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ASMP T SMT UK  
Gender Pay Gap  
Report

2023

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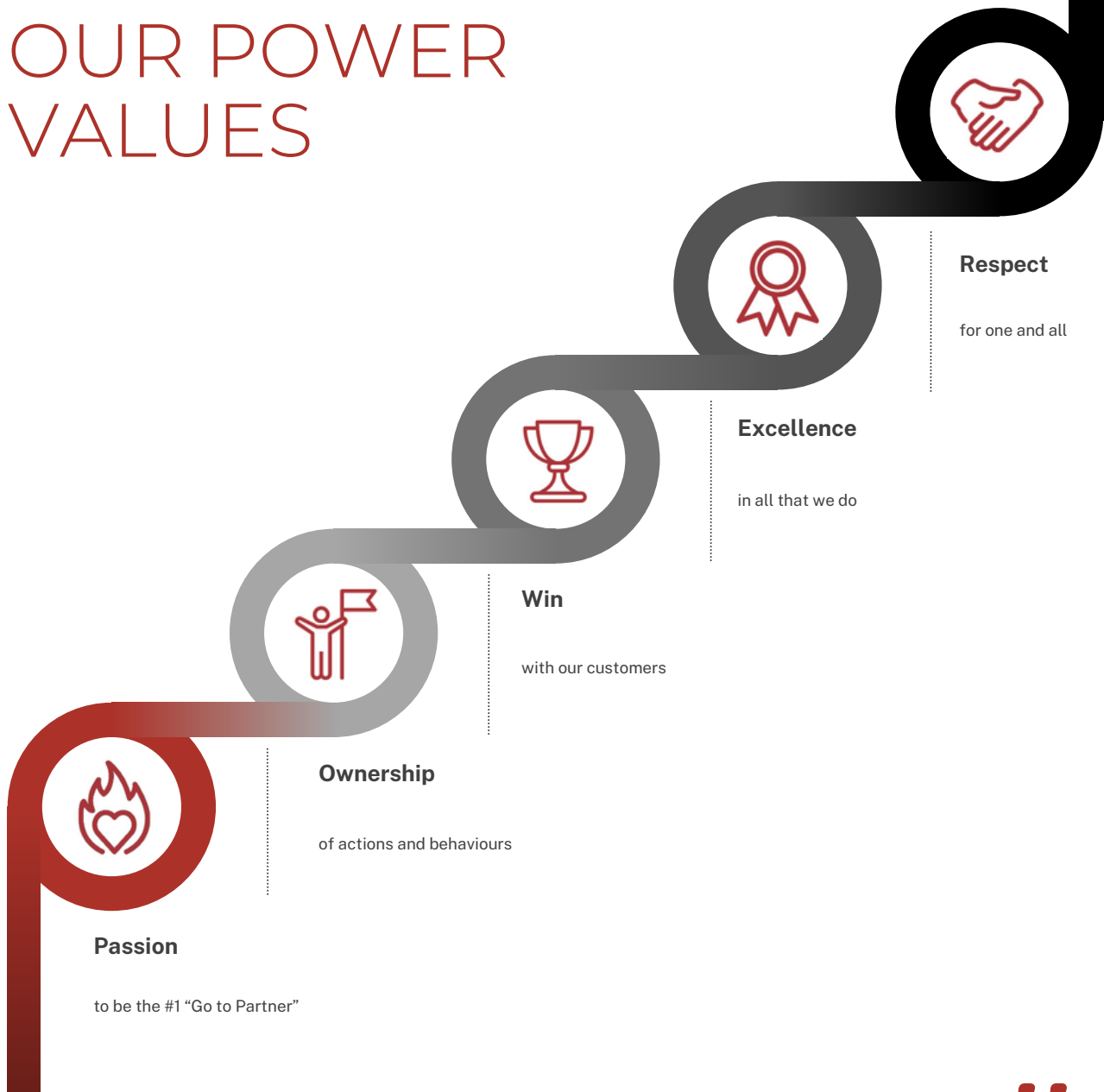
Bonus Pay Gap Results

# INTRODUCTION

At ASMPT we pride ourselves on our commitment to diversity, inclusion, and equality in the workplace. As part of this ongoing dedication we are pleased to present our Gender Pay Gap Report, a comprehensive analysis of our organization's approach to pay equity and the progress we've made in addressing gender disparities within our workforce.

The report highlights the current state of gender pay within our company and the steps we're taking to mitigate its impact. While we celebrate the strides, we've made in promoting pay equity, we also acknowledge that there is still work to be done. We remain steadfast in our efforts to close the gap further and work together to create a more diverse, equitable, and inclusive workplace for all.

# OUR POWER VALUES



## Passion

to be the #1 "Go to Partner"



## Ownership

of actions and behaviours



## Win

with our customers



## Excellence

in all that we do



## Respect

for one and all



“As guidelines for our joint work, the POWER values shape the rights and duties of every single employee worldwide. They underline the commitment, ethical behavior and moral at ASMPT at all levels of the corporate structure. Values such as diversity, equality, respect and open communication are key components of ASMPT's corporate strategy.”

Katie Xu Yifan, CFO, ASMPT

# WHAT ARE WE DOING?

01

## Creating Supportive Environments

Unlike many of our more corporate competitors, we strive to maintain a people-first, family-like culture that people appreciate and enjoy. We have fully adopted hybrid working practices, offering employees flexibility in where and how they work so they can adapt work schedules to fit around personal obligations, such as childcare or eldercare responsibilities. This environment is conducive to the pursuit of development opportunities, particularly for women who can take on leadership roles while managing other responsibilities outside of work.

Adopting hybrid working practices meant we needed to facilitate seamless interaction between in-person and remote employees. We renovated our UK site in 2023 to ensure that all team members, regardless of their location, can actively participate in meetings, projects, and decision-making processes. We can now accommodate diverse preferences which creates an inclusive environment where employees can work in a way that suits them best.



# 02

## Policies and Guidance

At ASMPT we've established a range of policies that promote inclusivity by tackling obstacles, establishing standards, and advocating for fairness. Our aim is to cultivate a welcoming and supportive atmosphere where employees feel empowered to openly address their concerns.

Our policies regarding menopause and andropause are designed to assist all employees experiencing related symptoms and to educate colleagues and managers on how they can offer support. These guidelines facilitate discussions on the topic and promote awareness and assistance for employees directly or indirectly affected by these significant transitional stages.

We also offer guidance for employees undergoing fertility treatment, which encompasses allowances for appointments and access to counselling services to address stress and anxiety related to fertility challenges. Ultimately, enabling women to excel in their performance while effectively managing their fertility needs.



“Diversity holds immense significance for us, as it fosters an environment rich in varied perspectives and backgrounds, facilitating continual learning and growth. We are committed to further improving our work environment to empower our people to be the best they can be.”

**Abi Cox, Director HR & Corporate Services UK**

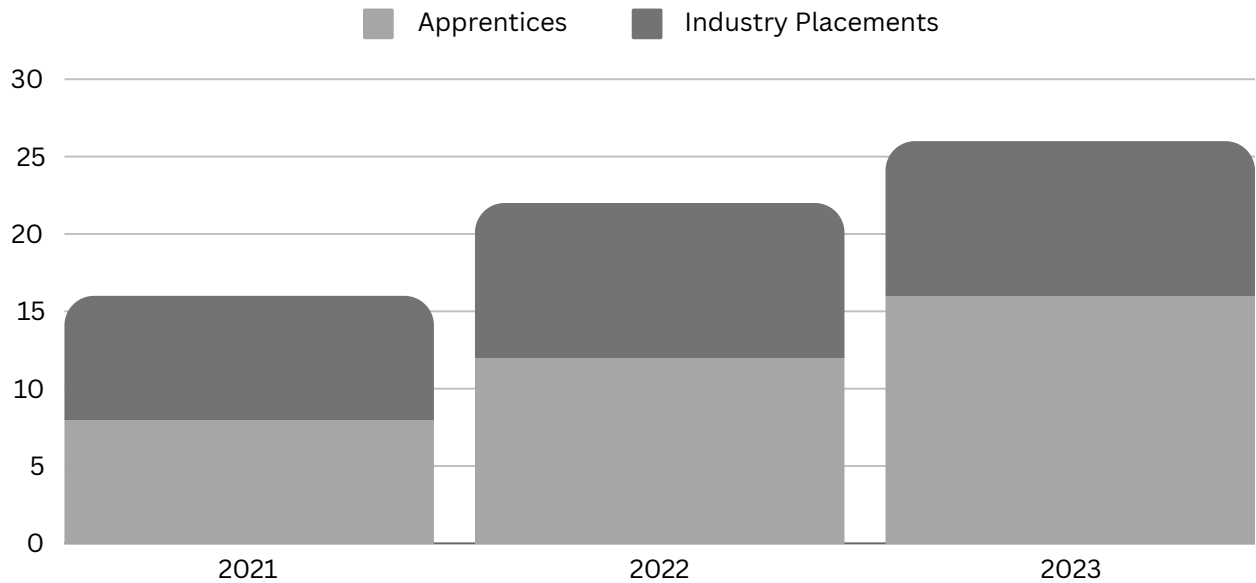
# 03

## Talent Development

Enabling the incredible digital world offers enormous scope for career development beyond traditional ideas of progression or promotion. Enabling is always evolving.

At ASMPT we are investing in apprenticeships and educational programs for students, particularly focusing on encouraging women in STEM (Science, Technology, Engineering, and Mathematics). This diversity brings in different perspectives, problem-solving approaches, and ideas, ultimately leading to more innovative solutions.

See below the number of apprenticeships and industry placement we have offered in the last two years.



“ASMPT’s global network of R&D professionals fosters a diverse, intercultural talent pool. These diverse teams of experts from around the world are the catalysts for leading innovation.”

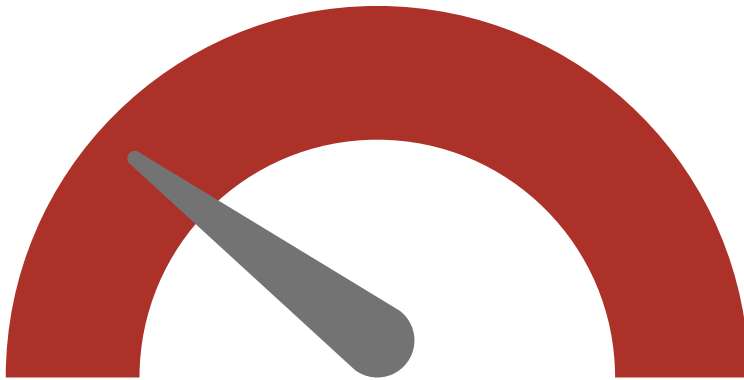
Kelly Chua, Global Head HR, ASMPT

# 04

## Recruitment and Retention

ASMPT is continuously working to attract and retain more women in STEM fields, understanding that this will lead to a more diverse and inclusive workforce with greater innovation and creativity. In 2023 we developed a talent community for promoting our brand awareness and ensuring a steady pipeline of qualified talent for our future hiring needs.

We strive to ensure all job descriptions are unbiased, using gender-neutral language and avoiding phrases that could discourage underrepresented candidates from applying. Our interview process is structured across the business to ensure consistency and fairness and our global diversity team are looking to implement further improvements to our global processes in 2024.



Our talent community is currently 23% populated by women, with the intention to increase this in 2024.



“Global diversity is key to our success. ASMPT brings together experts and talent from around the world in teams that innovate for the future. Our people are our most valuable asset.”

Gim Wee, CPO, ASMPT

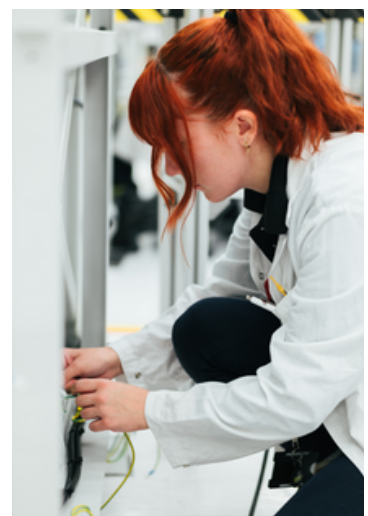


# 05

## Raising Awareness

ASMPT partnered with Women in Tech Dorset to host an evening of networking, inspirational speakers and discussion. The organisation aims to reduce bias in talent acquisition, develop and promote an inclusive social culture, and provide equitable development opportunities. The group's objective is to highlight female engineers, IT experts, and tech professionals, empowering women to have a more prominent presence in the technology industry.

In 2024 we look to implement a 'Women's Charter' programme, enabling mentorship opportunities that connect women with experienced professionals who can offer guidance and support, helping to break down barriers and build confidence.



# 05

## Awards

ASMPT has proven itself across the board in the competition to attract new talent to the company and to be a convincing employer for existing employees. This is confirmed not only by the high level of employee satisfaction and very low employee turnover, but also by the prestigious “Employer of the future” award from the German Innovation Institute for Digitalization and Sustainability (DIND).

The seal is awarded in various categories following a demanding assessment process. They include the following assessment criteria:

- Modern leadership
- Innovative strength
- Status of the digital transformation
- Employee friendliness
- Strategies for recruiting

The seal confirms ASMPT’s sincere efforts to introduce and sustainably implement change management processes. It also highlights the company’s ability to react flexibly and agilely to changing situations without neglecting its high level of resilience and stability.



“For ASMPT, diversity is not just a checkbox exercise, but an unwavering commitment to fostering an environment where unique perspectives come together to spark creativity and lead to powerful solutions.”

**Katrin Damaschke, Director HR, Germany & EMEA**

# HOW DO WE MEASURE THE GAP?

All pay calculations are based on the relevant pay period that includes 5th April 2023, and bonuses from the previous 12 months. The data is for all UK-based relevant employees.

This does not include employees on reduced or nil pay, such as those on maternity pay, long-term sick leave, special leave, or those employed by an agency or individually contracted.

The gender pay gap is a comparative measure between the average pay (mean or median) pay of men and women. The calculation doesn't directly compare men and women doing the same job, but it does measure whether both are equally distributed across levels of seniority. This means that results can be affected by small volumes of high earners.

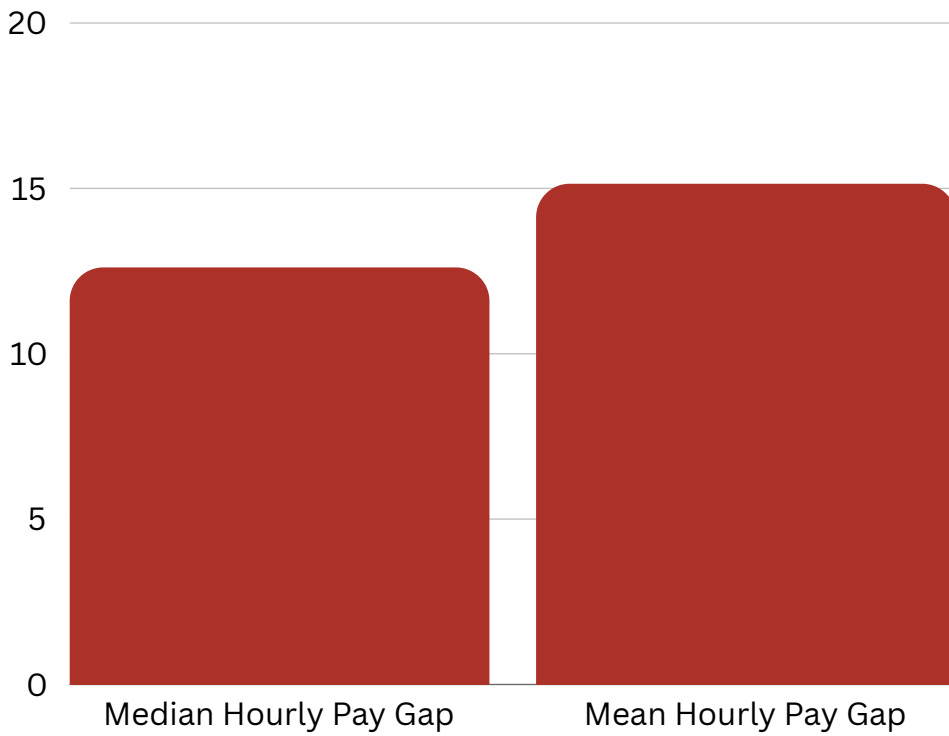
The mean gender pay gap is the difference in the average hourly pay for women compared to men.

The median is the midpoint when you separately line up women's pay low to high, and the same for men. The median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.

# GENDER PAY GAP

Our 2023 Mean Hourly Pay Gap is 12.61%

Our 2023 Median Hourly Pay Gap is 15.14%



# WHAT DOES THIS MEAN?

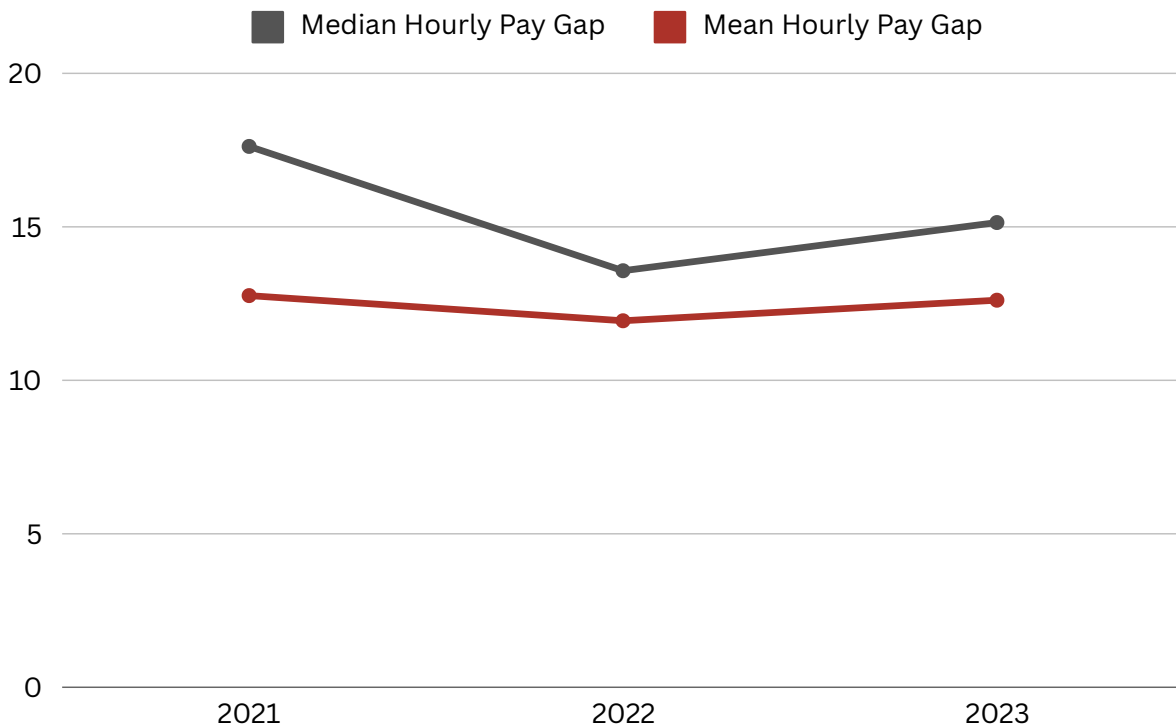
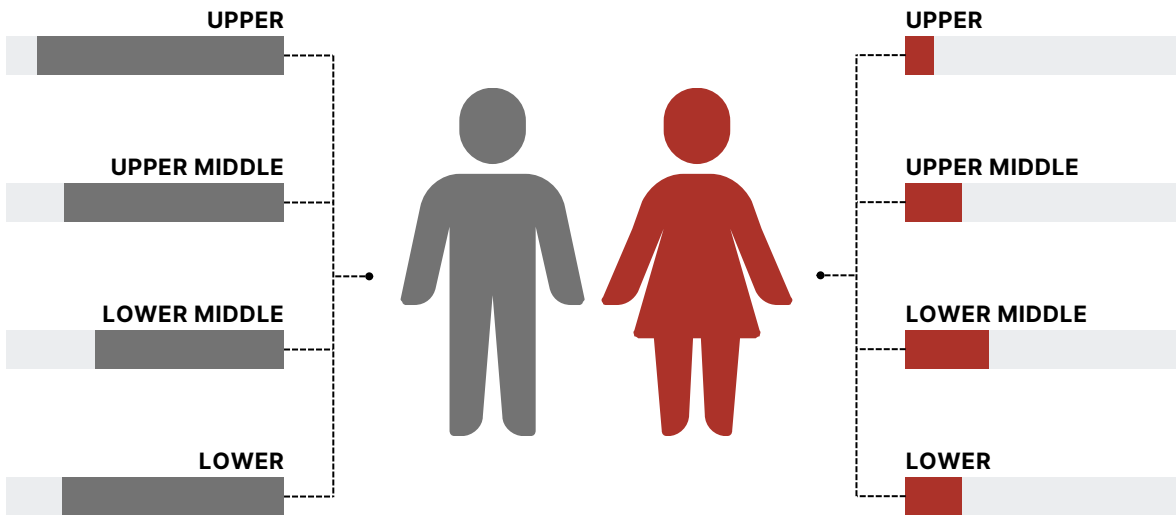
Our median gender pay gap for 2023 is 15.14% and our mean pay gap is 12.61%. At first glance our results appear to show an increase in the gender pay gap since 2022 (specifics), suggesting that there is a widening disparity between the average earnings of our male and female employees. However, upon review, it was clear that this is not reflective of our true gender pay gap for two main reasons.

The primary factor is the political turmoil in Hong Kong, which triggered a notable surge in migration, especially among individuals concerned about persecution or diminishing freedoms. In response, ASMPT relocated select employees from Hong Kong to the UK, maintaining their current terms while they work from their new base and cross-charging back to Hong Kong. Consequently, their higher salaries are now being processed through the UK payroll system, affecting the UK data required to calculate the gender pay gap. In addition to this, some employees not included in the gender pay gap calculations due to being on maternity leave. If the gender pay gap had been calculated without the transferred employees being considered and the employees on maternity leave being considered, our median would have been 11.62% and a mean of 10.82%.

Having considered the above, our true median gender pay gap has decreased by 14% since 2022 and our mean gender pay gap has decreased by 9%. This shows that our efforts to address gender-based disparities in wages are having a positive impact and signifies progress towards creating a more equitable and inclusive workplace.

We aim to close the gender pay gap and will continue to work towards an outcome where we can confidently say that all employees are compensated fairly and have equal opportunities for advancement, regardless of gender.

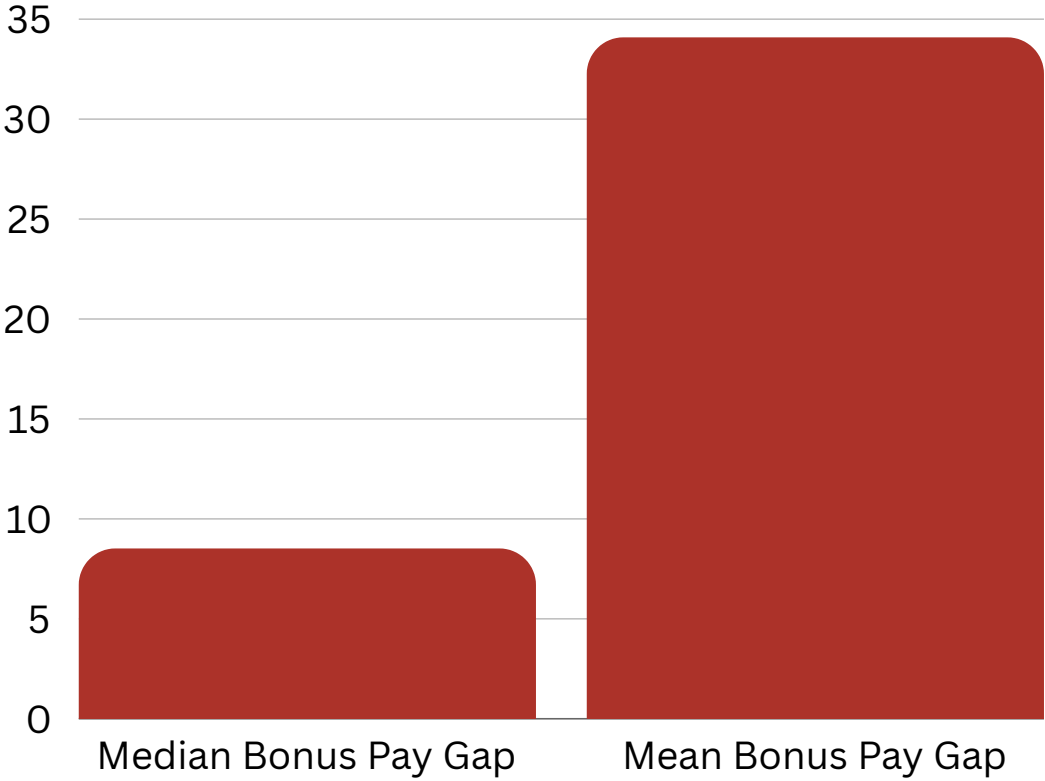
# OUR RESULTS IN MORE DETAIL



# BONUS PAY GAP

Our 2023 Mean Bonus Pay Gap is 34.09%

Our 2023 Median Bonus Pay Gap is 8.52%



# WHAT DOES THIS MEAN?

Our median bonus pay gap for 2023 is 8.52 (44% reduction of 2022) and our mean bonus pay gap is 34.09 (17% reduction on 2022). This shows a significant reduction in the bonus pay gap, suggesting our efforts to decrease the disparity between the average bonus earnings received are resulting in positive effects.

Looking at our data in more detail, we have more men in leadership positions than women which results in higher bonuses. However, there was a decrease in men in leadership positions in 2022 and a 67% increase in the number of women receiving management bonus packages in 2023 compared with 2022. We're seeing a steady increase in the percentage of women receiving management bonus packages over the last three years (2% and 5%) which is positive, but again, we will continue to work to ensure all employees are compensated fairly and have equal opportunities for advancement, regardless of gender.



# OUR RESULTS IN MORE DETAIL



All our employees were  
paid a bonus in 2023

