

ASML GROUP
DIVERSITY AND INCLUSION POLICY
(effective as of 1 December 2023)

1. INTRODUCTION

One ASML, Many perspectives

At ASML, we believe that innovation thrives in an environment where diverse perspectives are valued. Inclusion is the cornerstone of our culture which enables ASML employees (as defined below) bring a rich variety of capabilities and perspectives to our decision-making processes, enabling us to better innovate, provide solutions for our customers, and support sustainable improvements in business performance. We are committed to diversity and inclusion within our organization and the global communities in which we do business.

Commitment to Diversity and Inclusion

At ASML, we commit to promoting equal opportunities by fostering a work environment that stimulates inclusion and values the power that comes from the different views and styles of our colleagues. By embracing diversity and inclusion, ASML creates a culture free of discrimination where employees feel a sense of belonging amongst their peers, are comfortable speaking up and where their individual and collective contributions are valued.

Aligning with ASML's Code of Conduct, we do not tolerate any form of discrimination, harassment, bullying and retaliation; this applies to all ASML employees, officers and directors, as well as to those working under the supervision of ASML on our sites. We commit to hire, promote, and compensate our employees, without regard to age, race, color, religion, sex, gender, gender identity or expression, sexual orientation, national origin and/or other characteristics. We make reasonable accommodations to enable everyone with special needs, including employees with disabilities, to effectively perform their jobs.

2. PURPOSE

Inclusion core to business

The purpose of this policy is to outline ASML's commitment to fostering a culture of diversity and inclusiveness. This policy should be seen in conjunction with ASML's Code of Conduct.

ASML emphasizes the importance of all forms of diversity and inclusion in the broadest sense of these terms. References to diversity and inclusion in this policy, other than in the context of specific Dutch law requirements, are to be interpreted accordingly.

This policy has been formulated in accordance with best practice provision 2.1.5 of the Dutch Corporate Governance Code and article 2:166 subsection 2 of the Dutch Civil Code.

3. SCOPE

This policy applies to the entire workforce of ASML Holding N.V. and its group companies, as referred to in article 2:24b of the Dutch Civil Code (the "**ASML Group**"), consisting of full-time, part-time, and temporary employees of ASML at all levels and locations worldwide ("**ASML employees**"), including Senior Management (as defined below).

This policy encompasses interaction related to employment within ASML, including recruitment, learning and development, promotion, and daily workplace conduct.

ASML has adopted a separate diversity and inclusion policy for ASML Holding N.V.'s board of management ("**Board of Management**") and ASML Holding N.V.'s supervisory board ("**Supervisory Board**"), which can be found in Annex I to the Board of Management's Rules of Procedure and Annex C of the Supervisory Board's Rules of Procedure, respectively.

For the purposes of this policy, senior management shall be considered the senior leaders of the ASML Group in job grades 13 and higher, excluding the members of the Board of Management ("**Senior Management**").

3 OBJECTIVES AND STRATEGY

Equality through diversity and inclusion

- ASML aims to foster a safe, diverse and inclusive environment for all ASML employees where everyone is valued, respected, and can fully contribute.
- Leaders throughout ASML commit to actively recruit, promote, and engage diverse talent in order to create, develop and lead highly effective, diverse and inclusive teams. We expect leaders to act as role model, through their behavior, the value of diverse thinking, skills, experience and working styles of everyone in our company. We expect each ASML employee to foster and demonstrate inclusion, teamwork, and respect for all ASML employees.
- ASML actively supports our Employee Networks (including Women, Seniors, Atypical, early career, multi-cultural and employees of all national origins, LGBTQIA+, Parents and Veterans, where pertinent) to ensure their involvement in realizing our strategy through consultation on employee policies and, and to drive collaboration, growth, and networking across ASML.
- Equality and fairness are at the core of our values. We are committed to ensuring equal pay for equal work across all roles. This includes fostering an inclusive workplace that values diversity, and actively striving within ASML to eliminate any pay gaps that may be associated with gender or any other characteristic. We believe in providing equal opportunities and fair compensation to all employees.
- ASML works to ensure that all internal communications reflect the diversity and inclusion of all ASML employees in the language and images we use.

Diversity and inclusion targets

The following targets apply to the ASML Group:

- (a) Reach 20% inflow of women to Senior Management by 2024
- (b) Reach 12% women in Senior Management by 2024
- (c) Reach 24% inflow of women by 2025 amongst ASML's employees;
- (d) Reach 24% inflow of women to leadership levels (job grade 9+) by 2025

For the purposes of article this policy the following applies:

- (a) Non-binary members of Senior Management will solely for the purposes of calculating whether a gender is underrepresented, be considered to form part of the (otherwise) underrepresented male, or female gender, unless such member has expressed a different preference.
- (b) To determine whether there is an underrepresentation of a particular gender in Senior Management, the overall size of the Senior Management team will be taken into consideration.

4 MONITORING AND REPORTING

Accountability through leadership

The Board of Management, Supervisory Board and ASML leaders including Senior Management are actively involved in diversity and inclusion initiatives, setting expectations, and initiating action from the top.

We regularly monitor and report on our diversity and inclusion progress, setting clear goals and benchmarks.

The Board of Management will periodically consider and when deemed appropriate amend this policy, with the prior approval of the Supervisory Board.

We will report on gender diversity of Senior Management annually, within ten months after the end of its fiscal year, to the Dutch Social and Economic Council (*Sociaal Economische Raad*) in accordance with the requirements set by Dutch law.

We will report on diversity and inclusion of the ASML employees, including Senior Management, annually in accordance with the Dutch Corporate Governance Code and Dutch law.

Other

At ASML, diversity and inclusion are not just policies; they are integral to our organization and each ASML employee who works here. By embracing diverse perspectives and creating an inclusive environment, we drive innovation, enhance our global competitiveness, and contribute to our industry and the global communities in which we do business.

This policy has been adopted by the Board of Management, with the prior approval of the Supervisory Board, on 29 November 2023, and came into effect on 1 December 2023.