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ASMPPT LIMITED

(Incorporated in the Cayman Islands with limited liability)
(Stock Code: 0522)

AWARD OF SHARES PURSUANT TO THE COMPANY'S EMPLOYEE SHARE INCENTIVE SCHEME

This announcement is made by the Company pursuant to Rules 17.06A, 17.06B and 17.06C of the Listing Rules.

Reference is made to the relevant rules of the Scheme adopted by the Company on 24 March 2020. Pursuant to the terms of the Scheme, the Trustee shall subscribe for new Shares at par or purchase Shares on the Stock Exchange for the benefit of Selected Employees.

The number of Shares to be Awarded to each Selected Employee is determined by having regard to factors such as his/her position, experience, years of service and performance in the Group.

On 19 December 2024, the Board resolved to Award a total of 169,300 Shares to 8 Selected Employees pursuant to the Scheme, which was adopted before the effective date of the new Chapter 17 of the Listing Rules. The Company will comply with the new Chapter 17 of the Listing Rules in accordance with the transitional arrangements which are applicable to the Scheme.

Details of the Awarded Shares are set out below:

Date of Award : 19 December 2024

Number of Awarded Shares : 169,300
for Selected Employees

Purchase Price of the : Nil
Awarded Shares

Closing Price of the Shares : HK\$76.40
on the Date of Award

Based on the closing price of HK\$76.40 per Share on the Date of Award, the market value of the Awarded Shares amounted to HK\$12,934,520.

Vesting Date : 30 April 2027

Performance Targets : The vesting of the Awarded Shares is contingent on the Group's financial performance for the three years ending 31 December 2024, 2025 and 2026.

The Group's performance level shall be measured using its revenue growth rate as compared to its industry peers and EBIT (earnings before interest and taxes) margin as performance indicators. No shares shall vest if the Group fails to achieve a threshold expected performance level.

Claw-back Mechanisms : In specific situations where a Selected Employee is entitled to accelerated vesting of Awarded Shares (the "Accelerated Vesting Shares"), the Company reserves the right to reclaim any Accelerated Vesting Shares that have vested in the Selected Employee if the Selected Employee breaches any post-employment obligations stipulated in his/her employment contract after the termination of employment.

If a breach is determined to have occurred, the Company may, at its sole discretion, require the Selected Employee to return the Accelerated Vesting Shares that remain under his/her control; or demand repayment of the equivalent value of any Accelerated Vesting Shares already vested based on their fair market value on the vesting date.

Arrangements, if any, for the Company or any of its subsidiaries to provide financial assistance to the Selected Employees to facilitate the purchase of Awarded Shares under the Scheme : Not applicable

DISTRIBUTION OF AWARDED SHARES

A breakdown of the aforementioned 169,300 Awarded Shares for the Selected Employees is as follows:

Selected Employee	Number of Awarded Shares	Approximate percentage of the issued share capital of the Company as at the date of this announcement
Robin Gerard Ng Cher Tat (Director)	59,200	0.014%
Guenter Walter Lauber (Director)	35,200	0.008%
Other Employees	74,900	0.018%
Total	169,300	0.041%

Note: Calculated on the basis of there being 416,458,633 Shares in issue as at the date of this announcement.

The Award of Shares to each of the above Directors has been approved by the Remuneration Committee and the independent non-executive Directors pursuant to Rule 17.04(1) of the Listing Rules.

Save as disclosed above, none of the Selected Employees is a Director, chief executive or substantial shareholder of the Company, or an associate of any of them (as defined under the Listing Rules).

SHARES TO BE ISSUED / PURCHASED AND NUMBER OF SHARES AVAILABLE FOR FUTURE AWARD

In respect of the Awarded Shares for the Selected Employees who are not Connected Persons as at the Vesting Date, new Shares will be issued and allotted to satisfy the Awards pursuant to the Scheme. The Trustee will subscribe for Shares as Awarded Shares for cash at par on behalf of the relevant Selected Employees.

In respect of the Awarded Shares for the Selected Employees who are Connected Persons as at the Vesting Date, the Trustee will purchase Shares at the prevailing market price in the open market for the relevant Selected Employees. The Trustee will hold the relevant Awarded Shares on trust for the benefit of the relevant Selected Employees until the same are transferred to them in accordance with the Scheme.

Immediately after the allocation of the Awarded Shares, the number of Shares available for future Awards (which is subject to the Scheme Limit) will be 28,055,233 Shares.

DEFINITIONS

In this announcement, the following expressions have the following meanings unless the context requires otherwise:

“Award”	an award of Shares subscribed for, purchased and/or allocated pursuant to the Scheme;
“Awarded Shares”	the number of Shares determined by the Board to be awarded to Selected Employees under the Scheme;
“Board”	board of Directors;
“Company”	ASMPT Limited, a company incorporated in the Cayman Islands with limited liability, the Shares of which are listed on the Stock Exchange;
“Connected Persons”	has the meaning ascribed to it under the Listing Rules;
“Date of Award”	19 December 2024, being the date on which the Awarded Shares were approved and awarded by the Board;
“Director(s)”	director(s) of the Company;
“Employee(s)”	any employee or director (including without limitation any executive, non-executive or independent non-executive director) of the Company or Participating Subsidiaries;
“Group”	the Company and its subsidiaries;

“HK\$”	Hong Kong dollar(s), the lawful currency of Hong Kong;
“Listing Rules”	the Rules Governing the Listing of Securities on the Stock Exchange;
“Participating Subsidiaries”	the subsidiaries of the Company which are bound by the terms of the Scheme and participating in the Scheme;
“Remuneration Committee”	the remuneration committee of the Company;
“Scheme”	an employee share incentive scheme adopted by the Company on 24 March 2020, for the benefit of Selected Employees;
“Scheme Limit”	the maximum number of Shares which may be awarded by the Board pursuant to the rules of the Scheme, being 10% of the number of Shares in issue from time to time, excluding any Shares subscribed for or purchased pursuant to the Scheme, provided that not more than 2% of the number of Shares in issue at the commencement of a calendar year (excluding any Shares subscribed for or purchased then under the Scheme) may be subscribed for or purchased pursuant to the Scheme in that year;
“Selected Employee(s)”	Employee(s) selected by the Board pursuant to the rules of the Scheme for participation in the Scheme;
“Share(s)”	ordinary share(s) of HK\$0.10 each in the share capital of the Company;
“Stock Exchange”	The Stock Exchange of Hong Kong Limited;
“Trustee”	the trustee(s) appointed by the Company pursuant to the Scheme to administer the Scheme; and
“%”	per cent.

On behalf of the Board
Robin Gerard Ng Cher Tat
Director

Hong Kong, 19 December 2024

As at the date of this announcement, the Board comprises Miss Orasa Livasiri (Chairman), Mr. John Lok Kam Chong, Mr. Wong Hon Yee, Mr. Eric Tang Koon Hung, Mr. Andrew Chong Yang Hsueh and Ms. Hera Siu Kitwan as Independent Non-Executive Directors, Dr. Hichem M'Saad and Mr. Paulus Antonius Henricus Verhagen as Non-Executive Directors, and Mr. Robin Gerard Ng Cher Tat and Mr. Guenter Walter Lauber as Executive Directors.

(In case of any inconsistency, the English version of this announcement shall prevail over the Chinese version.)