



Health and Safety Management System

Our Health and Safety policy states:

Axcelis Technologies, Inc. understands that the success of the company depends, ultimately, on the performance of its employees. The company realizes that sustained high performance is dependent, among other factors, on the maintenance of a high level of employee health and safety. In support of this principle, Axcelis Technologies is committed to the following:

Preventing occupational injuries and illnesses to our employees, visitors and contractors

Compliance with all occupational health and safety regulations, legislation, and other requirements applicable to our business and its OH&S hazards

Continual improvement our OH&S management and performance

Setting appropriate, achievable objectives and targets for the prevention occupational injuries and illnesses

Periodically reviewing our OH&S objectives and targets

Maintaining records regarding OH&S policies, procedures, and performance.

The Axcelis Environmental, Health and Safety (EHS) Leadership Team (AELT) is responsible for setting and reviewing OH&S objectives, targets, and goals. EHS staff will assist the AELT in ensuring that Axcelis' OH&S objectives, targets and goals, and Axcelis' OH&S Management System appropriately control the OH&S risks associated with our activities.

The Chief Executive Officer is Top Management's OH&S Management Representative on the AELT.

The Axcelis OH&S Policy is communicated to all personnel working at Axcelis facilities and is available to visitors and the public. All Axcelis employees and contractors are responsible for understanding the Axcelis health and safety policy and for complying with it.