

Stakeholder dialogue policy

ASM International N.V.

Scope

ASM is a member of the global corporate community, with impacts that extend beyond our operations and products. Different stakeholder groups have varying viewpoints and expectations in relation to our business. To understand stakeholder perspectives, it is ASM's intent to having meaningful engagement. For this reason, we have developed the Stakeholder dialogue Policy which covers interaction with internal and external stakeholder groups, specifically on the sustainability aspects of ASM's strategy. It provides a non-exhaustive overview of touchpoints between ASM and its stakeholders and covers its approach to engagement.

Stakeholder dialogue policy

At ASM, we aim to align our strategy and stakeholder priorities. Through regular business operations, there are various recurring touchpoints between ASM and its most important stakeholder groups. The table below provides a non-exhaustive list of types of touchpoints and fora in the context of stakeholder engagement and insights gathering via regular business operations:

Stakeholder groups	Touchpoints and fora
Customers	Periodic meetings; key account management; development sessions; joint (innovation) projects
Employees	Works council, all-employee meetings; Employee Resource Groups, engagement surveys; all-employee intranet; employee development dialogue
Investor community	Annual and Extraordinary General Meetings; roadshows; investor days; conference calls; broker conferences
Suppliers	Commodity manager engagement; Annual Supplier Day; Quarterly Business Reviews
NGOs	Engagement letters and sessions; bilateral dialogues
Industry consortia	R&D partnerships; Responsible Business Alliance; SEMI; SIA; SESH
Governments & Regulators	Topical meetings; policy and legislative developments; multi-stakeholder projects and conferences
Communities	Employee volunteering; company donations; contributions to local communities

In addition, ASM engages its stakeholders to gather insights as part of its due diligence on impacts, risks and opportunities. Through this engagement, ASM is better equipped to identify actual or potential positive and negative effects that it has on its stakeholder groups, which help identify material impacts for the purpose of public reporting.

A stakeholder impact is considered material when it pertains to ASM's actual or potential effects on people or the environment over the short-, medium- and/or long-term time horizons.

Stakeholders considered for this specific purpose are identified through the following definition:

1. affected stakeholders: individuals or groups whose interests are affected or could be affected – positively or negatively – by ASM's activities and ASM's direct and indirect business relationships across its value chain; and
2. users of financial- and sustainability statements: primary users of general-purpose financial reporting (existing and potential investors, lenders and other creditors, including asset managers, credit institutions, insurance undertakings), as well as other users, including the undertaking's business partners, prospective employees, trade unions and social partners, civil society and non-governmental organizations, governments, analysts, and academics.

The method and frequency of engagement with the stakeholder or stakeholder group for the purpose of impact due diligence can differ based on the topic and the priority of the stakeholder or stakeholder group. In accordance with the Dutch Corporate Governance Code, it is up to the discretion of ASM's Management Board to determine on a case-by-case basis ASM's relevant stakeholders and who to enter in dialogue with (including which form).

Possible methods for engagement include:

- regular conventional contacts with stakeholder
- interviews/one-on-one contact
- multi stakeholder dialogue/exchange sessions
- surveys
- public outlets of the stakeholders / stakeholder groups
- associations and co-operations (within and outside of the semiconductor sector)
- events in which we and external stakeholders discuss ASM's role in society or issues regarding our social and environmental themes

In addition to the touchpoints mentioned and engagement methods for ASM to gather insights, our SpeakUp! channel is open to all ASM stakeholders to report issues and concerns pertaining to ASM, with the option to do so anonymously and in their own language. The ASM Ethics Committee investigates all reports submitted through this channel.

In accordance with best practice provision 4.2.2 of the Dutch Corporate Governance Code, ASM also has a policy on bilateral contacts with shareholders (the Policy regarding communications and bilateral contacts with shareholders), which is posted on ASM's website.

Revision history

This policy will be reviewed & updated in alignment with the latest ASM corporate business document review processes or every 3 years, whichever is sooner.

Approved by: Management Board

Date: July 25, 2023