



PRESS RELEASE

Besi Reports Q4-15 Revenue and Net Income of € 77.8 Million and € 9.7 Million Annual Revenue and Net Income of € 349.2 Million and € 49.0 Million Net Cash Position Increases to € 136.5 Million. Proposed 2015 Dividend of € 1.20 per Share

Duiven, the Netherlands, February 25, 2016 - BE Semiconductor Industries N.V. (the "Company" or "Besi") (Euronext Amsterdam: BESI; OTC markets: BESIY, Nasdaq International Designation), a leading manufacturer of assembly equipment for the semiconductor industry, today announced its results for the fourth quarter and year ended December 31, 2015.

Key Highlights Q4-15

- Revenue of € 77.8 million, up 7.9% vs. Q3-15 primarily due to higher shipments for server, smart phone and solar applications. Down 12.6% vs. Q4-14 due to industry downturn
- Orders of € 77.3 million up 3.2% vs. Q3-15 due primarily to increased demand for smart phone, mobile and automotive applications. Down 5.0% vs. Q4-14
- Gross margins of 50.0% up vs. 48.7% in Q3-15 and 43.8% in Q4-14 due to material cost efficiencies and forex benefits
- Operating expenses decreased by € 2.2 million (7.7%) sequentially continuing H2-15 downward quarterly trend. Up € 1.9 million vs. Q4-14
- Net income of € 9.7 million up € 3.4 million vs. Q3-15. Down € 10.0 million vs. Q4-14 (€ 1.3 million ex adjustments)
- Net cash increased by € 18.5 million (15.7%) year over year to reach € 136.5 million

Key Highlights 2015/2014

- Revenue of € 349.2 million down 7.8% vs. 2014 due primarily to decreased demand for smart phone and mainstream electronics applications after large 2014 capacity build
- Orders down 14.5% due to industry downturn partially offset by growth in TCB and die sorting orders
- Gross margins up 5.0% to 48.8%
- Net income of € 49.0 million down € 22.1 million vs. 2014 (€ 17.6 million ex adjustments)
- 2015 dividend of € 1.20 proposed for April AGM (includes € 0.20 special dividend)

Outlook

- Q1-16 revenue expected to be within a range of +5% to -5% vs. Q4-15. Sequential operating profit lower than Q4-15 due to expected Q1-16 product mix, forex movements and higher operating expenses

(€ millions, except EPS)	Q4-2015	Q3-2015	Δ	Q4-2014	Δ	2015	2014	Δ
Revenue	77.8	72.1	+7.9%	89.0	-12.6%	349.2	378.8	-7.8%
Orders	77.3	74.9	+3.2%	81.4	-5.0%	348.3	407.6	-14.5%
EBITDA	16.9	10.2	+65.7%	16.9	0.0%	73.0	82.1	-11.1%
Net Income	9.7	6.3	+54.0%	19.7	-50.8%	49.0	71.1	-31.1%
Adjusted Net Income*	10.9	6.3	+73.0%	12.2	-10.7%	46.9	64.5	-27.3%
EPS (diluted)	0.25	0.16	+56.3%	0.52	-51.9%	1.27	1.87	-32.1%
Net Cash	136.5	109.0	+25.2%	118.0	+15.7%	136.5	118.0	+15.7%

* 2015 adjusted net income excludes net restructuring benefit of € 3.3 million in Q1-15 and € 1.2 million adjustment in Q4-15 primarily related to deferred taxes. 2014 adjusted net income excludes deferred tax adjustments of € 8.1 million, of which € 7.5 million was recognized in Q4-14 and € 1.6 million of restructuring charges.



Richard W. Blickman, President and Chief Executive Officer of Besic, commented:

"In 2015, Besic maintained solid profitability despite a difficult industry environment. We generated revenue and net income of € 349.2 million and € 49.0 million, respectively, with high gross and net margins for our industry sector of 48.8% and 14.0%, respectively. Besic ended the year in a strong financial position with total cash of € 157.8 million (€ 4.10 per share), or 22.1% of the value of our year end stock price. As such, we propose to pay a 2015 cash dividend of € 1.20 per share for approval at Besic's AGM in April 2016, of which € 0.20 represents a special dividend. In addition, we initiated a 1.0 million share repurchase program in September 2015 under which we bought back 225,779 shares (€ 4.0 million) through year end and 407,831 shares (€ 7.2 million) through February 23, 2016. Dividends and share repurchases totalled € 60.9 million and € 118.2 million in 2015 and the past five years, respectively, confirming our commitment to enhance shareholder value.

Revenue in 2015 decreased by 7.8% vs. 2014 due to a sharp end-market downturn starting in Q3-15 combined with weakening economic conditions in China which particularly affected order levels for smart phone applications. However, increased revenue from Besic's new TCB and die sorting systems helped counteract unfavourable industry conditions and brought better balance to our product/application mix. Other areas of product strength included next generation singulation and trim and form systems and plating systems for solar and 3D-lithium battery applications. Strong profit and margin levels were realized due to the successful execution of ongoing Asian supply chain and production initiatives, a further reduction of European based costs and timely restructuring actions taken during the year in response to both adverse industry and currency movements.

Our Q4-15 financial performance was solid as operating profit exceeded guidance in an uncertain semiconductor environment. Revenue was up 7.9% sequentially as growth in a number of diverse product lines and applications partially offset some lingering weakness in specific smart phone applications. Orders grew by 3.2% sequentially reflecting renewed growth in die attach and molding systems for smart phone, mobile and automotive applications. Gross margins reached 50.0% in Q4-15 due to material cost efficiencies and foreign exchange benefits and were at the high end of our corporate target range of 45-50%. In addition, operating expenses continued their quarterly sequential decline from a Q2-15 peak as a result of Besic's headcount reduction program and European overhead reduction initiatives.

Looking forward, leading industry analysts currently suggest a modest semiconductor capital equipment downturn of approximately 4% in 2016. We believe that the trough of the most recent down cycle was reached in Q4-15 and are cautiously optimistic for 2016 based on better than anticipated Q4-15 revenue levels and favorable order trends through February 2016. However, visibility remains very limited in a highly uncertain global economic environment. Besic's guidance calls for Q1-16 revenue that is expected to be within a range of +5% to -5% vs. Q4-15 levels. Sequential operating profit is expected to decrease due to somewhat lower gross margins based on our anticipated Q1-16 product mix and forex movements and increased operating expenses from Besic's share based incentive compensation plan."

Fourth Quarter Results of Operations

	Q4-2015	Q3-2015	Δ	Q4-2014	Δ
Revenue	77.8	72.1	+7.9%	89.0	-12.6%
Orders	77.3	74.9	+3.2%	81.4	-5.0%
Backlog	77.8	78.4	-0.8%	78.7	-1.1%
Book to Bill Ratio	1.0x	1.0x	-	0.9	+0.1

Besic's Q4-15 revenue was up by 7.9% vs. Q3-15 primarily due to higher demand for epoxy die attach and die sorting systems for smart phone and high end server applications and increased plating shipments for solar applications. Revenue declined 12.6% vs. Q4-14 primarily as a result of lower



demand for die attach and molding systems for smart phone and mainstream electronics applications post the large 2014 industry capacity build.

Orders increased by 3.2% vs. Q3-15 due primarily to increased bookings for die attach and molding systems used in smart phone, mobile and automotive applications. Orders decreased 5.0% vs. Q4-14 due to lower demand by European and US IDMs for smart phone and certain automotive applications amidst less favorable market conditions. Per customer type, subcontractor orders increased sequentially in Q4-15 by € 13.8 million, or 73.8%, while IDM orders decreased by € 11.4 million, or 20.3%.

	Q4-2015	Q3-2015	Δ	Q4-2014	Δ
Gross Margin	50.0%	48.7%	+1.3	43.8%	+6.2
Operating Expenses	26.5	28.7	-7.7%	24.6	+7.7%
Financial Expense/					
(Income), net	0.2	(0.8)	NM	0.1	100%
EBITDA	16.9	10.2	+65.7%	16.9	0.0%

Besi's gross margin in Q4-15 increased by 1.3 points vs. Q3-15 and by 6.2 points vs. Q4-14 despite market headwinds. The increase primarily reflected material and labor cost efficiencies from the continued movement of personnel and supply chain costs from higher cost European markets to lower cost Asian markets combined with net foreign exchange benefits.

Besi's Q4-15 operating expenses decreased by € 2.2 million, or 7.7%, vs. Q3-15 due to a variety of factors including (i) € 0.9 million of reduced personnel expenses, (ii) € 0.6 million of lower warranty expense, (iii) € 0.4 million of lower freight costs and (iv) € 0.3 million of lower restructuring charges. Operating expenses grew by € 1.9 million vs. Q4-14 due primarily to € 1.8 million of higher R&D cost amortization, net of capitalization. Between September 30 and December 31, 2015, total fixed and temporary headcount declined by 5.5%.

	Q4-2015	Q3-2015	Δ	Q4-2014	Δ
<u>As Reported</u>					
Net Income	9.7	6.3	+54.0%	19.7	-50.8%
Net Margin	12.4%	8.7%	+3.7	22.2%	-9.8
Tax Rate	20.6%	13.3%	+7.3	-38.9%	+59.5
<u>As Adjusted*</u>					
Net Income	10.9	6.3	+73.0%	12.2	-10.7%
Net Margin	14.0%	8.7%	+5.3	13.7%	+0.3
Tax Rate	10.7%	13.3%	-2.6	14.0%	-3.3

* Adjusted Q4-15 net income excludes € 1.2 million adjustment primarily related to deferred taxes.
Adjusted Q4-14 net income excludes € 7.5 million deferred tax adjustments.

Besi's net income increased by € 3.4 million vs. Q3-15 primarily as a result of a 7.9% sequential revenue increase, improved gross margins and lower operating expenses partially offset by a higher effective tax rate due to deferred tax adjustments. As compared to Q4-14, the € 10.0 million decrease resulted primarily from (i) an € 8.7 million negative variance substantially due to deferred tax adjustments, (ii) a 12.6% revenue decrease and (iii) higher operating expenses partially offset by significantly higher gross margins.

Full Year Results of Operations 2015/2014

	As Reported			As Adjusted		
	2015	2014	Δ 2015/2014	2015	2014	Δ 2015/2014
Revenue	349.2	378.8	-7.8%	349.2	378.8	-7.8%
Orders	348.3	407.6	-14.5%	348.3	407.6	-14.5%
Net Income	49.0	71.1	-31.1%	46.9	64.5	-27.3%
Net Margin	14.0%	18.8%	-4.8	13.4%	17.0%	-3.6
Tax Rate	14.3%	0.3%	+14.0	12.9%	11.8%	+1.1%

* 2015 adjusted net income excludes € 3.3 million net restructuring benefit and € 1.2 million adjustment primarily related to deferred taxes. 2014 adjusted net income excludes € 8.1 million deferred tax adjustments and € 1.6 million of net restructuring charges

Besi's revenue and orders decreased by 7.8% and 14.5%, respectively, in 2015 vs. 2014 primarily due to a sharp second half industry downturn and weakening economic conditions in China. The downturn particularly affected demand by both IDMs and Asian subcontractors for advanced packaging applications such as smart phones, tablets, personal computers and other mainstream electronic devices and certain automotive applications. The decrease was partially offset by increased sales of new TCB and die sorting systems and, to a lesser extent, next generation trim and form, singulation and solar plating systems. Orders by IDMs and subcontractors represented approximately 60% and 40%, respectively, of Besi's total orders in both 2015 and 2014.

Besi's net income declined by € 22.1 million vs. 2014 (€ 17.6 million as adjusted). The decrease resulted primarily from (i) a € 29.6 million revenue decrease, (ii) a € 9.3 million negative variance substantially due to deferred tax adjustments and (iii) € 18.8 million of increased operating expenses partially offset by (i) a 5.0 point gross margin improvement and (ii) a positive net restructuring variance of € 4.9 million.

Financial Condition

	Q4-2015	Q3-2015	Δ	Q4-2014	Δ
Net Cash	136.5	109.0	+25.2%	118.0	+15.7%
Cash flow from Ops.	32.5	20.3	+60.1%	36.5	-11.0%

At year-end 2015, Besi's cash and cash equivalents increased by € 25.0 million vs. Q3-15 to reach € 157.8 million and net cash increased by € 27.5 million to reach € 136.5 million. As compared to year-end 2014, Besi's net cash position increased by € 18.5 million, or 15.7%. Besi generated cash flow from operations of € 32.5 million in Q4-15 which was utilized primarily to fund (i) € 3.5 million of share repurchases, (ii) € 2.4 million of debt repayments, (iii) € 1.5 million of capitalized development spending and (iv) € 0.6 million of net capital expenditures.

Dividend

Due to its earnings and cash flow generation in 2015, Besi's Board of Management has proposed a cash dividend of € 1.20 per share for the 2015 year for approval at its AGM on April 29, 2016, of which € 0.20 represents a special dividend. The dividend will be payable from May 17, 2016. The payments for the year 2014 and proposed for the year 2015 represent a dividend pay-out ratio relative to net income of 80% and 94% (approximately 80% ex special dividend), respectively.



Outlook

Based on its December 31, 2015 backlog and feedback from customers, Besl forecasts for Q1-16 that:

- Revenue is expected to be within a range of +5% to -5% vs. the € 77.8 million reported in Q4-15.
- Gross margins will range between 47-49% vs. the 50.0% realized in Q4-15.
- Operating expenses will increase by approximately 10% vs. the € 26.5 million reported in Q4-15 due to higher share based incentive compensation expense.

Investor and media conference call

A conference call and webcast for investors and media will be held today at 16:00 CET (10:00 am EST). The dial-in for the conference call is (31) 20 531 5871. To access the audio webcast and webinar slides, please visit www.besi.com.

Important Investor Relations Dates 2016

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| • Publication Annual Report 2015 | March 18, 2016 |
| • Annual General Meeting of Shareholders | April 29, 2016 |
| • Publication Q1 results | April 29, 2016 |
| • Publication Q2/semi-annual results | July 28, 2016 |
| • Publication Q3/nine month results | October 27, 2016 |
| • Publication Q4/full year results | February 2017 |

Home Member State

Besi announces that the Netherlands is its Home Member State for purposes of the EU Transparency Directive.

About Besl

Besi is a leading supplier of semiconductor assembly equipment for the global semiconductor and electronics industries offering high levels of accuracy, productivity and reliability at a low cost of ownership. The Company develops leading edge assembly processes and equipment for leadframe, substrate and wafer level packaging applications in a wide range of end-user markets including electronics, mobile internet, computer, automotive, industrial, LED and solar energy. Customers are primarily leading semiconductor manufacturers, assembly subcontractors and electronics and industrial companies. Besl's ordinary shares are listed on Euronext Amsterdam (symbol: BESI). Its Level 1 ADRs are listed on the OTC markets (symbol: BESIY Nasdaq International Designation) and its headquarters are located in Duiven, the Netherlands. For more information, please visit our website at www.besi.com.

Statement of Compliance

The accounting policies applied in the condensed consolidated financial statements included in this press release are the same as those applied in the Annual Report 2015 which will be published on March 18, 2016. These consolidated financial statements to be included in the Annual Report 2015 were authorized for issuance by the Board of Management and Supervisory Board on February 24, 2016. In accordance with Article 393, Title 9, Book 2 of the Netherlands Civil Code, Deloitte Accountants B.V. has issued an unqualified auditor's opinion on the Annual Report 2015. The Annual Report 2015 will be published on March 18, 2016 and still has to be adopted by the Annual General Meeting on April 29, 2016.

The condensed financial statements included in this press release have been prepared in accordance with International Financial Reporting Standards (IFRS), as adopted by the European Union. However, these condensed financial statements do not include all of the information required for a complete set of IFRS financial statements. Selected explanatory notes are included in this press release to explain events and transactions that are significant to an understanding of the change in the Group's financial



position and performance since the annual consolidated financial statements for the year ended December 31, 2014.

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Caution Concerning Forward Looking Statements

This press release contains statements about management's future expectations, plans and prospects of our business that constitute forward-looking statements, which are found in various places throughout the press release, including, but not limited to, statements relating to expectations of orders, net sales, product shipments, backlog, expenses, timing of purchases of assembly equipment by customers, gross margins, operating results and capital expenditures. The use of words such as "anticipate", "estimate", "expect", "can", "intend", "believes", "may", "plan", "predict", "project", "forecast", "will", "would", and similar expressions are intended to identify forward looking statements, although not all forward looking statements contain these identifying words. The financial guidance set forth under the heading "Outlook" contains such forward looking statements. While these forward looking statements represent our judgments and expectations concerning the development of our business, a number of risks, uncertainties and other important factors could cause actual developments and results to differ materially from those contained in forward looking statements, including any inability to maintain continued demand for our products; failure of anticipated orders to materialize or postponement or cancellation of orders, generally without charges; the volatility in the demand for semiconductors and our products and services; failure to adequately decrease costs and expenses as revenues decline; loss of significant customers; lengthening of the sales cycle; acts of terrorism and violence; inability to forecast demand and inventory levels for our products; the integrity of product pricing and protection of our intellectual property in foreign jurisdictions; risks, such as changes in trade regulations, currency fluctuations, political instability and war, associated with substantial foreign customers, suppliers and foreign manufacturing operations; potential instability in foreign capital markets; the risk of failure to successfully manage our diverse operations; those additional risk factors set forth in Besi's annual report for the year ended December 31, 2014; any inability to attract and retain skilled personnel; and other key factors that could adversely affect our businesses and financial performance contained in our filings and reports, including our statutory consolidated statements. We expressly disclaim any obligation to update or alter our forward-looking statements whether as a result of new information, future events or otherwise.

Consolidated Statements of Operations
(euro in thousands, except share and per share data)

	Three Months Ended December 31, (unaudited)		Year Ended December 31, (audited)	
	2015	2014	2015	2014
Revenue	77,838	89,048	349,206	378,797
Cost of sales	38,929	50,059	178,766	212,961
Gross profit	38,909	38,989	170,440	165,836
Selling, general and administrative expenses	17,496	17,347	74,088	65,872
Research and development expenses	9,010	7,294	38,457	27,896
Total operating expenses	26,506	24,641	112,545	93,768
Operating income	12,403	14,348	57,895	72,068
Financial expense (income), net	209	143	793	741
Income before taxes	12,194	14,205	57,102	71,327
Income tax expense (benefit)	2,510	(5,528)	8,147	196
Net income	9,684	19,733	48,955	71,131
Net income per share – basic	0.26	0.52	1.29	1.89
Net income per share – diluted	0.25	0.52	1.27	1.87
Number of shares used in computing per share amounts:				
- basic	37,863,456	37,712,540	37,931,201	37,539,938
- diluted ¹	38,493,443	38,266,726	38,503,706	37,982,782

¹ The calculation of diluted income per share assumes the exercise of equity settled share based payments.

Consolidated Balance Sheets

<i>(euro in thousands)</i>	December 31, 2015 (audited)	September 30, 2015 (unaudited)	June 30, 2015 (unaudited)	March 31, 2015 (unaudited)	December 31, 2014 (audited)
ASSETS					
Cash and cash equivalents	157,818	132,834	113,694	161,560	135,322
Accounts receivable	80,640	87,160	106,966	114,051	93,248
Inventories	53,877	65,607	72,154	83,371	69,428
Income tax receivable	446	1,289	295	426	280
Other current assets	6,055	8,063	8,770	10,303	10,668
Total current assets	298,836	294,953	301,879	369,711	308,946
Property, plant and equipment	26,718	25,644	27,834	28,314	27,248
Goodwill	45,542	45,289	45,307	45,667	44,553
Other intangible assets	40,374	41,795	44,511	45,077	40,274
Deferred tax assets	18,545	19,354	19,851	21,621	21,710
Other non-current assets	2,711	1,711	1,731	1,777	1,677
Total non-current assets	133,890	133,793	139,234	142,456	135,462
Total assets	432,726	428,746	441,113	512,167	444,408
LIABILITIES AND SHAREHOLDERS' EQUITY					
Notes payable to banks	8,000	20,588	18,777	25,017	13,568
Current portion of long-term debt and financial leases	-	-	471	471	815
Accounts payable	27,529	27,193	39,301	48,381	38,381
Accrued liabilities	31,850	37,109	35,671	49,217	39,229
Total current liabilities	67,379	84,890	94,220	123,086	91,993
Other long-term debt and financial leases	13,352	3,208	3,074	2,978	2,978
Deferred tax liabilities	6,201	5,805	5,901	5,959	5,956
Other non-current liabilities	13,574	10,799	11,045	12,843	14,657
Total non-current liabilities	33,127	19,812	20,020	21,780	23,591
Total equity	332,220	324,044	326,873	367,301	328,824
Total liabilities and equity	432,726	428,746	441,113	512,167	444,408

Consolidated Cash Flow Statements

<i>(euro in thousands)</i>	Three Months Ended		Year Ended	
	December 31,		December 31,	
	(unaudited)		(unaudited)	
	2015	2014	2015	2014
Cash flows from operating activities:				
Operating income	12,403	14,348	57,895	72,068
Depreciation and amortization	4,456	2,537	15,107	10,040
Share based compensation expense	685	893	5,193	3,869
Other non-cash items	(396)	(312)	(16)	28
(Gain) loss on curtailment	(106)	-	(5,626)	-
Change in working capital	16,743	20,451	16,829	(10,912)
Income tax received (paid)	(1,178)	(1,354)	(3,146)	(2,175)
Interest received (paid)	(129)	(19)	271	377
Net cash provided by operating activities	32,478	36,544	86,507	73,295
Cash flows from investing activities:				
Capital expenditures	(614)	(2,905)	(4,168)	(6,474)
Capitalized development expenses	(1,526)	(2,056)	(5,627)	(9,314)
Proceeds from sale of equipment	15	17	15	34
Net cash used in investing activities	(2,125)	(4,944)	(9,780)	(15,754)
Cash flows from financing activities:				
Proceeds from (payments of) bank lines of credit	(12,589)	(2,119)	(5,679)	(1,520)
Proceeds from (payments of) debt and financial leases	10,144	216	9,559	(81)
Dividend paid to shareholders	-	-	(56,877)	(12,402)
Reissuance (purchase) of treasury shares	(3,499)	-	(3,100)	1,123
Other financing activities	-	(58)	-	(58)
Net cash provided by (used in) financing activities	(5,944)	(1,961)	(56,097)	(12,938)
Net increase (decrease) in cash and cash equivalents	24,409	29,639	20,630	44,603
Effect of changes in exchange rates on cash and cash equivalents	575	300	1,866	1,133
Cash and cash equivalents at beginning of the Period	132,834	105,383	135,322	89,586
Cash and cash equivalents at end of the period	157,818	135,322	157,818	135,322



Besi

Supplemental Information (unaudited) (euro in millions, unless stated otherwise)

REVENUE	Q1-2014		Q2-2014		Q3-2014		Q4-2014		Q1-2015		Q2-2015		Q3-2015		Q4-2015	
Per geography:																
Asia Pacific	49.8	71%	74.1	64%	76.3	74%	55.1	62%	61.7	65%	78.2	75%	41.1	57%	50.8	65%
EU / USA	20.2	29%	42.1	36%	27.2	26%	33.9	38%	33.2	35%	26.1	25%	31.0	43%	27.0	35%
Total	70.0	100%	116.2	100%	103.5	100%	89.0	100%	94.9	100%	104.3	100%	72.1	100%	77.8	100%
ORDERS	Q1-2014		Q2-2014		Q3-2014		Q4-2014		Q1-2015		Q2-2015		Q3-2015		Q4-2015	
Per geography:																
Asia Pacific	76.6	69%	88.4	71%	55.5	61%	50.8	62%	69.8	67%	68.0	74%	44.2	59%	56.1	73%
EU / USA	34.5	31%	35.8	29%	35.4	39%	30.6	38%	34.4	33%	23.9	26%	30.7	41%	21.2	27%
Total	111.1	100%	124.2	100%	90.9	100%	81.4	100%	104.2	100%	91.9	100%	74.9	100%	77.3	100%
Per customer type:																
IDM	49.4	45%	60.0	48%	68.1	75%	68.3	84%	58.4	56%	49.6	54%	56.2	75%	44.8	58%
Subcontractors	61.7	56%	64.2	52%	22.8	25%	13.1	16%	45.8	44%	42.3	46%	18.7	25%	32.5	42%
Total	111.1	100%	124.2	100%	90.9	100%	81.4	100%	104.2	100%	91.9	100%	74.9	100%	77.3	100%
BACKLOG	Mar 31, 2014		Jun 30, 2014		Sep 30, 2014		Dec 31, 2014		Mar 31, 2015		Jun 30, 2015		Sep 30, 2015		Dec 31, 2015	
Backlog	91.1		99.0		86.4		78.7		87.9		75.6		78.4		77.8	
HEADCOUNT	Mar 31, 2014		Jun 30, 2014		Sep 30, 2014		Dec 31, 2014		Mar 31, 2015		Jun 30, 2015		Sep 30, 2015		Dec 31, 2015	
Fixed staff (FTE)																
Asia Pacific	839	57%	897	60%	895	59%	908	60%	933	61%	967	62%	975	63%	950	63%
EU / USA	623	43%	610	40%	611	41%	602	40%	597	39%	597	38%	566	37%	549	37%
Total	1,462	100%	1,507	100%	1,506	100%	1,510	100%	1,530	100%	1,564	100%	1,541	100%	1,499	100%
Temporary staff (FTE)																
Asia Pacific	75	70%	109	66%	81	57%	61	50%	83	55%	36	30%	23	26%	0	0%
EU / USA	32	30%	56	34%	62	43%	61	50%	67	45%	84	70%	64	74%	40	100%
Total	107	100%	165	100%	143	100%	122	100%	150	100%	120	100%	87	100%	40	100%
Total fixed and temporary staff (FTE)	1,569		1,672		1,649		1,632		1,680		1,684		1,628		1,539	
OTHER FINANCIAL DATA	Q1-2014		Q2-2014		Q3-2014		Q4-2014		Q1-2015		Q2-2015		Q3-2015		Q4-2015	
Gross profit																
As reported	29.6	42.3%	50.3	43.2%	46.9	45.3%	39.0	43.8%	46.5	49.0%	49.9	47.8%	35.1	48.7%	38.9	50.0%
Restructuring charges / (gains)	0.1	0.1%	0.5	0.4%	-	-	0.1	0.1%	(0.7)	-0.8%	0.1	0.1%	-	-	-	-
Gross profit as adjusted	29.7	42.4%	50.7	43.7%	46.9	45.3%	39.1	43.9%	45.8	48.2%	50.0	47.9%	35.1	48.7%	38.9	50.0%
Selling, general and admin expenses:																
As reported	15.5	22.1%	17.5	15.1%	15.5	15.0%	17.3	19.5%	17.4	18.3%	20.6	19.7%	18.6	25.8%	17.5	22.5%
Amortization of intangibles	(0.3)	-0.4%	(0.3)	-0.2%	(0.3)	-0.3%	(0.2)	-0.3%	(0.2)	-0.2%	(0.3)	-0.2%	(0.2)	-0.3%	(0.6)	-0.7%
Restructuring gains / (charges)	(0.2)	-0.2%	(0.4)	-0.3%	-	-	-	-	1.0	1.1%	(0.0)	-0.0%	(0.2)	-0.2%	(0.1)	-0.1%
SG&A expenses as adjusted	15.0	21.5%	16.8	14.5%	15.2	14.7%	17.1	19.2%	18.2	19.1%	20.3	19.5%	18.2	25.2%	16.8	21.6%
Research and development expenses:																
As reported	6.1	8.7%	7.1	6.1%	7.5	7.2%	7.3	8.2%	7.9	8.3%	11.4	11.0%	10.1	14.0%	9.0	11.6%
Capitalization of R&D charges	2.8	4.0%	2.4	2.1%	2.0	2.0%	2.1	2.3%	1.5	1.6%	1.4	1.3%	1.2	1.7%	1.5	2.0%
Amortization of intangibles	(1.1)	-1.6%	(1.2)	-1.1%	(1.3)	-1.3%	(1.2)	-1.3%	(1.7)	-1.8%	(2.2)	-2.1%	(2.3)	-3.1%	(2.4)	-3.1%
Restructuring gains / (charges)	-	-	(0.4)	-0.3%	-	-	-	-	2.0	2.1%	(0.1)	-0.1%	(0.0)	-0.0%	0.2	0.2%
R&D expenses as adjusted	7.7	11.1%	7.9	6.8%	8.2	7.9%	8.2	9.2%	9.7	10.2%	10.6	10.2%	9.0	12.5%	8.3	10.6%
Financial expense (income), net:																
Interest expense (income), net	(0.1)		(0.0)		(0.1)		(0.1)		(0.1)		0.1		(0.0)		0.0	
Foreign exchange (gains) \ losses	0.2		0.5		0.1		0.2		1.1		0.3		(0.8)		0.2	
Total	0.2		0.5		(0.0)		0.1		1.1		0.4		(0.8)		0.2	
Operating income (loss) as % of net sales	8.1	11.6%	25.7	22.1%	23.9	23.1%	14.3	16.1%	21.2	22.3%	17.9	17.2%	6.4	8.9%	12.4	15.9%
EBITDA as % of net sales	10.5	15.0%	28.1	24.0%	26.7	25.8%	16.9	19.0%	24.4	25.7%	21.6	20.7%	10.2	14.1%	16.9	21.7%
Net income (loss) as % of net sales	7.0	10.1%	22.9	19.7%	21.5	20.8%	19.7	22.2%	17.5	18.5%	15.5	14.8%	6.3	8.7%	9.7	12.4%
Income per share																
Basic	0.20		0.60		0.57		0.53		0.46		0.41		0.16		0.26	
Diluted	0.20		0.59		0.56		0.52		0.46		0.40		0.16		0.25	