

Remuneration Policy Supervisory Board

ASM International N.V.

Introduction

The existing remuneration policy was adopted by ASM International N.V.'s ("ASM" or the "Company") General Meeting (the "General Meeting") at the Annual General Meeting on May 13, 2024. This new remuneration policy (the "Remuneration Policy") applicable to the members of the Supervisory Board is proposed by the Supervisory Board to the 2026 Annual General Meeting (the "AGM 2026") following a periodical review, analysis and evaluation of the existing policy, as well as stakeholder dialogues in which no concerns were raised about the contemplated changes to the Remuneration Policy and the increased individual fees.

Changes and clarifications

The changes and clarifications in the Remuneration Policy compared to the existing remuneration policy of the Supervisory Board constitute the following:

- An introduction of a fee for the Vice-chair of the Supervisory Board. This is considered appropriate in view of the increasingly important role of the Vice-chair.
- Removal of the table with individual fees (including travel allowances and expenses and other remuneration) from the remuneration policy and including this table in the Annex 1 hereto, making a clear distinction between the Remuneration Policy and the individual fees (which requires absolute majority for changes)

A further explanation of the rationale for the proposed changes is included in a separate document published together with this Remuneration Policy.

The Remuneration Policy

The Remuneration Policy includes the remuneration principles applicable to the Supervisory Board. Subject to adoption at AGM 2026, the Remuneration Policy, and the increased individual fees, will be applied with retrospective effect as from January 1, 2026.

Purpose

The purpose of the Remuneration Policy for the members of the Supervisory Board of ASM is to provide compensation that:

- Aligns with the enlarged scope of ASM
- Motivates and rewards Supervisory Board members with balanced compensation, in sync with role and responsibilities
- Allows ASM to attract, reward and retain highly qualified, independent, and high-caliber members of the Supervisory Board with the required background, experience and a broad skill set
- Aligns with comparable peer companies

Compensation

The compensation of the members of the Supervisory Board is a fixed amount paid in cash and is benchmarked against a combination of Dutch general market companies and international sector-specific companies. This compensation structure ensures the independence of the members of the Supervisory Board and the effectiveness from a corporate governance perspective. The members of the Supervisory Board are not entitled to any performance or equity related compensation and are not entitled to any pension allowance or contribution. Shares held by a Supervisory Board member in ASM shall be long-term investments. ASM's Insider trading policy applies to trades by Supervisory Board members in ASM shares.

Annual compensation levels: Supervisory Board and committees

To capture the different dynamics of the Supervisory Board remuneration, the compensation levels for the members of the Supervisory Board are based on a comparability study of a combination of Dutch general market companies and international sector-specific companies. The selection of the companies included in the market reference group are based on comparability to ASM in terms of any one or more of the following criteria: governance structure (two-tier system), size and complexity.

The Remuneration Policy includes fees for the following categories:

1. Supervisory Board
2. Audit Committee

3. Nomination, Selection and Remuneration Committee
4. Technology Committee
5. Other committees

Individual remuneration of the members of the Supervisory Board

The individual remuneration (fees, including travel allowance and expenses and additional remuneration) of the Supervisory Board is as set out in the **Annex 1** hereto, which shall apply as of January 1, 2026, subject to adoption at AGM 2026. After adoption at AGM 2026, the individual remuneration will then no longer form part of the Remuneration Policy itself.

The Supervisory Board remuneration levels and pay are periodically evaluated and an adjustment of the fees – in line with but separate from the Remuneration Policy – may be submitted to the General Meeting for adoption with absolute majority. Each year the actual paid remuneration will be disclosed in the remuneration report.

Travel allowance and expenses

Actual and reasonable travel expenses of the members of the Supervisory Board are reimbursed together with a gross travel allowance for continental travel and for intercontinental travel if operated for physical attendance at meetings.

The Supervisory Board travel allowance is periodically evaluated and an adjustment thereof – in line with but separate from this Remuneration Policy – may be submitted to the General Meeting for adoption with absolute majority. Each year the actual paid travel allowances and expenses will be disclosed in the Remuneration Report.

Additional remuneration

The Supervisory Board members are entitled to a gross compensation as set out in the **Annex 1** for additional meetings lasting more than two hours in excess of the regular Supervisory Board and committee meetings cadence in case of special business circumstances (e.g. important investments, management board or supervisory board vacancies or other similarly important matters), provided that the Chair of the Supervisory Board has given her/his prior approval.

The amount of the additional compensation is periodically evaluated and an adjustment thereof – in line with but separate from this Remuneration Policy – may be submitted to the General Meeting for adoption with absolute majority. Each year the actual paid additional remuneration will be disclosed in the Remuneration Report.

Appointment

Members of the Supervisory Board are appointed for a maximum term of four years with the opportunity of being reappointed in line with the Corporate Governance Code. The actual appointment is subject to the approval of the General Meeting.

Loans, guarantees and indemnities

ASM does not provide any personal loans, guarantees or advance payments to the Members of the Supervisory Board. ASM's articles of association include an indemnification to the members of the Supervisory Board (and the Management Board).

Annex 1*

Position	Current fee	Proposed fee
<i>Supervisory Board</i>		
Chair Supervisory Board	EUR 130,000	EUR 160,000
Vice-chair Supervisory Board**	n.a.	EUR 110,000
Member Supervisory Board	EUR 80,000	EUR 87,000
<i>Audit Committee</i>		
Chair Audit Committee	EUR 25,000	EUR 30,000
Member Audit Committee	EUR 18,000	EUR 22,000
<i>Nomination, Selection and Remuneration (NSR) Committee</i>		
Chair NSR Committee	EUR 22,000	EUR 23,000
Member NSR Committee	EUR 15,000	EUR 17,000
<i>Technology Committee</i>		
Chair Technology Committee	EUR 22,000	EUR 23,000
Member Technology Committee	EUR 15,000	EUR 17,000
<i>Other committees</i>		
Chair other committee	EUR 22,000	EUR 23,000
Member other committee	EUR 15,000	EUR 17,000

<i>Travel allowance</i>		
Continental	EUR 2,500	EUR 2,500
Intercontinental	EUR 5,000	EUR 10,000
<i>Fees for additional meetings, in excess of 2 hours</i>		
<i>Special business circumstances</i>	EUR 2,500	EUR 2,500

* Subject to adoption at AGM 2026

** Subject to adoption of the Remuneration Policy at AGM 2026