

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

(based upon the Remuneration policy for the Management Board – the “Remuneration Policy” – as applicable per March 26, 2024).

Mr. M'Saad was appointed as a member of the Management Board and Chief Technology Officer of ASM International N.V. (“ASM”) as of May 16, 2022. The Supervisory Board has decided to appoint Mr. M'Saad as ASM's new Chairman of the Management Board and CEO as per the AGM on May 13, 2024.

As of his appointment as CEO, Mr. M'Saad will be entitled to an annual fixed compensation of rounded €710,000 gross, which may be adjusted from time to time in accordance with the Remuneration policy.

Mr. M'Saad is eligible for an annual, performance-based, Short-Term Cash Incentive (“STI”) of 100% of his fixed compensation in case of on-target performance, and up to a maximum of 150% 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 200% of the number for on-target performance. The number of shares granted will be zero if both of the targets are below threshold level.

Management Board 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.

Mr. M'Saad is participating in the pension plan offered to members of the Management Board. Additional benefits and allowances may be applicable related to his relocation from the US to the Netherlands, such as relocation support, expatriation allowances, housing support and other benefits in line with local market practice. Also, tax equalization or tax protection will be applicable with regard to employment income to mitigate any tax consequences following the actual relocation.

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.

For more details reference is made to the ASM Management Board Remuneration Policy 2023-onwards as adopted during the Annual General Meeting on May 15, 2023 and available on the ASM website: www.asm.com.