

## MATERIAL ELEMENTS CONTRACT MR. B. LOH

Subject to approval of the Annual General Meeting of Shareholders on May 18, 2020 (the "2020 AGM"), Mr. Loh will be appointed as member of the Management Board, after which he will be appointed by the Supervisory Board as CEO, President and Chairman of the Management Board of ASM International N.V. with effect as of May 18, 2020.

Mr. Loh's contract is a Management Services Agreement for a fixed period of four years until the Annual General Meeting in 2024. Mr. Loh will be entitled to an annual base salary of €630,000 gross.

A notice period of 3 months for Mr. Loh and 6 months for ASM International apply. Mr. Loh will participate in the pension plan offered to members of the Management Board. Reference is made to the ASM Remuneration Policy 2020-2023, posted on the ASM website: [www.asm.com](http://www.asm.com). The Remuneration Policy 2020-2023 is to be approved during the 2020 Annual General Meeting.

Mr Loh will be eligible for an annual, performance based, Short Term Cash Incentive of up to 100% of his base salary in case of on target performance, and up to a maximum of 150% in case of outperformance. Reference is made to the ASM Remuneration Policy 2020-2023.

As for the Long Term Share Incentive ("LTI"), Mr. Loh will be eligible for a number of performance shares granted for on target performance that relate to predetermined financial indicators (reference is made to the Remuneration Policy 2020-2023). The number of shares to be awarded will be determined after the performance period by the Supervisory Board. The target level of the LTI is set at 165% of base salary. The maximum number of shares that will be granted in case of outperformance is 150% of the number for on target performance. The number of shares will be zero in case none of the targets is met.

In case of termination of the agreement by ASM International, for reasons which are not exclusively or mainly found in acts or omissions on the side of the Management Board member or in case of a termination of the agreement with mutual consent, a severance amount equal to one year base salary will be made available upon the effective date of termination.