

MATERIAL ELEMENTS MANAGEMENT SERVICES CONTRACT MR. H. M'SAAD

(BASED UPON THE REMUNERATION POLICY FOR THE MANAGEMENT BOARD AS APPLICABLE PER MARCH 1, 2023)

Mr. M'Saad was appointed as a member of the Management Board and Chief Technology Officer of ASM International as of May 16, 2022.

Mr. M'Saad's contract is a written Management Services Agreement with the company for a fixed period of four years until the Annual General Meeting in 2026. A notice period of 3 months for Mr. M'Saad and 6 months for ASM International is applicable. The agreement is subject to Dutch law.

In addition, Mr. M'Saad's employment agreement ('at will') with ASM America, Inc. that was in place at the moment of appointment as Management Board member on May 16, 2022 and related to his continued role as Executive VP / GM Global Products, has been amended and restated and remains applicable in parallel with the Management Services contract. A notice period of 3 months for Mr. M'Saad and 6 months for ASM America, Inc. is applicable. This employment agreement is subject to the laws of the State of Arizona.

Mr. M'Saad is entitled to an annual fixed compensation of rounded US\$ 600,000 gross, payable on the basis of the Management Services Agreement and the employment agreement with ASM America, Inc., which may be adjusted from time to time in accordance with the Remuneration policy.

Mr. M'Saad is participating in the pension plan offered to members of the Management Board, including continuation of the US retirement plan.

Mr. M'Saad is eligible for an annual, performance based, Short-Term Cash Incentive ('STI') of up to 80% of his fixed compensation in case of on target performance, and up to a maximum of 125% of his fixed compensation in case of outperformance.

As for the Long-Term Share Incentive ('LTI'), Mr. M'Saad is eligible for a number of performance shares granted for on target performance that relates to predetermined financial 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 is set at 450% of his fixed compensation. The maximum number of shares that will be granted in case of outperformance is 150% of the number for on target performance. The number of shares granted will be zero if both of the targets are below threshold level.

MB members are required to hold the vested performance shares during a holding period of 2 years. Furthermore a shareholding obligation is applicable in value of at least twice the annual fixed compensation.

In case of termination of the contracts 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.

For more details reference is made to the ASM Management Board Remuneration Policy 2022-onwards as adopted during the Annual General Meeting on May 16, 2022 and available on the ASM website: www.asm.com.