

# Material elements management services contract Mr. H. M'Saad

**based upon the remuneration policy for the Management Board (the “Remuneration Policy”) as applicable per January 1, 2026, subject to approval by the Annual General Meeting of May 11, 2026 (the “2026 AGM”).**

Mr. M'Saad was first appointed as a member of the Management Board and Chief Technology Officer of ASM International N.V. (the “Company” or “ASM”) as of May 16, 2022. The Supervisory Board appointed Mr. M'Saad as ASM's Chairman of the Management Board and CEO as per the AGM on May 13, 2024. At the 2026 AGM, the Supervisory Board proposes to reappoint Mr. M'Saad as a member of the Management Board for a period expiring at the close of the Annual General Meeting in 2030.

Mr. M'Saad will be entitled to an annual fixed compensation of €950,000 gross, which may be adjusted from time to time in accordance with the Remuneration Policy.

Mr. M'Saad will be eligible for an annual, performance-based, Short-Term Cash Incentive (“STI”) of 175% of his fixed compensation in case of on-target performance, subject to a maximum cap of 250% of his fixed compensation in case of outperformance.

As for the Long-Term Share Incentive (“LTI”), Mr. M'Saad will be eligible for a number of performance shares granted for on-target performance that relates to predetermined indicators. The number of shares to be vested will be determined by the Supervisory Board after completion of the three-year performance period. The target level of the LTI will be set at 700% of his fixed compensation. The maximum number of shares that will vest in case of outperformance will be subjected to a cap of ten times the fixed compensation at the time of vesting. The number of vested shares will be zero if all targets are below threshold level.

Mr. M'Saad will be required to hold the vested performance shares during a holding period of 2 years. Mr. M'Saad will be required to comply with a shareholding guideline mandating a holding equivalent of at least seven times the annual fixed compensation.

Malus and clawback provisions apply to variable compensation, and the specific circumstances under which they may be exercised, are detailed in the Remuneration Policy.

Mr. M'Saad is participating in the relevant pension plans offered to members of the Management Board. Additional benefits and allowances may apply in accordance with the Remuneration Policy. Furthermore, should an employee share plan for ASM group employees be established in the future, Mr. M'Saad may be eligible to participate in such a plan, subject to the terms and conditions applicable thereto.

In case of termination of the contract with Mr. M'Saad by the company without cause, a gross severance amount equal to twelve (12) monthly instalments of the fixed compensation will be made available upon the effective date of termination. In case of change of control events, different rules may be applicable.

In the event that the proposed Remuneration Policy is not approved by the 2026 AGM with the required level of shareholder support, the revised annual fixed compensation of €950,000 gross will nevertheless take effect as of January 1, 2026 as per the existing remuneration policy for the Management Board adopted at the Annual General Meeting held on May 15, 2023 (the “Existing

Policy”). All other remuneration components - including the STI, LTI, malus and clawback, and shareholding guidelines - will continue to be governed by the Existing Policy.

For more details, reference is made to the Remuneration Policy which is subject to approval by the 2026 AGM and available on the ASM website: [www.asm.com](http://www.asm.com).