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## **ASMP LIMITED**

*(Incorporated in the Cayman Islands with limited liability)*

**(Stock Code: 0522)**

### **AWARD OF SHARES PURSUANT TO 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 5 May 2026, the Company Awarded a total of 1,517,300 Shares (approximately 0.36% of the issued share capital of the Company, calculated on the basis of there being 417,836,983 Shares in issue as at the date of this announcement) to 1,073 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. 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).

Details of the Awarded Shares are set out below:

**Date of Award** : 5 May 2026

**(A) 1,184,600 Shares Awarded to 1,059 Selected Employees**

Number of Awarded Shares for Selected Employees : 1,184,600

Purchase Price of the Awarded Shares : Nil

Vesting Date : 15 December 2026

The vesting period of the 1,184,600 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 1,184,600 Awarded Shares.

Under the Scheme, which was adopted before the effective date of the new Chapter 17 of the Listing Rules, the 1,184,600 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.

**(B) 332,700 Shares Awarded to 14 Selected Employees**

- Number of Awarded Shares for Selected Employees : 332,700 Awarded Shares, comprising:
- (i) 193,700 Awarded Shares, which are performance-based ("**PSP Shares**"), and
  - (ii) 139,000 Awarded Shares, which are talent retention-based ("**RSP Shares**").
- Purchase Price of the Awarded Shares : Nil
- Vesting Dates : The PSP Shares shall vest on 2 May 2029.
- The RSP Shares shall vest in three tranches as follows:
- (i) 50% of the RSP Shares shall vest on 3 May 2027;
  - (ii) 25% of the RSP Shares shall vest on 3 May 2028; and

(iii) 25% of the RSP Shares shall vest on 2 May 2029.

The first vesting period of the RSP Shares for the Selected Employees will end on 3 May 2027, which is shorter than 12 months for administrative reasons. 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. The Remuneration Committee is of the view that such an arrangement aligns with the purpose of the Scheme.

Performance Targets : The vesting of the PSP Shares is contingent on the Group's financial performance for the three years ending 31 December 2026, 2027 and 2028 respectively.

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

There is no performance target attached to the RSP Shares.

The Remuneration Committee believes that the 332,700 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.

**Clawback 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.

**Closing Price of the Shares on the Date of Award** : HK\$163.30

Based on the closing price of HK\$163.30 per Share on the Date of Award, the market value of the 1,517,300 Awarded Shares amounted to HK\$247,775,090.

**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

#### **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 Dates, 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 on 5 May 2026, the number of Shares available for future Awards (which is subject to the Scheme Limit) will be 24,040,233 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 Company 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>	5 May 2026, 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 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 Company 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, 5 May 2026

*As at the date of this announcement, the Board comprises Mr. John Lok Kam Chong (Chairman), Mr. Andrew Chong Yang Hsueh, Ms. Hera Siu Kitwan and Ms. Wendy Koh Meng Meng 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.)*