ASM

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Supplementary ESG information
2025

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About this document

This supplementary ESG information provides additional disclosures relating to ASM International N.V.’s environmental, social, and governance performance for the financial year ended on December 31, 2025. It complements ASM’s 2025 Annual Report and other sustainability policies and disclosures available on asm.com.

Unless otherwise stated, the information covers ASM International N.V. and its consolidated subsidiaries. Definitions, reporting scopes, calculation methodologies, and data coverage may vary by indicator and, where necessary, are described in the relevant sections. Where information has been subject to independent assurance or other external verification, this is stated explicitly.

This document provides additional ESG information for stakeholders and complements ASM’s Annual Report and published policies. It does not replace ASM’s Annual Report or formal policies. In the event of an inconsistency, the relevant Annual Report or policy document takes precedence.

Contents

1. Responsible artificial intelligence policy statement

ASM is committed to the responsible, secure, and ethical use of artificial intelligence (AI) across its operations. This statement summarizes ASM's formal internal AI Policy and requirements. It applies to all ASM employees, contractors, and third-party individuals performing work for the benefit of ASM. ASM primarily adopts approved third-party AI tools and services and does not develop its own generative AI models. Users are expected to use AI in accordance with ASM requirements relating to information security, privacy, protection of confidential information and intellectual property, trade compliance, and ASM's Code of Business Conduct. These requirements are supported by existing cybersecurity, privacy, and compliance processes designed to help protect ASM's information, systems, employees, customers, and business interests.

ASM's AI Policy is overseen by Global IT and is subject to review by the Chief Digital Transformation Officer.

Protection of data, privacy and systems

ASM is committed to protecting personal data, confidential information, and intellectual property in the use of AI. Sharing proprietary, sensitive, confidential, or personal data with unapproved AI tools or services is prohibited. The use of AI is subject to applicable information security, privacy, and compliance requirements. Approved AI tools and services are expected to be used in accordance with ASM policies and requirements designed to help protect ASM's information, systems, employees, customers, and business interests.

Responsible and ethical use of AI

AI may be used to support business activities, analyses, recommendations, and decision-making processes, while employees remain responsible for reviewing AI-generated outputs and making final decisions. AI must be used only for approved purposes and in accordance with ASM policies, applicable laws and regulations, information security, privacy, protection of confidential information and intellectual property, trade compliance requirements, and ASM's Code of Business Conduct. ASM maintains policies, requirements, and guardrails to support the secure, responsible, and ethical use of AI. AI should not be used in ways that are unlawful, discriminatory, misleading, manipulative, exploitative, or otherwise harmful. ASM continues to review and enhance its approach as technologies, risks, regulatory expectations, and industry practices evolve.

Compliance, third-party expectations and restricted uses

All use of AI must comply with applicable laws, regulations, ASM policies, and relevant ethical standards. Where AI tools, systems, or services are provided by third parties, ASM expects responsible business conduct and compliance with applicable legal, regulatory, and contractual requirements, consistent with ASM’s Supplier Code of Conduct. ASM does not knowingly use or deploy AI systems for unlawful, manipulative, exploitative, discriminatory, or otherwise prohibited purposes.

Responsible AI program and initiatives

ASM supports the responsible adoption of approved AI tools and services through guidance and awareness activities. These activities are intended to support employees in the appropriate use of approved AI tools and services and raise awareness of potential risks associated with AI-generated outputs. ASM continues to review and enhance its approach to supporting the responsible and secure use of AI as technologies, risks, regulatory expectations, and business needs evolve.

Effective date and review

Effective: August 2024. The policy is reviewed periodically and updated, as appropriate, to reflect changes in technologies, risks, regulatory requirements, industry practices, and business needs.

2. Management ownership of company shares

In 2025, ASM's Management Board consisted of the CEO, Hichem M'Saad, and the CFO, Paul Verhagen. Information on their shareholdings as of December 31, 2025 is shown below and is also available on the website of the Dutch Authority for the Financial Markets (AFM, Autoriteit Financiële Markten). The AFM requires Management Board members of Dutch listed companies to disclose their share ownership.[1] Based on the number of ordinary shares held and the ASMI closing share price of €517.6 on December 31, 2025, the value of the CEO's shareholding was equivalent to approximately 23 times his base salary of €734,000, while the value of the CFO's shareholding was equivalent to approximately 3 times his base salary of €605,000. Please refer to the remuneration report in ASM's 2025 Annual Report for further information on Management Board remuneration.

Management Board	Name	Ordinary shares	Total value (€)
CEO	Hichem M'Saad	32,096	16,612,890
CFO	Paul Verhagen	3,886	2,011,394

3. Supplier assessment and development

ASM systematically screens and prioritizes suppliers based on business relevance and sustainability risk. Significant suppliers may be assessed through desk-based reviews, self-assessment questionnaires, and on-site or third-party audits. Where risks or gaps are identified, ASM seeks to work collaboratively with suppliers through corrective action plans, training, and targeted development measures to support continuous improvement. These activities form part of ASM's broader supplier engagement approach. In 2025,

[1] The share ownership information for H. M'Saad and P.A.H. Verhagen can be found in the links AFM register entry for H. M'Saad and AFM register entry for P.A.H. Verhagen.

there were 787 unique tier-1 material suppliers. The following metrics present the 2025 coverage and results of ASM's supplier assessment and development activities.

KPI	2025
Total number unique tier-1 material suppliers	787
Number of unique significant suppliers[2]	67
Number of unique significant suppliers supported with development measures	67
Number of unique significant suppliers assessed via desk assessments or on-site assessments	58
Number of unique significant suppliers assessed with substantial actual or potential negative impacts	9
Number of unique significant suppliers with substantial actual or potential negative impacts with agreed corrective action/improvement plan	9
Number of unique significant suppliers with substantial actual or potential negative impacts that were terminated	0

4. Conflict minerals indicators

ASM's Responsible Minerals Policy and conflict minerals due diligence program are aligned with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (CAHRAs) and applicable conflict minerals regulations. Based on supplier due diligence, ASM has not identified revenue attributable to products containing minerals sourced from CAHRAs. Additional information on ASM's responsible minerals due diligence, including CMRT participation and results, is available in the ASM 2025 Annual Report. The most recent CMRT is available upon request. The table below represents the relevant figures from 2022 to 2025.

Percentage of revenue	2022	2023	2024	2025
From products containing minerals from CAHRAs	0%	0%	0%	0%
From products containing minerals from CAHRAs coming from suppliers that have been verified conflict-free	0%	0%	0%	0%

[2] Unique significant suppliers are a subset of unique tier-1 material suppliers.

5. Hazardous waste

ASM prioritizes minimizing hazardous waste generation and managing hazardous waste responsibly. In 2025, our global operations generated 9 metric tons of hazardous waste, comprising 2.1 metric tons recycled or reused and 6.9 metric tons disposed. The hazardous waste data has been subject to independent limited assurance. The table below provides a breakdown for total hazardous waste in metric tons from 2022 to 2025.

Hazardous waste	2022	2023	2024	2025
Recycled/reused	0.4	0.3	0.4	2.1
Total disposed:	18.7	7.2	9.9	6.9
- Landfilled	1.9	0.2	0.4	0.7
- Incinerated with energy recovery	2.7	0.1	0.3	0
- Incinerated without energy recovery	0.4	0.4	1.7	3.9
- Otherwise disposed	13.7	6.5	7.5	2.3

6. Water

6.1 Awareness training

ASM provides employee awareness and capability-building activities focused on water stewardship, water efficiency, and water risk management. Training is delivered throughout the year to employees across ASM operations and to selected suppliers through recurring sustainability workshops, bi-weekly meetings with facilities, water stewardship strategy sessions, site-level water workshops, ISO 14001 environmental management system training, Sustainability Ambassadors Network engagement activities, and the supplier SCORE program. Topics include water resiliency, water scarcity risks, conservation opportunities, water reuse, wastewater management, facility water balances, basin-level water risks, monitoring and reporting of water use, and implementation of water efficiency projects.

6.2 Water consumption

ASM tracks freshwater consumption by monitoring water withdrawals and discharges across all ASM operations. The water withdrawal, discharge, and consumption data have been subject to independent limited assurance. The table below summarizes ASM's freshwater withdrawal, discharge, consumption (calculated as water withdrawal less water discharge) data in million cubic meters from 2022 to 2025.

Year	Water withdrawal	Water discharge	Total net freshwater consumption
2022	0.194	0.176	0.018
2023	0.221	0.204	0.017
2024	0.224	0.209	0.015
2025	0.241	0.219	0.022

7. Metal raw materials

Metals are essential to ASM's products and represent an important area of focus for responsible resource use. ASM tracks the quantity of metal and mineral-derived raw materials contained in products sold to improve visibility of material inflows and support increased use of recycled materials. The table below presents, in metric tons, the quantities of key metals contained in products sold in 2025. Only metals that individually account for more than 5% of total product weight in 2025 are included.

Metal materials	Amount	Share of material from recycled sources[3]
Aluminum	367	32%
Copper	281	30%
Iron/steel	2,656	33%

8. Labor practices and human capital management

8.1 Share of women in management positions in revenue-generating functions

ASM monitors the representation of women in management positions across key business functions, including revenue-generating functions. For this indicator, revenue-generating functions comprise all ASM Business Units (BUs). The table below presents the share of management positions within these functions held by women in 2025.

KPI	2025
Share of women in management positions in revenue-generating functions	7%

[3] Figures reported represent assumed recycled content rates based on industry reference values.

8.2 Racial and ethnic self-identifications diversity

ASM monitors racial and ethnic self-identification data where legally permitted and voluntarily disclosed by employees. Employees with known racial and ethnic self-identifications represent more than 50% of ASM's global workforce. This data is used to understand workforce composition and representation in management positions and to support diversity, equity and inclusion efforts. As of 2025, the distribution of employees with known racial and ethnic self-identifications is shown in the table below.

Racial and ethnic self-identifications	Share in workforce[4]	Share in management positions[3]
Asian	59%	50%
Black or African American	2%	1%
Hispanic or Latino	5%	3%
White	28%	44%
Indigenous or Native	1%	0.4%
Two or more ethnicities/Others	6%	3%

8.3 Training and development investment

ASM invests in learning and development initiatives to support technical expertise, leadership capabilities, and professional growth across its workforce. To support continuous improvement, ASM tracks key learning and development metrics, including investment in training and development per FTE[5].

Year	Average amount spent per FTE on training and development (€)
2022	502
2023	545
2024	620
2025	312 [6]

8.4 Internal hiring

ASM monitors the percentage of open positions filled by internal candidates to assess career progression and talent mobility opportunities across the organization. The table

[4] Percentages may not total 100% due to rounding.
[5] Calculated with total number of employees who received training.
[6] The decrease in 2025 reflects the continued scaling of ASM's learning programs.

below presents the percentage of open positions filled through internal hiring from 2022 to 2025.

Year	Percentage of open positions filled by internal candidates (internal hires)
2022	5%
2023	3%
2024	11%
2025	12%

Questions?

For questions about this document, please contact sustainability@asm.com.