

ASM Human Rights Policy

Our Values

ASM's core values are "We Care, We Innovate, and We Deliver". "We Care" means together we care for our people, society, and our planet. It means that together we act with integrity, compassion, and respect at all times, and that together we are inclusive, inspired by others, and always growing.

"We care" also means that we respect human rights. This respect is fundamental to our culture and inherent to our principles of ethical and responsible business conduct. We endeavor to value and protect human rights in our operations, in communities where we have impact, and across our value chain. The scope thereof aligns to international human rights standards including the Universal Declaration of Human Rights and core ILO conventions, including the ILO Declaration on Fundamental Principles and Rights at Work. We also support the environmental human rights declared through UN Resolutions A/RES/64/292 (Right to clean drinking water and sanitation) and A/RES/76/300 (Right to a clean, healthy, and sustainable environment). ASM follows the human rights due diligence guidelines, frameworks and principles outlined in the UN Guiding Principles on Business and Human Rights, the UN Global Compact, and the OECD Guidelines for Multinational Enterprises.

This policy reinforces and, in some cases, augments what we have already outlined in our Code of Business Conduct, our Supplier Code of Conduct, the Responsible Business Alliance (RBA) Code of Conduct, our Diversity, Equity, and Inclusion Policy, and our Global Employment Standards. It reflects our principles and expectations for ourselves, our customers, and our value chain. In cases where local law is stricter than our policy, local law shall apply. In cases where obeying the law means not meeting the expectations of this policy, we expect employees and stakeholders to seek ways to meet the spirit of this policy wherever feasible, without violating the law.

Scope

The scope of this document covers the business operations of ASM International N.V. and any subsidiaries and other entities which ASM International N.V. directly or indirect control. It applies to our employees, our suppliers, and broader value chain, and where applicable, to the communities where we live and work. Suppliers are expected to take appropriate steps to ensure conformance to these principles in their own operations, as well as that of their own value chains.

Our Human Rights Principles: We Respect, We Protect, and We Listen

We Respect

- **Diversity, Equity and Inclusion** – ASM believes that everyone should be treated with respect and fairness and that teams work better thanks to diverse and complementary contributions. ASM does not tolerate any form of discrimination. We do not discriminate on the basis of race, color, ethnicity, national origin, social origin, sex, gender identity or expression, sexual orientation, religion, age, health status, pregnancy, neurodiversity, physical or mental disability, or political affiliation, or any other characteristics protected by law. We make reasonable accommodations for pregnant and disabled employees. Workers are provided with reasonable accommodations for religious practices. Contract or temporary workers are treated with the same respect as those who enjoy full time employment. Workers or potential workers may be subjected to medical tests, but only in cases where it is a requirement of the role, or to the extent it is required by local, state/provincial, and/or federal laws. Discrimination based on medical information will not be tolerated.
- **Freedom from Harassment and Intimidation** – ASM is committed to providing a safe and inclusive working environment for workers. We do not tolerate physical, verbal, sexual or psychological harassment, bullying, abuse, or threats of any kind.
- **Freely Chosen Employment** – Forced labor in any form, including but not limited to, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. Employees, including foreign or migrant workers, do not pay fees for employment, are allowed to retain original personal identification documents (e.g. passports), receive a written employment agreement in their native language (or in a language the worker can understand), that contains a description of terms and conditions of employment prior to starting, and are able to terminate employment with notice. Movement or access to basic liberties are not restricted under any circumstance. There shall be no unreasonable restrictions on worker freedom of movement in the facility or unreasonable restrictions on entering or exiting company-provided facilities including, if applicable, employees' dormitories or living quarters. Oversight for agents who are responsible for worker recruitment, placement or housing is required to ensure compliance and to protect the wellbeing of workers in their care. In cases where employees are requested to relocate due to changes in business needs, ASM endeavors to give employees as much notice as possible, to offer alternatives where feasible, and to support worker transitions to other opportunities if the worker chooses not to move due to personal concerns.
- **Fair Wages and Benefits** – We follow applicable wage laws, regulations and collective labor agreements including those relating to adequate or minimum wages, pay for overtime, piece rates, nonexempt or exemption classification and other elements of compensation, and provision of legally mandated benefits. At no time are any deductions from wages or bonuses made for disciplinary reasons. We seek to offer equal rights and opportunities, including remuneration and promotion of employees based on individual merit, results, potential, skills, and experience. This includes foreign or migrant workers. For each pay period, employees shall be provided with a timely and understandable wage

statement that includes sufficient information to verify accurate compensation for work performed.

We Protect

- Data Privacy and Safekeeping** – ASM highly values the right to privacy and the safekeeping of personal information. This includes information held on or by employees, customers, subcontractors, vendors, and other business partners. We treat personal data of employees, customers, and business partners responsibly and expect the same in return. Access to privacy-sensitive information must be restricted to people with a legitimate business purpose and need-to-know. We ensure the confidentiality, anonymity, and protection of whistleblowers and those who report concerns through our grievance channels, unless prohibited, or not permitted, by law.
- Reasonable Working Hours and Work-Life Balance** – Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay. Working hours do not exceed the maximum set by local law. Further, a workweek for hourly¹ employees is not more than 60 hours per week, including overtime, except in emergency or unusual situations. All overtime for eligible workers¹ must be voluntary and appropriately compensated at a rate greater than regular working hours. Workers are allowed at least one day off every seven days. In countries where the maximum work hours are less than 60 hours a week and/or allow for more than one day of rest, then that standard shall apply. Legally mandated benefits such as public holidays and paid time off for illness or vacation are provided.

¹ Workers who are compensated for hours worked vs. a fixed salary. Typically non-professional roles.

- Abolition of Child Labor and Protection of Young Workers** – ASM prohibits use of child labor in its operations and in its value chain. ASM does not hire workers under the age of 18, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. For purposes of ASM’s value chain, we expect them to abide by the hiring age standards outlined in the RBA Code of Conduct, which defines a “child” as any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. If Suppliers or other Value Chain partners choose to hire workers under the age of 18, then these workers must not perform activities that are likely to jeopardize the health or safety of young workers. This also means they must not work overtime or on night shifts. ASM supports the use of legitimate workplace apprenticeship, internship and other similar educational development programs that comply with all laws and applicable regulations, including associated RBA standards.
- Worker Health & Safety** – Safety comes first, always, for all involved. ASM endeavors to create sustainable, safe, and healthy working environments for its employees and other stakeholders. We believe in Zero Harm! and drive to eliminate safety and health exposures, for employees, customers, and suppliers alike. All workers have the right and the obligation to stop activities that are unsafe. Employees are provided with a safe and

healthy workplace in compliance with all applicable laws and regulations. Consistent with these obligations, we have implemented programs that encompass things such as life safety, product safety, incident investigation, chemical safety, transportation, and ergonomics. ASM takes appropriate steps to ensure the safety and wellbeing of the communities where we operate by taking measures as defined by local law and relevant global standards, including, but not limited to, the RBA Code of Conduct.

In cases where it is not offered through local government and/or publicly accessible, benefit eligible workers will have access to necessary and timely health care for themselves and their families. ASM also acknowledges that mental well-being is as critical as physical safety. In addition to creating a workplace that creates a “safe space” for employees, we offer support and resources to employees who need additional care.

ASM takes the safety and wellbeing of workers using or working on ASM products as seriously as we do in our own production activities. We seek to make the design of our tools and associated processes as safe as possible and well understood by users. We partner directly with customers on safety measures to this end.

Employees are provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. In cases where housing is provided by the company to workers, housing is maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting, and adequate conditioned ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

Armed security should only be used when required by law or when there is no other way to manage security risks and by protecting the safety of ASM employees and/or workers of our suppliers. ASM’s security suppliers must meet our Supplier Code of Conduct and in cases where they are armed, the UN guidelines and conventions on the use of force. We expect employment of similar standards for all value chain security service providers. For those in our value chain operating in the extractives sector, the Voluntary Principles on Security and Human Rights, as published by the Voluntary Principles Initiative, should be followed.

- **Environmental Stewardship** – ASM is committed to doing its part in protecting environmental human rights. We follow applicable regulations and strive to align with and adopt leading industry standards and best management practices related to our environmental aspects. ASM believes that companies, including ASM, its suppliers and its value chain, as well as each of us as individuals must strive to take action to reduce our greenhouse gas and other emissions, energy usage, water usage, wastewater effluents, resource consumption, waste generation, and product environmental footprint over the entire lifecycle. ASM believes in acting across our value chain to reduce environmental impact, such as with Scope 3 greenhouse gas emissions. To help drive this, we set global

environmental targets, and we measure and report our progress annually and we ask the same of our key suppliers.

ASM also understands that no marginalized or vulnerable community should bear a disproportionate burden of environmental harm. We believe in equitable access to environmental benefits such as clean air, water, and green spaces for everyone. We seek that initiatives in which we participate will not further exacerbate these historical misjustices. We encourage others to do the same.

We Listen (and Learn)

- Freedom of Association and Collective Bargaining** - ASM believes that employees are best served through a favorable, collaborative work environment with direct communication between employees and management. We strive to establish such favorable employment conditions, to promote positive relationships between employees and managers, to facilitate employee communications, and to support employee development. ASM will also respect the legal rights of its employees to join or to refrain from joining worker organizations, including labor organizations or trade unions, where legally allowed. In cases where freedom of association and collective bargaining is restricted by local laws and regulations, workers should be allowed to elect and join alternative forms of worker representation. ASM respects the rights of employees to organize, to collectively bargain, and to peacefully assemble or to refrain from any of these things as they so choose.
- Grievance and Remedy** – There are several channels enabling anyone to report ethics, environmental, human rights, or safety concerns to ASM or its partners. One such channel is our [SpeakUp](#) platform. This platform is hosted by a third-party and allows anonymous reporting where permitted by law. We promptly review allegations and incorporate the learnings into our practice. This includes follow up on actions taken with the individual or organization communicating the grievance, as appropriate. ASM also conducts an annual anonymous survey of employees, allowing us to identify key areas of opportunity for improvement and prioritization of actions. Workers are encouraged to participate in mechanisms for direct feedback with management, with worker representatives where available, or to leverage the feedback and grievance channels available to them both directly and anonymously. ASM is also a member of both the RBA and the Responsible Minerals Initiative (RMI) where anyone can elevate concerns related to the operations of ASM and/or its value chain. Individuals, including employees, supplier employees, contract or temporary workers, and union or other employee representatives and members of communities where we operate should be free to report concerns in good faith without fear of discrimination, reprisal, intimidation, or harassment. All are welcome to utilize these channels.

Where it has been identified that ASM has caused or contributed to an adverse human rights impact, we aim to provide for, or to cooperate in, appropriate remediation. Where it is identified that our operations, products, or services are directly linked to an adverse

human rights impact, we will engage with the impacted workers, community, customers, or suppliers to develop and execute plans for remedies. We will also take action to prevent future harm through learning from this process and by taking steps to mitigate future impacts.

ASM's Human Rights Program

Program Ownership and Accountability

ASM's human rights program is managed by a cross functional team of senior leaders across ASM including ESG, Supply Chain, Legal, and the People Team. This team is accountable to the Senior VP of Global People and our VP of Sustainability and EHS. ASM's Management Board has ultimate responsibility for implementation of ASM's Human Rights priorities, under the supervision of ASM's Supervisory Board.

Policy Development

This policy was developed to help support ASM's Human Rights program and to further clarify for employees and stakeholders our positions on key human rights issues. We developed this policy and will continue to review and refine it by taking the following steps:

- Evaluation of existing global human rights standards published through expert organizations like the United Nations, the International Labor Organization, and the Organization for Economic Cooperation and Development
- Periodic Human Rights risk assessment and associated action plans based on inputs from ASM's Global ESG, Supply Chain Sustainability, Legal, and People Teams, as well as individual employee feedback. It also incorporates feedback received through ASM's feedback channels such as our SpeakUp program and our annual employee survey.
- Engagement in industry programs focused on human rights issues such as the RBA, the RMI, and the Responsible Labor Initiative. This includes incorporation of external stakeholder feedback facilitated through these organizations to its members.
- Benchmarking of peer companies and industry human rights leaders
- Review of applicable legal requirements for Human Rights policies
- Direct outreach to key stakeholders, such as suppliers, customers, investors, and community members, outside of ASM (starting in 2025)

Setting Human Rights Priorities

ASM utilizes impact-based assessment processes to identify and prioritize risks that represent the greatest impact to people with the highest likelihood. Those representing the highest likelihood and risk, require action plans and we assign resources accordingly. This assessment occurs on a periodic basis (no more than every 3 years) to ensure prioritization stays relevant over time.

Due Diligence

Beyond the feedback and grievance channels outlined above and through periodic direct stakeholder engagement, ASM will take reasonable steps, and in whatever way is feasible, to evaluate our value chain conformance to these standards. It is our ambition to address risks proactively and to educate our stakeholders on the value of upholding human rights in their business. Existing suppliers should be prepared to show their commitment to human rights norms and the implementation of standards outlined in this policy. New suppliers will be expected to conform to this policy prior to entering into business with ASM.

Reporting

ASM will report its progress against human rights risk mitigation activities, measures of success, and related goals as part of its annual reporting process and in conformance with the EU Corporate Sustainability Reporting Directive (CSRD).

Questions

We expect our employees, our suppliers, and our customers to act in conformance with the relevant Codes of Conduct and this policy. We know that while we've tried to be as comprehensive as possible, we can't outline every scenario. We ask that you consider the spirit of what is captured here and use common sense in its application. Employees who have questions about this policy or applicable laws and regulations, please reach out to your People Team partner, utilize the SpeakUp program, or contact your local Legal Team. Suppliers who have questions should reach out to your ASM Supplier Manager or contact us at supplychain@asm.com.

Revision History

Review and Revision of this Human Rights Policy will take place every 3 years, or when necessary to address urgent newly identified human rights concerns.

Approved by:
Senior Vice President, Global People
Vice President, Corporate Sustainability and EHS

Date: December 31, 2024

Revision: A