

## **Profile and composition of the Supervisory Board of ASML Holding N.V. (the “Company” or “ASML”)**

This revised profile and composition of the Supervisory Board of ASML (the “**Profile**”) has been adopted by the Supervisory Board of the Company per 24 April 2024. This profile is annually evaluated and may be amended and adjusted from time to time, as deemed necessary by the Supervisory Board.

### **1. General**

The composition of the Supervisory Board shall be such that the combined experience, expertise, diversity and independence of its members meets this Profile, and that the requirements listed in articles 2.2 and 2.4 of the Supervisory Board’s Rules of Procedure are observed, enabling the Supervisory Board to best carry out its responsibilities and duties to the Company and all stakeholders (including its shareholders).

The articles of association of the Company stipulate that the Supervisory Board shall consist of a minimum of 3 members or any larger number as determined by the Supervisory Board itself.

ASML is a leading supplier to the semiconductor industry. The company provides chipmakers with hardware, software and services to mass produce the patterns of integrated circuits (microchips). Together with its partners, ASML drives the advancement of more affordable, more powerful, more energy-efficient microchips. ASML enables ground-breaking technology to solve some of humanity’s toughest challenges, such as in healthcare, energy use and conservation, mobility and agriculture. ASML is a multinational company headquartered in Veldhoven, the Netherlands, with offices across Europe, the US and Asia. Every day, ASML’s more than 40,000 employees challenge the status quo and push technology to new limits. ASML is traded on Euronext Amsterdam and NASDAQ under the symbol ASML.

Considering the above, the Supervisory Board aims for a balanced and diverse composition reflecting the international nature of ASML’s activities, as well as for an adequate level of experience and current knowledge in financial, economic, technological, social and legal aspects of international business in general and the semiconductor industry specifically, all as described in more detail below. In view of ASML’s position as a Dutch headquartered company, the Supervisory Board aims to have an adequate representation of Dutch nationals or persons with a deep understanding of the Dutch society among its members.

### **2. Requirements for the profile of the Supervisory Board**

#### **a) Expertise, knowledge and capabilities of the Supervisory Board as a whole**

The Supervisory Board as a whole aims to have the following areas of expertise:

#### **General**

- leadership experience at executive board level in an international business environment;
- extensive financial experience in an internationally operating listed company, including insight in the administrative processes, internal control and risk management within a globally operating company and knowledge of stock and financial markets;
- knowledge of corporate governance and understanding of legal matters, both national and international;
- knowledge and experience in the area of human capital, organization, social relationships and employee participation;
- knowledge and experience in the area of remuneration;
- knowledge and experience in the area of IT, digital and cyber security;
- knowledge and experience in the area of governmental and public affairs;
- knowledge and experience in the area of environmental, social and governance (ESG).

#### ASML specific

- Extensive experience in and deep understanding of the semiconductor ecosystem and its dynamics, including its supplying industry and the relevant (end-)markets and customers;
- Deep understanding of semiconductor and lithography technology;
- Experience in doing business in Asia;

#### b) Personal qualities of the individual Supervisory Board members

Each of the individual members of the Supervisory Board shall have the following qualities:

- ability to assess and contribute to the shaping and evolution of the Company's strategy
- breadth of experience that enables proper understanding of and contribution to the Company;
- ability to constructively challenge and sound critical judgement;
- ability to act and think independently of other Supervisory Board members, the Board of Management and any particular interest;
- team player with a well-developed aptitude for collaboration and communication;
- affinity with technology as well as finance and business and willingness to further enhance own understanding in these areas (where appropriate);
- ability to read and understand financial statements, including balance sheet, income statement and cash flow statement;
- internationally oriented and fluent in the English language;
- high integrity, not subject to conflicts of interest, and committed to ASML's core values Challenge, Collaborate and Care;
- appropriate time commitment and scheduling flexibility (to allow proper preparation, occasional travel and attendance of meetings).

### 3. Diversity

Recognizing the increasing importance of leveraging different points of view from amongst its members, the Supervisory Board aims for a diverse composition in areas that are relevant for ASML, such as experience, background, leadership style, personality, nationality, gender and age. The full Diversity and Inclusion Policy for the Supervisory Board is included in Annex C of the Rules of Procedure of the Supervisory Board, which can be found on [www.asml.com](http://www.asml.com).

### 4. Other

- a) The Supervisory Board aims to comply with applicable Dutch (including the Dutch Corporate Governance Code), EU and US (established by the SEC and NASDAQ) corporate governance requirements, including those with respect to Supervisory Board member independence, to ensure its members apply critical and independent judgement in carrying out their responsibilities as a Supervisory Board member. This means that the Supervisory Board aims for a composition of the Supervisory Board where all members are independent, with the exception of not more than one member, unless circumstances require a deviation.
- b) The Supervisory Board, when nominating candidates for appointment to the Supervisory Board, will ensure that the nominees have the confidence of the General Meeting. Furthermore, the Supervisory Board shall observe the rights of the Works Council as referred to in art. 2:158 paragraph 11 of the Dutch civil code with respect to appointment procedure of Supervisory Board members.

In case of vacancies, the Supervisory Board will ensure that such persons are nominated for appointment that the qualifications listed in this Profile are reflected sufficiently in its composition and that the requirements as referred to in articles 2.2 and 2.4 of the Supervisory Board's Rules of Procedure are observed.