

The Board's Statement on s172(1)

The directors, in line with their duties under s172 of the Companies Act 2006, aim to conduct business with the intention of promoting the success of the company for the benefit of its members as a whole. In order to do so, a range of matters are considered when making decisions for the long-term.

Through an open culture and regular communication with our key stakeholders, we have been able to develop a clear understanding of their needs and objectives which we regularly reassess. We aim to consider stakeholders' perspectives in order to understand the likely consequences on all parties of the decisions and actions which we take. This in turn ensures that our strategy is more fully understood and supported. Many key decisions are made at group level, such as our market strategy and payroll decisions.

The directors also have a regard to a number of broader factors, including the impact of the company's operations on the community and environment, and ensuring responsible business practices and high levels of internal compliance are adhered to.

Health & Safety and Environment

Key areas of focus are compliance with laws, regulations and standards for our environment, health and safety and product safety. The Board is updated on legal and regulatory developments and takes these into account when considering future actions. We have separate committees for Health, Safety and Wellbeing and for Environment which are both comprised of senior managers and employees from across the business. We have taken further action during 2024 to reduce our environmental impact, such as entering into renewable energy contracts and further separating site waste to reduce landfill.

We regularly conduct litter picks in the local community and collaborate with Dorset Wildlife Trust to support the maintenance of our surrounding countryside.

Colleagues

Our people are key to our success, and we want them to be successful individually and as a team. There are many ways we engage with and listen to our people, including colleague surveys, staff forums, and director led quarterly presentations. Key areas of focus include health and well-being, development opportunities, and pay and benefits.

Employee related issues are elevated to the board via the staff forum which consists of employees from all areas and levels of the business and senior managers. Alternatively, issues may be escalated via Human Resources.

We also carry out anonymous employee surveys for the board to get feedback on key topics such as engagement, confidence in leadership, communication, and confidence in processes. The senior leadership team enlists teams consisting of employees from various departments and levels of the organisation to form focus groups to act on key issues identified from the surveys, which are shared with the rest of the company during the quarterly townhall meetings and through our monthly staff newsletter.

The Global People System (GPS) was implemented in July 2024 after a two-year development plan. This new platform will increase accessibility & transparency on a global level, digitalise HR operations as well as empower managers and employees to take actions and data-based decisions.

Number of employees that are:	As at 31 December 2024:			As at 31 December 2023:		
	Female	Male	Total	Female	Male	Total
Directors of the Company*	-	2	2	-	3	3
Senior managers	5	22	27	3	20	23
Total number of employees	88	254	342	78	284	362

**Two directors are direct employees of the business.*

Customers

Our ambition is to be the clear number 1 in our industry. We build strong lasting relationships with our customers and spend considerable time with them to understand their needs and views. This knowledge has been integrated into our latest platform design. We are also listening to what printing developments are needed to support future demands, for example 6G, and an increasing focus on SMART factories and more automation in our everyday lives. The increased necessity for hybrid working will only drive the demand for more integrated solutions. We have also embraced new ways of working such as engaging with our customers using remote demos of our products and using our virtual reality ASMPT Academy to facilitate remote training of our software & equipment, which is expected to both retain and attract new customers.

Suppliers

We build strong relationships with our suppliers to develop mutually beneficial and lasting partnerships. Engagement with suppliers is primarily through a series of interactions and formal reviews, and we also host regular conferences to bring suppliers together to discuss shared goals and build relationships. Key areas of focus include innovation, product development, health and safety and sustainability. The directors recognise that relationships with suppliers are important to the Group's long-term success and are briefed on supplier feedback and issues on a regular basis. We pay attention to our environmental responsibilities and where possible aim to have localised supply chains to support our local operations across the world. Supporting local suppliers where possible helps create employment in our local community and make our hometown a desirable place to live.

High Standards of Business Conduct

Our goal in ASMPT is to strive for continued total customer satisfaction. We achieve this through quality products and reliable customer service. Underlying the foregoing is our strong commitment to ethics and integrity and our core values define how we do business. We believe that doing the right thing each and every day is critical to our ongoing success.

ASMPT's Code of Business Conduct reflects our growing and evolving business and sets forth the standards by which we conduct our operations. This Code applies to all employees, to conduct every

aspect of their work fairly with the highest ethical business standards, including complying with all applicable laws and regulations.

Communities

We engage with the communities in which we operate to build trust and understand the local issues that are important to them. As the largest employer in Weymouth, key areas of focus include how we can support local causes and issues, create opportunities to recruit and develop local people and help to look after the environment. We partner with local charities and organisations at a site level to raise awareness and funds. We also engage with staff through our Sports & Social committee to ensure that we are focusing on local charities and organisations that are important to our staff. The impact of decisions on the environment, both locally and nationally, is regarded with such considerations as the use of and disposal of plastic and how this could be minimised.

We regularly support the local community with initiatives such as apprenticeship schemes and careers talk at the local college, particularly in relation to encouraging careers in STEM. Our work in the community and with universities ensures the company's reputation as one of the leading employers locally, and in the engineering sector, to help us attract the best talent to ensure our long-term success.