



Inclusion and Diversity Policy

December 31, 2025



Introduction

BE Semiconductor Industries N.V. (“Beside” or the “Company”) is engaged in one line of business, the development, manufacturing, marketing, sales and service of semiconductor assembly equipment for the global semiconductor and electronics industry. Any references to Beside or the Company in this inclusion and diversity policy also refer to all subsidiaries of Beside.

At Beside, we believe people are important to build and sustain our growth and development. The combined wealth of distinct variances, personal backgrounds, wisdom, creativity, inventive spirit, fresh ideas, self-identity, special skills, and expertise that our employees bring to their jobs constitutes a substantial portion of not just our organizational ethos, but also our accomplishments as a company. This policy is therefore created to promote inclusion and diversity within the Company for everyone, no matter their age, race, ethnic, gender or national origins, sexual orientation, marital and/or parental status, disability and religious beliefs. This inclusion and diversity policy will elaborate on what inclusion and diversity mean to Beside, what the goals are of the Company, and what Beside is doing to promote a diverse and inclusive business culture (the “I&D Policy”).

This I&D Policy applies to all employees of the Company, including other persons working for Beside other than on the basis of an employment agreement, employees related to all activities, resources and relationships the Company uses and relies on to create its products or services from conception to delivery, consumption and end-of-life, and other stakeholders. This I&D Policy must be adhered to in all aspects of the business of the Company.

Diversity

Inclusion and diversity play a crucial role in positioning Beside as a preferred employer in the labour market. Furthermore, it may motivate employees by increasing morale and by boosting productivity and innovation.

Beside celebrates diversity and fosters inclusion in the organization, encouraging different opinions and thinking, and striving to attract and retain top talent with diverse skill sets and experience in the workplace environment. Our long-standing commitment to inclusion and diversity is reflected in our core values, particularly that of “respect” as described in our Code of Conduct as follows: we value the richness and broad range of experiences, perspectives, and cultures within our organization. We promote an open culture in which we respect each other’s opinion, freely discuss our concerns and give and receive feedback. We respect the promises made to each other, to our business partners and to our customers.

We support and encourage day-to-day interactions through both formal and informal meetings and events involving various employees with a broad range of perspectives, experiences, and backgrounds. Additionally, concerns and interests of our employees are discussed via local European works council representations.



Inclusion

We nurture an environment that promotes inclusivity and fairness, where individuals are encouraged to voice their ideas freely, leading to shared perspectives and the creation of innovative solutions. We aim to create a culture in which every employee feels valued and respected, ensuring equal opportunities for employees regardless of identity and facilitating diversity in employee progression to the top of the organisation. This approach ultimately adds value not only for our customers and shareholders but also for our employees.

Discrimination

Besil denounces all forms of discrimination. We treat each other honestly and fairly without regard to the others' race, ethnic origin, colour, sex, social origin, religion, national origin, political affiliation, gender identity, sexual orientation, age and/or physical or mental disability, and other protected classes covered by European Union regulations and applicable law.

Besil has implemented measures to prevent discrimination against both customers and employees. These measures include our Code of Conduct and our Whistleblower Procedure (which can both be found on www.besil.com). We expect and encourage all employees to establish and uphold a safe working environment and to raise their voice and report any misconduct they witness.

Inclusion and diversity in the transition to a more sustainable business

As part of our commitment to sustainability, Besil recognizes that the transition to greener operations with less impact on the environment may have both positive and challenging impacts on our workforce. To ensure a fair and inclusive transition, Besil commits to the following principles and actions in line with our I&D Policy:

- Risk prevention and mitigation: Besil will actively identify and attempt to mitigate negative impacts that may arise from the reduction of carbon emissions and the adoption of greener technologies, with particular attention to the protection of vulnerable and marginalized groups within our workforce. This includes maintaining fair labor practices, ensuring job security where feasible, and providing comprehensive support for employees affected by operational shifts.
- Job creation and opportunities for upskilling: In the pursuit of our environmental goals, Besil will invest in the upskilling and reskilling of our existing workforce. We will prioritize internal mobility, offering training programs to equip employees with the skills necessary to transition into emerging roles in sustainable operations.
- Commitment to a just transition: We endorse the principles of a 'just transition', ensuring that the shift towards a sustainable business model promotes equal opportunity, is inclusive, and respects the rights of all employees to the greatest extent possible. We will engage in ongoing dialogue with employees, trade unions, and other relevant stakeholders to ensure transparency and fairness in the decision-making process.



- Inclusion and diversity: As part of our broader inclusion and diversity goals, we will strive to ensure equal opportunity (e.g., that the benefits of the transition to a more sustainable business model are accessible to all employees). We commit to fostering a workplace where different perspectives contribute to innovative solutions for environmental challenges, and where all employees are empowered to participate in the sustainable transformation of our business.

By embedding these commitments in our operations, Beside aims to ensure that no one is left behind in the transition to a more sustainable business.

Board of Management and Supervisory Board

In accordance with the Dutch Corporate Governance Code, the composition of the board of management and the supervisory board of the Company (the “Board of Management” respectively the “Supervisory Board”) is structured to ensure that they possess the necessary expertise, professional background, and competencies. Moreover, independence within the Supervisory Board is also a key factor, ensuring that its members are well-equipped to fulfil their responsibilities effectively, including their responsibilities under Beside’s environmental, social, and governance commitments.

The Board of Management and the Supervisory Board strive to promote inclusion and diversity within both the Board of Management and the Supervisory Board, as well as across the entire Beside organization. We cherish our differences and believe that they make us stronger. Attracting and retaining highly qualified leaders with different perspectives, experiences, and backgrounds including variations in skills, nationalities, ages, races, genders, sexual orientations, religious beliefs, physical abilities, and other traits, which allows for unique responses to challenges and facilitates the making of more well-rounded and resilient decisions.

We are committed to providing equal opportunities for all employees.

When Beside conducts searches for the appointment of management team members, we will compile and present a comprehensive list of candidates. These candidates will be assessed based on the essential criteria for the vacancy, in alignment with the principles outlined in this I&D Policy. When selecting new candidates for management team functions, the Board of Management will strive to ensure that all qualified candidates are considered for such opportunities, on a non-discriminatory basis and regardless of background.

Code of Conduct

The Company’s Code of Conduct serves as our compass, directing our actions and decisions and enabling us to carry out our work diligently and with integrity. This code explicitly emphasizes the importance of a secure, inclusive and enjoyable workplace, condemning discrimination and exclusion. Any misconduct will not be tolerated, and if there is clear evidence of non-compliance, appropriate actions will be taken.



Suppliers

Our I&D Policy provides the framework for a corporate culture which values the individuality of each employee and promotes equal opportunities – irrespective of age, disability, ethnic-cultural origin, gender, religion or belief, sexual identity, or other protected class basis. Our suppliers shall comply with these principles as well. Our suppliers must not tolerate any discrimination, harassment or offense for example on basis of race, colour, national origin, gender, gender identity, religion, age, migrant status, disability, labour union or political affiliation, veteran status, sexual orientation, marital or family status. All forms of sexual harassment, physical coercion and verbal abuse shall be prohibited, as well as any intimidating, hostile or offensive conduct that interferes with an employee's work performance.

Our suppliers are furthermore committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. This applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.

Besi requires all of its suppliers to adhere to its Supplier Code of Conduct as available on our website.

Continuous progress and final words

At Besi, the focus on inclusion and diversity is constant. We acknowledge that we have not yet reached our desired destination. Hence, we dedicate ourselves to this cause daily, continually refining our efforts. Our policies undergo regular evaluations and enhancements because we believe in continuous progress. Additionally, we are actively creating initiatives to encourage dialogue and raise awareness about inclusion and diversity in our workplace.

Besi is committed to fostering an inclusive environment that embraces all forms of diversity by:

- Encouraging inclusion within the organization and the broader community through manager's inclusive leadership, training, communication, and corporate social responsibility (CSR) initiatives;
- Attracting, retaining, and nurturing a talented workforce comprised of individuals with a diverse range of talents by consistently enhancing recruitment, development, and retention policies;
- Ensuring that all employment decisions are made on a non-discriminatory basis in accordance with applicable law, and otherwise adhering to the legislation and regulations relevant to Besi in all locations where the Company operates and conducts business; and
- Ensuring that all employees are aware of their rights including the right to freedom of association and collective bargaining.

The human resources department of Besi is entrusted with the responsibility of executing this I&D Policy. The Board of Management provides an annual report to the Supervisory Board.



This report covers the progress, developments, initiatives implemented, and the achievement of objectives related to inclusion and diversity within the Company.

If employees of Besic violate this I&D Policy, Besic is allowed to take necessary disciplinary measures, depending on the gravity of the violation. The aforementioned necessary measures are for instance (but not limited to): a warning, a transfer, suspension, or termination of the employment contract.