

Policy

Regarding Diversity, Equity, & Inclusion (DE&I)

Approved and adopted by the Supervisory Board and Management Board of ASM International N.V. ("ASM") on February 27, 2024

ASM's commitment to DE&I

In line with our Code of Business Conduct, the ASM Diversity, Equity & Inclusion Policy is our commitment to our employees that everyone will be treated with respect and dignity. We do not tolerate discrimination based on race, color, ethnicity, national origin, social origin, sex, gender identity or expression, sexual orientation, religion, age, health status, pregnancy, neurodiversity, physical or mental disability, veteran status, or political affiliation. We do not tolerate physical, verbal, sexual or psychological harassment, bullying, abuse, or threats of any kind.

We are committed to providing a safe and inclusive working environment for our team members, and we attract, recruit, develop and promote employees based solely on suitability for the job, and other objective and non-discriminatory criteria. We value the diverse ways of thinking, skills, experiences and working styles of everyone in our company. We strive to accommodate individual needs at every career and life stage.

All employees are expected to demonstrate teamwork and respect for their colleagues. With the guidance and support from their managers, in accordance with the ASM Code of Business Conduct, we enable our team members to unlock their full potential. We want to foster a diverse, equitable, and inclusive work environment where people feel like they belong and are accepted as who they are.

Building a culture of DE&I

Our culture is driven by our people, our values and our behaviors. Our values – We Care, We Innovate, We Deliver – are our beliefs and principles, which align with our core behaviors – Accountability, Collaboration, and Empowerment (ACE). Together, these demonstrate how we want to work, interact with each other, and celebrate successes. It's all connected as we should all take responsibility for evolving our company culture, including diversity, equity, and inclusion.

- Diversity – we embrace all the ways that make each person at ASM different and unique, including diversity beyond demographics like personal experience and diversity of thought, as we want every employee to feel like they can contribute and belong.
- Equity – we work to identify and eliminate barriers that prevent people from different groups from fully participating and having equal opportunities in their ASM journey.
- Inclusion – we want employees to feel welcome at ASM. We embrace differences and invite every person or group of people to contribute, so that they feel respected and that they feel like they belong.

At ASM, we follow the legal indications for company diversity according to national and local laws. We embrace diversity in all areas and celebrate various religious and cultural holidays and awareness events. We also give employees the necessary time and space to adhere to religious and cultural practices.

Diversity of background

We believe in the power of creating an environment that values and celebrates diversity of background, including race, ethnicity, nationality, and national origin. This is true for all levels of the organization, from the Supervisory Board and all leadership levels to diverse group of employees at our locations around the world. Through a strong commitment to diversity and building out-of-the-box talent initiatives into our strategy, we strive to create an even more diverse and inclusive ASM.

We strive to have representation, based on nationality or national origin, of all of the regions in which we are active on our Supervisory Board, Management Board, Executive Committee, and Sub Board leadership levels (North America, Europe, and Asia).

Disability diversity

We are committed to ensuring equal opportunity in employment for all qualified employees who have a disability and to considering and providing reasonable accommodation. We strive to not only comply with all applicable provisions of national and/or local laws to ensure equal opportunity in employment for all qualified employees with disabilities, but also go beyond the minimal requirements in legislation to make sure all employees feel included.

ASM does not discriminate against any employee or applicant with a qualified disability in regard to any terms or conditions of employment because of a disability or perceived disability. We merely require that the individual be able to perform all of the essential functions of the job.

Gender diversity

ASM is committed to empowering female talents and growing the talent pipeline for women in STEM (Science, Technology, Engineering, and Mathematics), as well as other business functions across the company. Our aim is to achieve a global workforce, meaning all employees, of 20% women by 2025 and at least 25% by 2030. Our female participation has increased to 17% (in 2022) from 15% (in 2021).

We partner with universities and STEM programs to encourage and develop female participation in these programs through scholarships, trainings, and other types of outreach. This will help us reach our goal of having a diverse pool of female talent.

ASM continues to monitor to make sure all employees – male and female – are rewarded fairly and in line with local and global best practices. To this end, a gender-equity review is now a formal part of our annual performance review, and compensation and promotion processes, which also focus on country-specifics.

ASM assesses the difference in gender compensation between our female and male employees. We look at the compensation ratio at management and non-management levels. This analysis compares the average compensation as a function of gender per job grade and per country, excluding the impact of job scope and country-specifics in compensation.

Leadership gender diversity

The Supervisory Board values diversity amongst its members and the members of the Management Board. Our Supervisory Board is committed to building a composition of both the Supervisory Board and Management Board in which at least 33% of the seats are held by either gender at the same time. For our Sub Board, which refers to the group of ASM's directors, senior directors, corporate directors, vice presidents, corporate vice presidents, senior vice presidents, and Executive Committee members (excluding the Management Board), we continue to make diversity improvements across the whole group, aiming to reach 20% female participation by 2025 and 25% in 2030.

We will ensure that female candidates are on the shortlist for all positions on the Supervisory Board, Management Board, Executive Committee, and Sub Board in case ASM works with an executive search firm.

Every member of our Executive Committee sponsors and mentors female employees at ASM, meeting with them regularly and helping them develop skills needed to grow into leadership positions at ASM.

Our DE&I journey

Our people are at the heart of ASM and they are the main ambassadors for driving customer experience, promoting our brand, and helping us be an employer of choice in our industry. That's why it is so important for us to create a positive employee experience from hire to retire.

We want ASM to be a great place to work. To do this we must continuously work on creating stronger foundations for improving our employee engagement. ASM launched the first employee engagement survey in 2020 and since then, ASM has continued to drive engagement actions and measure inclusivity.

Based on our commitment to DE&I, we have integrated our values into many programs, practices, and processes that help create a more diverse, equitable, and inclusive ASM.

ConvERGe – Employee Resource Groups (ERGs)

The name ConvERGe represents our goal of 'moving together towards the same common point.' And that is exactly what ASM stands for: embracing a culture of inclusion, equity, and diversity. Our ERGs provide members with multiple opportunities:

- A safe space to speak up on DE&I topics by fostering a sense of community and belonging
- An opportunity to network and increase engagement through a global reach
- Personal and professional development through taking part in developing and deploying DE&I initiatives and exposure to leaders

ERGs are led voluntarily by employees, which in part showcases our aspiration to create a truly inclusive work environment, enabling all our ASM colleagues to reach their full potential.

Women's Initiative Network (WIN)

The goal of WIN is to advance and retain women at ASM; forming a sustainable and supportive female community in ASM worldwide to create a workplace that empowers everyone to succeed. WIN events are led locally based on three pillars:

- Connections - Where all female employees feel supported and encouraged to lean on and learn from each other's personal and professional experiences.
- Career - Provide training and/or outreach programs with a focus on women's professional development and personal wellbeing, including a professional leadership acceleration program for women.
- Community - Coming together through social and charity events to build stronger bonds at work and within the tech industry and local neighborhoods.



We are continually reviewing and expanding our ERGs, with the target to activate the following ERGs by 2025: LGBTQIA+, neurodiversity, and disabilities, in addition to WIN. These ERGs all have Executive Committee sponsorship and will evolve with a similar structure and guidance to WIN.

Pride ASM

We want to create an inclusive workplace where LGBTQIA+ people can share their personal experiences working in the semiconductor industry and how to make ASM a more inclusive place for LGBTQIA+ individuals and families.

Divergent ASM

The terms neuroatypical, neurodivergent, or neurodiverse describe people of atypical developmental, intellectual and cognitive abilities. Navigating work and relationships gets easier with support from peers.

Adapt ASM

Employees with disabilities can form trusted bonds and allies to create a working environment that includes everyone.

Multicultural ASM

ASM is present in 15 geographic locations, with employees from over 60 different nationalities. We value employees from different races, ethnicities, and religions and our ERG provides opportunities for support and collaboration.

Multi-generational ASM

Different generations such as Baby Boomers, Gen X, Millennials, and Gen Z will come together, exchanging ideas and learning from each other with respect.

ASM talent management & board selection processes

ASM is an equal opportunity employer. We understand that every individual is unique. Our recruitment, employment, reward, development, and flexible work practices are created and evaluated to attract and retain diverse talent and to accommodate individual needs at different stages in both employment and life.

We recognize and respect the differences between people and we understand that these differences can include race, color, ethnicity, national origin, social origin, sex, gender identity or expression, sexual orientation, religion, age, health status, pregnancy, neurodiversity, physical or mental disability, veteran status, or political affiliation. We encourage qualified candidates from all backgrounds to apply and we compensate employees for having the needed experience, skills and qualification for the positions hired.

In case of open positions in the Supervisory Board or Management Board, the Supervisory Board prepares a profile based on the required educational and professional background and in the search will take into account ASM's ambitions regarding diversity on the earlier mentioned criteria. While the final selection is based on merit, we strive to create a shortlist of diverse candidates for age, gender, nationality, national origin, and background.

We strongly believe in diversity, equity, and inclusion in talent decision making, but also believe that meritocracy has a proper place in decision-making processes in order to provide proper balance and opportunity to all interested candidates and employees at ASM as they grow in their careers.

Roles and responsibilities

Ultimately, everyone at ASM is responsible for making sure that we act in accordance with our Code of Business Conduct, our values, and our DE&I principles. There are some unique responsibilities for different groups within the organization.

All employees

- Implement and promote the principles of inclusion, equity and diversity in their day-to-day dealings with everyone – including team members, job applicants, suppliers, customers, partners and members of the public;
- treat all other employees in a fair and non-discriminatory way, respecting cultural and other differences;
- avoid discrimination and prevent or attempt to prevent employees from unlawful discrimination, in either a direct or indirect manner;
- not victimize or attempt to victimize individuals on the grounds that they have made complaints or provided information on cases of alleged discrimination;
- not harass, abuse or intimidate employees or any person they may have dealings with in the course of their employment;
- inform their manager if they feel that any form of discrimination has taken place, whether they or someone else is the victim.

Leadership

- Ensure non-discriminatory treatment of all employees and applicants in all employment practices so that all employees are treated fairly and objectively in all areas, including allocation of duties, performance appraisal, role change, training and development and the handling of grievances and complaints;
- ensure that they do not stereotype people, including those with a disability, in a manner which emits their access to all jobs for which they qualify;
- provide careful, thorough, and systematic consideration of the job qualifications of all applicants and employees, including those who are disabled, for job vacancies filled either by hiring or promotion, and for all learning and development opportunities offered or made available by the organization.
- create and maintain a work environment free of discrimination and harassment;
- report discrimination and harassment complaints within their work areas to People Partners and assist in prompt investigations;
- take prompt action to prevent discrimination or harassment from occurring.

People Team

- Communicate this policy to managers;
- hardwire DE&I in people processes (e.g. Recruitment, Performance, Promotion, Engagement etc.)
- act as a key ambassador to support DE&I programs and consistently put it on the radar of leadership and management

Ethics Committee

- Investigate complaints and obtain assistance from managers and others as appropriate;
- conduct or have conducted prompt and thorough investigations when complaints are presented.

Behaviors, actions or words that breach this policy will not be tolerated. Serious offences may be treated as gross misconduct and may lead to immediate termination of employment.

Our Speak Up Procedure

ASM encourages a diverse and inclusive culture of openness in which we all help to improve our daily operations – a culture in which we all feel comfortable raising questions and concerns related in any way to our Code of Business Conduct.

If an employee believes that a situation may be in violation of our Code of Business Conduct, the law, inconsistent with our values or our DE&I practices, or if it simply does not feel right, we request that they follow the [Speak Up Procedure](#).

DE&I action planning

We believe in the power of becoming a diverse, equitable, and inclusive team, with the goal being that everyone can work in a psychologically safe environment where they feel like themselves at work, at any moment. To meet this objective, we have a multi-year plan in place that focuses on:

1. Developing and embracing the ASM DE&I beliefs
2. Reskilling and upskilling all People leaders and employees in DE&I practices like unconscious bias and psychological safety
3. Ensuring DE&I processes are implemented into core People processes and policies like talent management
4. Creating a DE&I global framework that will inform and inspire local plans and future initiatives
5. Designing and piloting a leadership acceleration program for women
6. Building out-of-the-box talent strategies that organically create more diversity within the organization
7. Building awareness of diversity at ASM, embracing inclusion, and activating ERGs
8. Strengthening partnerships with university diversity associations

DE&I targets

Gender

Group	2025	2030
Supervisory Board and Management Board	33%	33%
Sub Board	20%	25%
All employees	20%	25%

ERGs

ERG	2025	2030
WIN	x	
Pride	x	
Neurodiversity	x	
Disabilities	x	
Multicultural		x
Multi-generational		x

In accordance with the best practice provision 2.1.5 of the Dutch Corporate Governance Code (the “Code”), ASM has formulated this Diversity, Equity and Inclusion policy (“the Policy”).