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## **ASMP T 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 Awarded 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 26 March 2025, the Company Awarded a total of 1,641,300 Shares to 1,126 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 : 26 March 2025

Number of Awarded Shares : 1,641,300  
for Selected Employees

Purchase Price of the : Nil  
Awarded Shares

Closing Price of the Shares : HK\$58.00  
on the Date of Award

Based on the closing price of HK\$58.00 per Share on the Date of Award, the market value of the Awarded Shares amounted to HK\$95,195,400.

Vesting Date : 15 December 2025

The vesting period of the Awarded Shares for the Selected Employees is shorter than 12 months. Under the Scheme, which was adopted before the effective date of the new Chapter 17 of the Listing Rules, there are no restrictions prohibiting a vesting period of less than 12 months as the Awarded Shares are determined based on the Selected Employees' contributions during the preceding year rather than for the current year. The Remuneration Committee is of the view that such an arrangement aligns with the purpose of the Scheme.

Performance Targets and Clawback Mechanisms : There are no performance targets and clawback mechanisms attached to the Awarded Shares.

Under the Scheme, which was adopted before the effective date of the new Chapter 17 of the Listing Rules, the Awarded Shares are determined based on the Selected Employees' contributions during the preceding year. Therefore, there is no necessity for additional performance targets and clawback mechanisms. The Remuneration Committee believes that the Awarded Shares aligns the interests of the Selected Employees with those of the Group through the ownership of Shares, dividends and other distributions paid on the Shares and/or the increase in value of the Shares, and to encourage and retain the Selected Employees to make contributions to the long-term growth and profits of the Group. To promote retention, the vesting conditions and the terms of the Scheme have further provided for lapsing of the Awarded Shares if the Selected Employees cease to be Employees prior to 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 award of the aforementioned 1,641,300 Awarded Shares for the Selected Employees is as follows:

<b>Selected Employee</b>	<b>Number of Awarded Shares</b>	<b>Approximate percentage of the issued share capital of the Company as at the date of this announcement</b>
Robin Gerard Ng Cher Tat (Director)	73,400	0.02 %
Guenter Walter Lauber (Director)	45,000	0.01 %
Other Employees	1,522,900	0.37 %
<b>Total</b>	<b>1,641,300</b>	<b>0.39 %</b>

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

The award of the Awarded 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 GRANT

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 26,413,933 Shares.

## DEFINITIONS

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

<b>“Award”</b>	an award of Shares subscribed for, purchased and/or allocated pursuant to the Scheme;
<b>“Awarded Shares”</b>	the number of Shares determined by the Board to be awarded to Selected Employees under the Scheme;
<b>“Board”</b>	board of Directors;
<b>“Company”</b>	ASMPT Limited, a company incorporated in the Cayman Islands with limited liability, the Shares of which are listed on the Stock Exchange;
<b>“Connected Persons”</b>	has the meaning ascribed to it under the Listing Rules;
<b>“Date of Award”</b>	26 March 2025, being the date on which the Awarded Shares were approved and awarded by the Company;
<b>“Director(s)”</b>	director(s) of the Company;
<b>“Employee”</b>	any employee or director (including without limitation any executive, non-executive or independent non-executive director) of the Company or Participating Subsidiaries;
<b>“Group”</b>	the Company and its subsidiaries;
<b>“HK\$”</b>	Hong Kong dollar(s), the lawful currency of Hong Kong;
<b>“Listing Rules”</b>	the Rules Governing the Listing of Securities on the Stock Exchange;
<b>“Participating Subsidiaries”</b>	the subsidiaries of the Company which are bound by the terms of the Scheme and participating in the Scheme;
<b>“Remuneration Committee”</b>	the remuneration committee of the Company;
<b>“Scheme”</b>	an employee share incentive scheme adopted by the Company on 24 March 2020, for the benefit of Selected Employees;
<b>“Scheme Limit”</b>	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;

<b>“Selected Employee(s)”</b>	Employee(s) selected by the Board pursuant to the rules of the Scheme for participation in the Scheme;
<b>“Share(s)”</b>	ordinary share(s) of HK\$0.10 each in the share capital of the Company;
<b>“Stock Exchange”</b>	The Stock Exchange of Hong Kong Limited;
<b>“Trustee”</b>	the trustee(s) appointed by the Company pursuant to the Scheme to administer the Scheme; and
<b>“%”</b>	per cent.

On behalf of the Board  
**Robin Gerard Ng Cher Tat**  
*Director*

Hong Kong, 26 March 2025

*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.)*