain Responsibility, pp. 47-51	Veeco Code of Conduct ; RBA Code of Conduct
103-3	Evaluation of the management approach	Supply Chain Responsibility, pp. 47-51	
204-1	Proportion of spending on local suppliers	Global Growth & Local Procurement, p. 51	
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.

Disclosure Number	Disclosure Title	2021 Report & Annex Reference	Veeco External Reference and Narrative Response
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. 50	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. 60	Environmental & Social Responsibility Statement
103-2	The management approach and its components	Energy Management, p. 60	Environmental & Social Responsibility Statement
103-3	Evaluation of the management approach	Energy Management, p. 60	Environmental & Social Responsibility Statement
302-1	Energy Consumption within the organization	Energy Management, p. 60 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. 61-62	Environmental & Social Responsibility Statement
103-2	The management approach and its components	Water Management, pp. 61-62	Environmental & Social Responsibility Statement
103-3	Evaluation of the management approach	Water Management, pp. 61-62	Environmental & Social Responsibility Statement
303-1	Interactions with water as a shared resource	Water Management, pp. 61-62	
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. 61-62 Annex: Environmental Data	
305: Emissions (2016)			
103-1	Explanation of the material topic and its Boundary	Climate Change, pp. 57-59	Environmental & Social Responsibility Statement
103-2	The management approach and its components	Climate Change, pp. 57-59	Environmental & Social Responsibility Statement
103-3	Evaluation of the management approach	Climate Change, pp. 57-59	Environmental & Social Responsibility Statement
305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions, p. 59 Annex: Environmental Data	
305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions, p. 59 Annex: Environmental Data	
305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions, p. 59 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. 63-64	Environmental & Social Responsibility Statement
103-2	The management approach and its components	Waste Management, pp. 63-64	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. 63-64	Environmental & Social Responsibility Statement
306-2	Management of significant waste-related impacts	Sustainability & Circularity, pg. 41 Waste Management, pp. 63-64.	
306-3	Waste generated	Waste Management, pp. 63-64	
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. 53	Environmental & Social Responsibility Statement
103-2	The management approach and its components	Environmental Commitment, p. 53	Environmental & Social Responsibility Statement
103-3	Evaluation of the management approach	Environmental Commitment, p. 53	Environmental & Social Responsibility Statement
307-1	Non-compliance with environmental laws and regulations	Environmental Commitment, p. 53 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	2021 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.	Talent Development & Training, p. 23 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	2022 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. 50	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Due Diligence, p. 50	
414: Supplier Social Assessment (2016)			
103-1	Explanation of the material topic and its Boundary	Supplier Diversity, p. 51	
103-2	The management approach and its components	Supply Chain Screening, p. 50	
103-3	Evaluation of the management approach	Supply Chain Screening, p. 50	
414-1	New supplier that were screened using social criteria	Supply Chain Screening, p. 50	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. 38-45	Human Rights Policy : Product Responsibility
103-2	The management approach and its components	Product Responsibility, pp. 38-45	Human Rights Policy : Product Responsibility
103-3	Evaluation of the management approach	Product Responsibility, pp. 38-45	
416-1	Assessment of the health and safety impacts of product services and categories	Product Responsibility, pp. 38-45	
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. 46	Interim Update – Information Security (March 2021)
103-3	Evaluation of the management approach	Information Security, pg. 46	Interim Update – Information Security (March 2021)
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security, pg. 46	Interim Update – Information Security (March 2021)

The logo features the word "Veeco" in a white serif font, centered within a teal-colored oval. The oval is slightly offset, creating a sense of motion or a shadow effect behind the text.

Veeco

MAKING A *MATERIAL* DIFFERENCE