

Rules of Procedure of the Board of Management

of ASML Holding N.V.

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INTRODUCTION

- 0.1 These Rules of Procedure are established pursuant to article 16.5 of the Articles of Association and the best practice provisions and principles of the Code. These Rules of Procedure are also established consistent with applicable requirements from the U.S. Securities Exchange Act of 1934, the Sarbanes-Oxley Act 2002 and the Nasdaq Stock Market LLC.
- 0.2 These Rules of Procedure are complementary to: (i) the provisions regarding the Board of Management and the Board of Management members contained in applicable law and the Articles of Association; (ii) the provisions in individual (management services) agreements; (iii) the provisions of ASML's Code of Conduct; (iv) the ASML Insider Trading Rules and (v) the provisions contained in the Rules of Procedure of the Supervisory Board that are also applicable to the Board of Management.
- 0.3 These Rules of Procedure are posted on the Company's website (www.asml.com).
- 0.4 The following schedules are attached to, and form an integral part of, these rules:

Schedule 1: Definitions and Interpretation

Schedule 2: Board of Management resolutions requiring Supervisory Board approval

CHAPTER I**1. Board of Management appointment; Division of Tasks**

- 1.1. The Board of Management shall consist of at least two members and shall be composed in such a way as to ensure a degree of diversity appropriate to the Company with regard to expertise, experience, competencies, other personal qualities, sex or gender identity, age, nationality and cultural or other background, thereby also taking into account the diversity policy attached as Annex II.
- 1.2. The members of the Board of Management are appointed by the Supervisory Board, subject to the prior notification of the General Meeting, all in accordance with the provisions of the Articles of Association and applicable laws. Re-appointment of members of the Board of Management is possible.
- 1.3. Members of the Board of Management are (re-)appointed – as statutory director – for a maximum term of four years, whereby the four-year term will ultimately terminate immediately after the AGM held in the fourth year after the year of the (re-)appointment. For persons aged 65 years or above, the maximum term of four years, referred to in the previous sentence, will be reduced to two years.
- 1.4. The members of the Board of Management are suspended and/or dismissed by the Supervisory Board, whereby dismissal can only take place after the General Meeting has been heard in respect of the intended removal.
- 1.5. Individual members of the Board of Management may be charged with specific parts of the managerial tasks, without prejudice to the collective responsibility of the Board of Management as a whole.
Each member of the Board of Management shall have the specific expertise required for the fulfilment of such member's duties. The division of tasks within the Board of Management is determined (and amended, if necessary) by the Board of Management, subject to the approval of the Supervisory Board. Board of Management members specifically charged with particular managerial tasks are primarily responsible for the risk control and monitoring of the managerial tasks concerned. The current functions that are represented in the Board of Management are set out in Annex I to these Rules of Procedure and a division of tasks for the President and CEO and the CFO is set out in clause 2 and 3 of these Rules of Procedure.
- 1.6. Each member of the Board of Management must inform the other members of the Board of Management in a clear and timely manner about developments in the area of such member's responsibilities.
- 1.7. In case of absence of a member of the Board of Management, the duties and powers of such member shall temporarily be carried out by the remaining member(s). Article 18 of the Articles of Association shall apply in the event that one or more members of the Board of Management are prevented from acting or are failing to act.

2. President and CEO

- 2.1 The Supervisory Board appoints from among the Board of Management members a President and CEO.
- 2.2 The President and CEO shall, among others, be responsible for:
 - (a) preparing and outlining the Company's strategy;
 - (b) ensuring that the Board of Management functions in an effective manner;
 - (c) ensuring that budgets and business plans are drawn up in a timely manner;
 - (d) ensuring that there is ample time for decision-making and consideration, as well as all other aspects of the decision-taking by the Board of Management;
 - (e) supervising the implementation of decisions made by the Board of Management;
 - (f) maintaining intensive and frequent contacts with the Supervisory Board and in particular with the Chairperson of the Supervisory Board;
 - (g) at least on an annual basis consulting, if so requested, with the Chairperson of the Supervisory Board on the functioning of the other Board of Management members;
 - (h) ensuring the timely and adequate provision of information to the Supervisory Board and to the individual members of the Supervisory Board as necessary for the proper performance of their duties;

- (i) in cooperation with the CFO, drawing up the Annual Accounts with the corresponding Annual Report (which shall for the Dutch statutory accounts refer to the management report under Dutch law), the half-year figures with the corresponding Statutory Interim Report, and quarterly figures, and any other external reporting by the Company, including ESG reporting; and
- (j) together with the CFO establishing, maintaining and supervising (A) disclosure controls and procedures and internal control, including over financial reporting and evaluating the Company's disclosure controls and procedures and internal control over financial reporting and reporting the conclusion of this evaluation in the Management Report, as well as disclosing any changes in internal controls in the period covered by each Management Report and (B) controls over ESG reporting.

3. Chief Financial Officer

- 3.1 The Supervisory Board appoints from among the Board of Management a CFO. Within the Board of Management, the CFO is primarily responsible for:
- (a) formulating and communicating the Company's financial strategy;
 - (b) overseeing and ensuring the integrity of the Company's accounts;
 - (c) the financial and ESG reporting of the Company;
 - (d) in cooperation with the President and CEO, drawing up the Annual Accounts with the corresponding Management Report, the half-year figures with the corresponding Statutory and the quarterly figures, and any other external reporting by the Company, including ESG reporting;
 - (e) together with the President and CEO establishing, maintaining and supervising (A) disclosure controls and procedures and internal control, including over financial reporting and evaluating the Company's disclosure controls and procedures and internal control including over financial reporting and reporting the conclusion of this evaluation in the Management Report, as well as disclosing any changes in internal controls in the period covered by each Management Report and (B) controls over ESG reporting; and
 - (f) performing any other related duties as may be required.
- 3.2 Within the Board of Management, the CFO is responsible for taking part in meetings of the Audit Committee, when requested, to discuss:
- (a) the effectiveness of internal risk management (including fraud management) and control systems, including supervision of the enforcement of relevant legislation and regulations, and the effect of codes of conduct;
 - (b) the submission of financial information by the Company (choice of accounting policies, application and assessment of the effects of new legislation in this area, forecasts, etc.) and the monitoring of the integrity of ASML's financial statements;
 - (c) the Company's annual audited financial statements and any interim statements (including any disclosures by management relating to ASML's results) and ASML's earnings press releases and other financial information and earnings guidance provided in public reports;
 - (d) compliance with recommendations and observations of internal and external auditors;
 - (e) the functioning of the internal audit department, which is the CFO's responsibility; in particular regarding the audit plan, and the findings and considerations of the internal audit department;
 - (f) the Company's tax planning;
 - (g) the financing of the Company and finance-related strategies;
 - (h) the independence of the external auditor;
 - (i) the application of information and communication technology (ICT) in financial processes; and
 - (j) the follow-up by the Board of Management on the control deficiencies reported by the External Auditor in their periodic internal control update.

4. Company Secretary

- 4.1. The Company Secretary assists in the organization of the affairs of the Board of Management (including preparing and reporting of meetings, facilitating the provision of information, ensuring follow up of actions).
- 4.2. The Company Secretary ensures compliance with corporate governance rules and regulations applicable to the functioning and decision-making process of the Board of Management.

- 4.3. The Company Secretary may delegate certain duties to a deputy appointed by the Company Secretary in consultation with the President and CEO.

CHAPTER II DUTIES AND POWERS

5. General Duties and Powers of the Board of Management

- 5.1 The Board of Management is responsible for the continuity of the Company and its business. The Board of Management strives for sustainable long-term value creation by the Company and its business. For that purpose, the Board of Management must establish a position on the relevance of sustainable long-term value creation for the Company and its business. The Board of Management takes into account the impact the actions of the Company and its business have on people and the environment and to that end weighs the stakeholder interests.
- 5.2 The Board of Management shall adopt values for the Company and its affiliated enterprise that contribute to a culture focussed on sustainable long-term value creation. The Board of Management encourages behaviour that is in keeping with the values and propagates these values through leading by example.
- 5.3 The responsibilities of the Board of Management shall include among others:
- (a) formulating and submitting to the Supervisory Board for approval the Company's strategy for realising sustainable long-term value creation with accompanying risk profile, the short-term and long-term financial plan and the short-term and long-term business plan;
 - (b) financing of the Company;
 - (c) maintaining and preparing the financial and ESG reporting process, including safeguarding the quality and completeness of the financial reports (to be) published;
 - (d) timely and closely involving the Supervisory Board in case a takeover bid for the Company's shares is being prepared or has been made;
 - (e) compliance with applicable laws and regulations as well as with the Code and together with the Supervisory Board maintaining the corporate governance structure of the Company;
 - (f) publishing the information required by laws and regulations or the Code, through the Management Report, the Company's website and otherwise, and rendering account for the compliance with the Code;
 - (g) preparing the Annual Accounts and drawing up an annual budget;
 - (h) rendering advice to the Audit Committee and the Supervisory Board in connection with the process of selection and nomination of the External Auditor;
 - (i) ensuring that employees have the possibility to report alleged irregularities of a general, operational and financial nature in the Company without jeopardizing their legal position, establishing a procedure for such reporting and informing the Chairperson of the Supervisory Board of any signs of material actual or suspected misconduct;
 - (j) adopting the Company wide diversity and inclusion policy, with the prior approval of the Supervisory Board;
 - (k) ensuring that the interests of the relevant stakeholders of the Company are considered when the ESG aspects of the strategy are determined, and drawing up an outline policy for effective dialogue with those stakeholders;
 - (l) formulating an outline policy on bilateral contacts with the shareholders; and
 - (m) the people and organization of the Company, including, among others: approving and adopting the Company's people strategy, executing the operating model and deriving a high-level organization design within the Company; driving a succession plan, executing talent management and developing talents.
- 5.4 The Board of Management is accountable to the Supervisory Board and the General Meeting for the matters listed above.
- 5.5 The Board of Management may delegate certain authorities and duties wholly or partly to one or more of its members, as well as to certain (ad hoc or permanent) committees and officers and employees of the Company, without this having effect on the authorities and duties of the Board of Management.

6 Risk Management and compliance

- 6.1 The Board of Management is responsible for establishing the risk tolerance and strategy of the Company and for putting in place measures in order to mitigate the risks being taken. Based on the risk assessment, the Board of Management shall be responsible for designing, implementing and maintaining adequate internal risk management and control systems that are suitable for the Company. The Board of Management shall in any event employ the following instruments of the internal risk management and control systems:

- (a) risk analyses of the strategy, activities, and strategic, operational, compliance, reporting and financial objectives of the Company;
 - (b) a code of conduct, which is posted on the Company's website;
 - (c) guides for the layout of financial reports and the procedures to be followed in drawing up the reports; and
 - (d) a system of monitoring and reporting and to render account of the effectiveness of the design and operation of the systems.
- 6.2 The Board of Management will monitor the design and operation of the internal risk management and control systems and, at least once a year, will carry out a systematic assessment of the design and operation of the Company's internal risk management and control systems.
- 6.3 The Board of Management is responsible for compliance with all relevant laws and regulations and shall ensure that there shall be an effective system for monitoring and reporting on compliance with laws and regulations.

Internal Audit

- 6.4 The internal audit department is responsible for assessing the design and operation of the internal risk management and control systems. The Board of Management is responsible for the internal audit department.
- 6.5 The Board of Management is responsible for appointing and dismissing the head of the internal audit department. Both the appointment and dismissal of the head of the internal audit department shall be submitted for approval to the Supervisory Board, accompanied by a recommendation made by the Audit Committee.
- 6.6 The Board of Management annually assesses the manner in which the internal audit department fulfils its responsibility, as well as the effectiveness thereof, after consultation with the Audit Committee. An independent third party will, at least every five years, assess the performance of the internal audit function.
- 6.7 The internal audit plan – drawn up by the internal audit department, after consultation with the Board of Management, the Audit Committee and the External Auditor in this process, and paying attention to the interaction with the External Auditor – must be approved by the Board of Management and the Supervisory Board.
- 6.8 The internal audit department will have sufficient resources to execute the internal audit plan and have access to information that is important for the performance of its work. The internal audit department will have direct access to the Audit Committee and the External Auditor. Records will be kept of how the Audit Committee is informed by the internal audit department.
- 6.9 The internal audit department reports its audit results to the Board of Management and the essence of its audit results to the Audit Committee and informs the External Auditor. In the reports of the internal audit department attention is paid to, at least, i) any failings in the effectiveness of the internal risk management and control systems; ii) any findings and observations with a material impact on the risk profile of the Company and its affiliated enterprise; and iii) any failings in the follow-up of recommendations made by the internal audit department.
- 6.10 The internal audit department reports functionally to the Audit Committee and reports administratively to the CFO and will also have periodic meetings with the President and CEO and other members of the Board of Management.
- 6.11 The internal audit department informs the Board of Management and the chairperson of the Audit Committee without delay if, during the performance of the internal departments' duties, it discovers or suspects an instance of material misconduct or irregularity. If the actual or suspected material misconduct or irregularity pertains to the functioning of one or more members of the Board of Management, the internal audit function reports this to the chairperson of the Supervisory Board.

7. Financial and ESG reporting; Annual Accounts and Management Report

- 7.1. The Board of Management is responsible for the quality and completeness of publicly disclosed financial reports, including the Management Report, and ESG reports. The Board of Management may be assisted by one or more committees installed for these purposes. The Board of Management is responsible for establishing and maintaining internal procedures that ensure that all major financial information is known to the Board of Management, so that the timeliness,

completeness and accuracy of the external financial and ESG reporting is assured.

8. Relation with the External Auditor

- 8.1. The Board of Management shall ensure that the External Auditor receives all necessary information to perform its audit work in a timely fashion. The Board of Management gives the External Auditor the opportunity to respond to the information provided.
- 8.2. The Board of Management shall annually, and on an interim basis, if necessary, together with the Audit Committee report to the Supervisory Board on the functioning of and the developments in the relationship with the External Auditor, particularly on the External Auditor's independence under applicable law, stock exchange regulations and applicable corporate governance requirements. The report shall address, *inter alia*, the functioning of the External Auditor in the various entities and capacities in which the External Auditor operates, the desirability of rotation of partners within the firm of External Auditors that is responsible for the Company's audit, and the desirability of any non-auditing work for the Company by the External Auditor.

9. Relationship with the Supervisory Board

- 9.1 Within the Board of Management, the President and CEO is responsible for the following matters regarding the relationship between the Board of Management and the Supervisory Board:
- (a) designating members of the Board of Management who consult on behalf of the Board of Management with Committees of the Supervisory Board;
 - (b) submitting a proposed agenda and preparing meetings of the Supervisory Board in consultation with the Chairperson of the Supervisory Board and supported by the Company Secretary;
 - (c) ensuring that the Supervisory Board is provided with all information necessary for the proper performance of its duties;
 - (d) overseeing and ensuring communications of the Board of Management with the Supervisory Board;
 - (e) consulting regularly with the Chairperson of the Supervisory Board and consulting with other members of the Supervisory Board if deemed necessary or advisable;
 - (f) considering requests of members of the Board of Management to consult with particular members of the Supervisory Board regarding an area of expertise;
 - (g) when considered appropriate by the Audit Committee and/or the President and CEO, participating in meetings with the Audit Committee, in addition to the CFO as described in clause 3.2 of these Rules of Procedure.

10. Relation with the Shareholders

- 10.1 The Board of Management shall, together with the Supervisory Board, ensure that the General Meeting is adequately provided with information. If the Board of Management and the Supervisory Board do not provide the General Meeting with all requested information with the invocation of an overriding interest on the part of the Company, they must give reasons for this.
- 10.2 The members of the Board of Management shall be present at the General Meeting, unless they are unable to attend for important reasons.
- 10.3 The Board of Management and the Supervisory Board are responsible for the corporate governance structure of the Company and must give account to the General Meeting in relation to a substantial change to such structure. Each year the broad outline of the Company's corporate governance structure shall be set forth in a separate chapter of the Management Report. This chapter shall set out to which extent the best practices of the Code were followed and if not, the reasons for not doing so.

11. Relation with Analysts and Press; External presentations

- 11.1 The contacts between the Board of Management on the one hand and press and financial analysts on the other shall be carefully handled and structured and the Company shall not engage in any acts that compromise the independence of analysts in relation to the Company and vice versa. In addition, the Board of Management shall not endorse or comment on analyst reports (other than to point out any factual inaccuracies).

- 11.2 Information regarding presentations to investors and analysts and conference calls are announced in advance on ASML's website, in accordance with the Policy on Bilateral Contacts with shareholders as published on ASML's website.

CHAPTER III MEETINGS OF THE BOARD OF MANAGEMENT; DECISION-MAKING PROCESS**12. Meetings of the Board of Management**

- 12.1 The Board of Management shall meet at least twice per quarter or more often as deemed desirable or required by any one or more members of the Board of Management. Meetings of the Board of Management shall be called by or on behalf of the President and CEO. The agenda for the meeting shall be sent in a timely manner to all members of the Board of Management by the President and CEO or the Company Secretary.
- 12.2 Board of Management meetings are chaired by the President and CEO or, in case of absence of the President and CEO, by one of the other members of the Board of Management, in order of date of appointment, unless the President and CEO has designated another member of the Board of Management to chair the meeting.
- 12.3 The meetings of the Board of Management shall in general take place at offices of the Company. Meetings may also take place elsewhere and by means of telephone, video conference, or other means of electronic communication, provided all participants can speak to and hear each other simultaneously.
- 12.4 The Company Secretary shall ensure that minutes of a meeting of the Board of Management will be prepared and timely distributed.

13. Decision-making within the Board of Management

- 13.1. The members of the Board of Management shall ensure that resolutions are as much as possible adopted unanimously. If unanimity cannot be reached and the law, the Articles of Association or these Rules of Procedure do not prescribe another majority, all resolutions of the Board of Management are adopted by an absolute majority of the votes cast. Each Board of Management member has the right to cast one vote. In case of a tie, the President and CEO shall have the decisive vote.
- 13.2. If a member of the Board of Management has a conflict of interest with the Company, as referred to in article 14 of these Rules of Procedure, such member shall not participate in the deliberations and the decision-making process concerned in the Board of Management. In such case the requirements set in paragraph 13.1 shall remain applicable to the non-conflicted members as far as possible. A conflicted member shall not be taken into account when calculating a quorum. In the event that the conflict relates to the President and CEO, the relevant resolution can, in deviation from clause 13.3 of these Rules of Procedure, be adopted without the vote of the President and CEO. If as a result of conflict of interest no resolution of the Board of Management can be adopted, the resolution is adopted by the Supervisory Board.
- 13.3. The Board of Management may only pass resolutions at a meeting if more than half of the members of the Board of Management, including the President and CEO, are present or represented.
- 13.4. If the President and CEO voted against a resolution, such resolution can only be adopted by means of a unanimous vote by all remaining members of the Board of Management.
- 13.5. If the President and CEO voted against a resolution, the matter may be discussed with or submitted for approval to the Supervisory Board.
- 13.6. The Board of Management shall not pass resolutions relating to the area of expertise of a particular Board of Management member in the absence of that Board of Management Member, unless such member is prevented from acting or are failing to act as referred to in clause 1.8 or has a conflict of interest with respect to the matter at hand, as referred to in clause 13.2.
- 13.7. Board of Management resolutions may also be adopted in writing, provided that the proposal concerned is submitted to all members of the Board of Management and none of them objects to this form of decision-making.
- 13.8. The Board of Management may deviate from the provisions of clauses 13.3 and 13.6 if this is deemed necessary by the President and CEO, considering the urgent nature and other

circumstances of the case, provided that all members of the Board of Management are allowed the opportunity to participate in the decision-making process. The President and CEO shall then prepare a report on any resolution so adopted, which shall be added to the documents for the next meeting of the Board of Management.

- 13.9. A statement signed by the President and CEO or two members of the Board of Management to the effect that the Board of Management has adopted a particular resolution shall constitute evidence of such a resolution vis-à-vis third parties.

CHAPTER IV OTHER PROVISIONS**14. Conflicts of Interests**

- 14.1. Members of the Board of Management should avoid undisclosed actual or potential conflicts of interests with the Company. A member of the Board of Management with an actual or potential conflict of interests shall not participate in the discussions and/or decision-making process on items concerning such a conflict of interests. Such transaction, if approved, must be concluded on terms that are at least customary for arm's length transactions in the sector concerned. The Chairperson of the Supervisory Board shall procure that any transactions where a conflict of interests of members of the Board of Management occurred shall be included in the Management Report.
- 14.2. A member of the Board of Management shall in any event have a conflict of interests with the Company if:
- (a) such member has a personal financial interest in a company with which the Company has entered or intends to enter into a transaction;
 - (b) such member has a material amount of securities in industry related companies, or in companies with which ASML has entered or intends to enter into a business relationship;
 - (c) such member has a relationship under family law (wife/husband, registered partner or other life companion, foster child and relatives by blood or marriage up to the second degree) with a member of the board of management or supervisory board of a company with which the Company intends to enter into a material transaction;
 - (d) such member is a member of the board of management or supervisory board of, or hold similar office with, a company with which the Company intends to enter into a transaction;
 - (e) under applicable law, including the rules of any stock exchange where the Company's shares may be listed, such conflict of interests exists or is deemed to exist;
 - (f) the Chairperson of the Supervisory Board, at the Chairperson's sole discretion, shall have ruled such conflict of interests exists or is deemed to exist.
- 14.3. The Board of Management member concerned shall immediately report any potential Conflict of Interests to the Chairperson of the Supervisory Board and to the other members of the Board of Management. A Board of Management member with whom such (potential) Conflict of Interests exists must provide all information relevant to the Conflict of Interests, including information relating to the persons with whom the Board of Management member has a relationship under family law, to the Chairperson of the Supervisory Board. In all circumstances other than the ones listed in article 14.2 under d) and e), the Chairperson of the Supervisory Board will determine as to whether or not a reported (potential) conflict of interests qualifies as a Conflict of Interests pursuant to which article 14.1 shall apply.

15. Speak Up & Non-Retaliation Policy

- 15.1. The Board of Management shall ensure that employees and third parties have the possibility to confidentially (and if needed anonymously) and without jeopardizing their legal position, report alleged irregularities of a general and operational nature in the Company to the President and CEO or an officer or body designated by the President and CEO for such purpose. Furthermore, the Board of Management shall ensure that employees have the possibility of reporting alleged irregularities of a financial nature in the Company either (i) to the Company's internal auditor or (ii) to the chairperson of the Audit Committee. The Speak Up & Non-Retaliation Policy is posted on the Company's website. The foregoing will not derogate from the responsibilities of the Audit Committee to ensure that employees and others can submit complaints as provided by the Rules of Procedure of the Supervisory Board.

16. Remuneration

- 16.1. When so requested by the Remuneration Committee in connection with the preparation of a proposal for their remuneration, members of the Board of Management shall provide their personal view with regard to the amount and structure of their own remuneration.

17. Outside Positions

- 17.1. A Board of Management member may not be a member of the supervisory board of more than two large companies as referred to in article 2:132a of the Dutch Civil Code. Members of the Board of

Management shall not accept the position of chairperson and shall in principle not accept the position of vice-chairperson, of the supervisory board or audit committee of such large companies. Membership of the supervisory board of affiliates of the Company does not count for this purpose.

- 17.2 A member of the Board of Management that intends to accept an outside position shall discuss this proposal with the Board of Management. Subsequently, the Board of Management member shall inform the Chairperson of the Supervisory Board.
- 17.3 The acceptance by a member of the Board of Management of the membership of the supervisory board of a company requires the approval of the Supervisory Board per the requirements as further specified in the management services agreement with the member of the Board of Management. All positions held by a member of the Board of Management must be notified to the Supervisory Board.
- 17.4 All elements of the remuneration resulting from the exercise of outside positions shall be reimbursed to the Company, unless otherwise agreed with the Supervisory Board.

18. Miscellaneous

- 18.1 **Amendment.** These Rules of Procedure may be amended by the Board of Management at any time and without any external notification being made, subject to prior Supervisory Board approval.
- 18.2 **Interpretation.** In the event of lack of clarity or difference of opinion on the interpretation of any provision of these Rules of Procedure, the opinion of the Chairperson of the Supervisory Board, to be formed after consultation with the Company Secretary, shall be decisive.
- 18.3 **Occasional deviation.** Unless otherwise provided for in the Articles of Association or by law, the Board of Management may in exceptional cases, as the circumstances may require, at its discretion decide to deviate from one or more provisions of these Rules of Procedure. A decision to deviate from one or more provisions of these Rules of Procedure shall be reported to the Chairperson of the Supervisory Board.
- 18.4 **Governing law and jurisdiction.** These Rules of Procedure are governed by the laws of the Netherlands. The courts of the Netherlands have exclusive jurisdiction to settle any dispute arising from or in connection with these Rules of Procedure (including any dispute regarding the existence, validity or termination of these Rules of Procedure).
- 18.5 Except where the context dictates otherwise, in these Rules of Procedure: i) words and expressions expressed in the masculine form also include the feminine form; ii) words and expressions expressed in the singular form also include the plural form, and vice versa;

SCHEDULE 1 – DEFINITIONS AND INTERPRETATION

1. In these Rules of Procedure the following terms have the following meanings:

Annual Accounts means the annual accounts of the Company as referred to in Section 2:101 of the Dutch Civil Code.

Articles of Association means the Company's articles of association.

Audit Committee means the Committee designated as such in clause 4 of the Rules of Procedure of the Supervisory Board.

Board of Management means the management board of the Company.

CFO means the Chief Financial Officer of the Company.

Chairperson of the Supervisory Board means the chairperson of the Supervisory Board.

Code means the Dutch Corporate Governance Code, as amended from time to time.

Committee means, as regards the Supervisory Board, each committee of the Supervisory Board as referred to in clause 4 of the Rules of Procedure of the Supervisory Board.

Company means ASML Holding N.V., and, where appropriate, the subsidiaries and possible other group companies of the Company, whose financial information is incorporated in the consolidated Annual Accounts.

Company Secretary means the company secretary of the Company.

ESG means Environmental, Social and Governance.

External Auditor means the accounting and auditing firm that, in accordance with Section 2:393 of the Dutch Civil Code, is charged with the audit of the annual accounts of the Company.

General Meeting means the general meeting of shareholders of the Company.

Management Report means the management report of the Company.

President and CEO means the President of the Board of Management and Chief Executive Officer of the Company.

Remuneration Committee means the Committee designated as such in clause 4 of the Rules of Procedure of the Supervisory Board.

Rules of Procedure means the Rules of Procedure of the Board of Management or the Rules of Procedure of the Supervisory Board, depending on the context, including the schedules belonging thereto.

Statutory Interim Report means the statutory interim report of the Company.

Supervisory Board means the supervisory board of the Company.

2. Save where the context indicates otherwise, in these Rules of Procedure:

- (a) words and expressions expressed in the singular form also include the plural form, and vice versa;
- (b) a reference to a gender includes all gender identities; and
- (c) a reference to a statutory provision counts as a reference to this statutory provision including all amendments, additions and replacing legislation that may apply from time to time.

3. Headings of articles and other headings in these Rules of Procedure are inserted for ease of reference and do not form part of these Rules of Procedure for the purpose of interpretation.

SCHEDULE 2 – BOARD OF MANAGEMENT RESOLUTIONS REQUIRING SUPERVISORY BOARD APPROVAL

(Please note that the below overview is a summary of resolutions that require approval from the Supervisory Board; check these Rules of Procedure and the Articles of Association for the actual provisions and approval requirements)

1 PURSUANT TO THE RULES OF PROCEDURE FOR THE BOARD OF MANAGEMENT

- 1.5 Division of tasks within the Board of Management
- 5.3(a) The Company's strategy for realising sustainable long-term value creation with accompanying risk profile, the long-term financial plan and the short-term and long-term business plan
- 5.3(j) The Company wide diversity and inclusion policy
- 6.4 Appointment and dismissal of the head of the internal audit department
- 6.6 The internal audit plan
- 13.5 If the President and CEO voted against a resolution, the matter may be discussed with or submitted for approval to the Supervisory Board
- 17.3 Acceptance by a member of the Board of Management of the membership of the supervisory board of a company
- 18.1 Amendments to the Rules of Procedure for the Board of Management

2 PURSUANT TO THE ARTICLES OF ASSOCIATION**4: Issuance of shares:**

- Issue of shares and rights to subscribe for shares (if authorized by the general meeting)
- Proposal to the general meeting to issue shares
- Proposal to the general meeting to exclude pre-emptive rights
- Request payment on preference shares above quarter of the par value

5: Own shares / capital reduction:

- Repurchase or disposal of shares in the capital of the Company
- Proposal to the general meeting to reduce the issued share capital
-

6: Shares, share certificates and share register:

- Issue share certificates for trade on foreign stock exchanges
- Cooperate in the issuance of certificates in bearer form

11: Preference Shares:

- Transfer of preference shares
- Cooperate in the issuance of certificates in bearer form

16/17: Board of Management; decision process and internal rules and regulations:

- Adoption of rules of the Board of Management
- Extensive list of approval rights included in article 17.1 of the Articles of Association
- The Supervisory Board furthermore may decide that certain clearly defined resolutions from the Board of Management need to be submitted to the approval of the Supervisory Board.
- Resolutions of the Board of Management regarding a significant change in the identity or nature of the company or the enterprise (2:107a DCC, see article 17.4 of the Articles of Association)

38/39/40/41: Dividends:

- Determination to which extent profits over a financial year are reserved

- Proposal to the general meeting to make distributions from share premium reserves or other reserves
- Proposal to the general meeting to make distributions in the form of shares or in kind
- Payment interim dividend

44. Amendment articles of association:

- Proposal to amend the articles of association

Article 17.1 of the Articles of Association:

- 17.1. Without prejudice to the other provisions of these articles of association, resolutions of the Board of Management shall require the approval of the Supervisory Board concerning:
- a. issuance, including the granting of rights to subscribe for shares in the share capital of the Company, and acquisition of shares in and debentures chargeable to the Company or of debentures chargeable to a limited partnership or general partnership of which the Company is a general partner with full liability;
 - b. cooperation in the issuance of depositary receipts for shares in the Company;
 - c. application for listing or for withdrawal of the listing of the documents referred to under a. and b. in the price list of any stock exchange;
 - d. entry into or termination of a continuing cooperation by the Company or a dependent company with another legal entity or partnership or as general partner with full liability in a limited partnership or general partnership, if such cooperation or the termination thereof will materially affect the Company;
 - e. acquisition by the Company or a dependent company of a direct or indirect participation in the share capital of another company, the value of which is at least equal to the sum of one quarter of the issued share capital and the reserves of the Company, as shown in its balance sheet with explanatory notes, as well as any material change in the size of such participation;
 - f. Investments requiring an amount equal to at least one quarter of the issued share capital and reserves of the Company, as shown in its balance sheet with explanatory notes;
 - g. a proposal to amend the articles of association;
 - h. a proposal to dissolve the Company or a proposal for a legal merger of the Company;
 - i. application for bankruptcy or for a moratorium of payments;
 - j. termination of the employment of a considerable number of employees of the Company or of a dependent company at the same time or within a short time-span;
 - k. a far-reaching change in the working conditions of a considerable number of employees of the Company or of a dependent company; and
 - l. a proposal to reduce the issued share capital.

ANNEX I – FUNCTIONS REPRESENTED IN THE BOARD OF MANAGEMENT

Position
President & Chief Executive Officer
Executive Vice President & Chief Financial Officer
Executive Vice President & Chief Operations Officer
Executive Vice President and Chief Strategic Sourcing & Procurement Officer
Executive Vice President and Chief Customer Officer

ANNEX II - DIVERSITY POLICY FOR THE BOARD OF MANAGEMENT OF ASML HOLDING N.V.**1 GENERAL**

This Diversity Policy has been adopted by the Supervisory Board on November 14, 2017, and has been revised effective per January 1, 2023. The Supervisory Board fully supports ASML's Diversity & Inclusion strategy. The Supervisory Board recognizes human capital is ASML's most valuable asset. Diversity promotes the inclusion of different perspectives and ideas, mitigates against groupthink and ensures the Company can benefit from all available talent. This also applies to the Board of Management where a diverse composition contributes to robust decision-making and proper functioning.

2 DIVERSITY TARGETS

We seek to maintain a Board of Management comprised of talented, competent executives, who individually meet the requirements for their specific role and collectively have the experience and background required to successfully lead an R&D-intensive high-tech company of the size and complexity of ASML. For the purpose of the Board of Management, diversity includes, but is not limited to, areas such as experience, background, gender and age and tenure.

We are of the opinion that diversity is a topic that encompasses too many varying aspects, especially for a small population like a Board of Management, to be captured in simple KPI's and targets, except for gender. We have the ambition to meet the requirements of balanced gender representation and all other forms of diversity, including cultural diversity.

Our gender balance target for the Board of Management is to in 2026 have at least one female and at least one male Board of Management member.

Candidates for appointment to the Board of Management will be selected with due observance of ASML's objective to foster a diverse and inclusive working environment. Accordingly, ASML aims to fill vacancies by considering candidates that bring the required expertise and contribute to ASML's diversity.

3 IMPLEMENTATION

ASML is building and implementing company-wide programs to further promote diversity and inclusion at all levels of our workforce. This includes specific programs aimed at attracting, retaining and developing diverse leaders with the purpose of increasing our talent pool of diverse talent for senior leadership and Board of Management positions. We will report to the Social and Economic Council (*Sociaal-Economische Raad*) as well as in our annual report on our objectives, actions taken and progress made with respect to our diversity targets for the Board of Management.

When assessing the composition of the Board of Management and identifying suitable candidates for succession, the Supervisory Board will consider candidates on merit against objective criteria

and the specific profile for the job, while having due regard for the relevant aspects of diversity. This applies in particular to continuously striving for a more balanced gender representation.

In ASML's internal development efforts for potential Board of Management members, we strive for participation of a diverse group of employees specifically senior leadership.

Any search firm engaged by the Supervisory Board or its Selection and Nomination Committee will be specifically directed to include diverse candidates in general and multiple female candidates in particular.

4 REVIEW AND UPDATES

The Supervisory Board shall review this diversity policy and the implementation thereof regularly, and shall report on progress in line with the applicable rules and regulations.