

Profile Supervisory Board

ASM International N.V.

Approved by the Supervisory Board of ASM International N.V. (“ASM”) on October 29, 2024.

The Supervisory Board adheres to Dutch law and follows ASM International N.V.’ (“ASM”) Diversity, Equity & Inclusion Policy in case there is a vacancy. In view of the nature and scope of ASM International N.V. (“ASM”) and its direct and indirect subsidiaries, the Supervisory Board of ASM should be vested with the following qualities.

Article 1: composition in general

- 1.1 The composition of the Supervisory Board is such that the members are able to operate independently and critically vis-à-vis one another, the Management Board, the Executive Committee and any particular interests involved, taking into account the standards set out in the Dutch Corporate Governance Code (the “**Code**”) and applicable laws.
- 1.2 The duties of the Supervisory Board under Dutch law and ASM’s articles of association are a collective responsibility. The Supervisory Board shall be composed in such a manner that it is able to carry out its duties properly and as a collegial body as a whole shall have sufficient expertise, experience and a background in:
 - (i) an international (listed) company as (former) executive board member;
 - (ii) human resources matters and employee relations;
 - (iii) Remuneration
 - (iv) financial and non-financial reporting matters and corporate finance;
 - (v) semiconductor ecosystem
 - (vi) semiconductor technology and products;
 - (vii) High-tech manufacturing / integrated supply chain management;
 - (viii) IT, cyber, artificial intelligence and digitization;
 - (ix) ESG, including climate change;
 - (x) Governance and legal affairs.
- 1.3 In order to ensure that the above qualities are adequately represented in the Supervisory Board, it shall be comprised of at least two individuals, who should each have at least two of the above qualifications. Attention should also be paid to the broadest possible international experience in light of the wide geographic spread of the activities of ASM and the global nature of the industry in general.
- 1.4 The Supervisory Board recognizes the interest of diversity, equity and inclusion amongst its members in respect of amongst others age, nationality, background and gender. At the same time, the Supervisory Board acknowledges that the pool of suitable candidates in terms of specific knowledge, skill-set and industry experience is limited and it recognizes the meritocracy in the decision-making processes.

Article 2: Individual requirements

- 2.1 Each individual Supervisory Board member shall:
 - (i) be capable of assessing the broad outline of ASM’s overall policy;

- (ii) have the specific expertise required for the fulfilment of the duties assigned to the role designated to him or her within the framework of this Supervisory Board Profile;
 - (iii) have sufficient time available for the proper performance of his or her duties.
- 2.2 At least one member of the Supervisory Board shall be a financial expert, in the sense that he or she has relevant knowledge and experience of financial administration and accounting for listed companies or other large legal entities.
- 2.4 All of the Supervisory Board members, with the exception of not more than one person, shall be independent as determined by the Supervisory Board and in accordance with the standards set forth in the Dutch Corporate Governance Code and applicable laws.

Article 3: Status

- 3.1 This Profile has been made by the Supervisory Board and can be amended at any time by the Supervisory Board.
- 4.2 The Supervisory Board will review this Profile on a regular basis.
- 4.3 This Supervisory Board Profile will be made available on the website of ASM.