

ESG Sustainability Policy

Our vision at ASML is to enable groundbreaking technology that solves some of humanity’s toughest challenges. In particular, we believe that increasing digitalization opens the way to a society that is more environmentally and socially sustainable.

Large-scale digitalization relies on the semiconductor industry’s ability to produce faster, more powerful microchips that are also more energy-efficient and affordable. ASML, together with our partners, provides many of the patterning solutions that make this possible.

However, the benefits our industry brings to society come at the cost of considerable energy and resource use. We are committed to using our innovations to also enable the industry to reduce its footprint. Our EUV systems, for example, allow customers to fabricate advanced chips more efficiently, using less process steps and fewer resources.

Within our own operations, we are also looking closely at our impact on the environment and communities where we are based. In our ESG Sustainability strategy, developed in line with the United Nation’s Sustainable Development Goals, we have identified the nine themes below as areas where we can reduce the negative impact – for example in lowering the energy used by EUV systems – and amplify the positive – for example in our work on STEM education within local communities.

Our commitments and principles

Environment	We are committed to helping reduce the environmental impact of digital technologies across the full life cycle: in the use phase of digital technology, the production of microchips and in the production and supply chain of our lithography solutions
 Energy efficiency & climate action	<ul style="list-style-type: none"> • We aim to achieve our SBTi (Science Based Targets initiative) near-term 2025 targets, which is in line with a 1.5°C trajectory. • As part of our Climate strategy, we aim to have: <ul style="list-style-type: none"> ○ Net zero greenhouse gas emissions in our operations (scope 1 and scope 2) by 2025 ○ Net zero greenhouse gas emissions from business travel and commuting by 2025 ○ Net zero greenhouse gas emissions in our supply chain by 2030 ○ Net zero greenhouse gas emissions from product use by 2040. • Our carbon footprint strategy is built on three principles: <ul style="list-style-type: none"> ○ Reducing energy consumption wherever we can ○ Using only green renewable energy, unless no other solution is possible or reasonably feasible, and ○ Compensating for the residual emissions. • We seek close collaboration with our supply chain partners, including distribution and logistics, to reduce our upstream scope 3 footprint. • We take responsibility for the environmental impacts of our products by executing our product energy efficiency strategy. We strive to have net zero GHG emissions from product use at our customers by 2040 by closely working together with our customers and industry partners.
 Circular economy	<ul style="list-style-type: none"> • We aspire to have zero waste from operations to landfill or incineration by 2030. • We focus on the following steps to maximize resource efficiency and minimize waste: <ol style="list-style-type: none"> 1. Improve our understanding and data on resources and waste flows 2. Rethink designs and processes to avoid environmental impact 3. Extend lifetime and productivity of systems to maximize resource value 4. Re-use resources within our own value chain, to minimize waste streams 5. Recycle materials to give resources a new life, if we can no longer re-use resources ourselves • We manage our waste through proper classification, separation and safe disposal. • We are committed to reducing the hazardous waste, which we need to produce and operate our products and systems, by increasing its re-use and by using alternatives wherever possible. • We are committed to responsibly using water while taking actions that preserve water quality and conservation across our operations and in the communities in which we operate.
Social	We aim to have a positive contribution to society – for our employees, the communities around us and everyone involved in our innovation ecosystem and supply chain.
	<ul style="list-style-type: none"> • We define our people vision as follows: We empower each other to thrive, fueling our growth, happiness and business success.

<p><i>Attractive workplace for all</i></p>	<ul style="list-style-type: none"> • To pursue our long-term people vision we focus on three key areas: inspiring a unified culture, providing the best possible employee experience, and enabling our leadership to bring out the best in people. • ASML is an Equal Opportunity Employer that values and respects the importance of a diverse and inclusive workforce. • We foster a culture that is inclusive of all, where different identities, backgrounds, talents and passions are valued and celebrated. • We drive various programs, designed to provide people with more autonomy in steering their development and career aspirations, and enabling our leaders to support the growth of the company. • We do everything in our power to provide injury-free and healthy working conditions for everyone on our premises by eliminating hazards and reducing safety risks to ensure all our operations are safe and secure.
 <p><i>Responsible supply chain</i></p>	<ul style="list-style-type: none"> • At ASML, we rely heavily on our supplier network to achieve the innovations we strive for. Our suppliers are a critical extension of our value chain. • We collaborate with our suppliers to have a sustainable and resilient supply chain and integrate supplier engagement in our supplier selection, supply chain risk management, and supplier performance management. • To underpin our commitment, we have adopted the RBA Code of Conduct, which sets out ethical, social and environmental standards. We expect our key suppliers and their suppliers to acknowledge and comply with the RBA Code of Conduct as well. • Our Supplier Sustainability Program focuses on seven building blocks – the Supplier Code of Conduct (RBA), RBA self-assessment, responsible minerals sourcing, reducing our carbon footprint, increasing re-use capabilities and reducing waste, information security, and business continuity.
 <p><i>Innovation ecosystem</i></p>	<ul style="list-style-type: none"> • We innovate through partnerships and collaborate closely with customers and partners to help each other achieve our respective goals and innovate new technologies and applications for society. • We collaborate closely with our customers and partners in our value chain to help them achieve their goals and realize new technology and applications. • By sharing our expertise with the ecosystem, we build a strong knowledge network together to create technological solutions that society can tap into.
 <p><i>Valued partner for our communities</i></p>	<ul style="list-style-type: none"> • We aim to be a valued and trusted partner in our communities, with a special focus on people with a lower socio-economic background. • We build trust and give back by partnering with businesses and organizations in the regions around the world where ASML is located. • Our community engagement program is built on three pillars where ASML has competence and can create impact: education, arts & culture, and local outreach. • Through our global volunteering program, we encourage employees to become more involved in their local communities. • The ASML Foundation is our charity of choice. Through funding and partnerships, the ASML Foundation aims to unlock the potential of young people in need by enabling inclusive and equitable participation in society through education.
<p>Governance</p>	<p>We champion integrated corporate governance to build a relationship of trust, respect and mutual benefit with our stakeholders.</p>
 <p><i>Integrated governance</i></p>	<ul style="list-style-type: none"> • We champion good integrated corporate governance, of which independence, accountability and transparency are the most significant elements. • We manage ESG sustainability through a robust framework, governed by several levels to drive accountability and execution, which include Board of Management. Our Board of Management approves and signs off our ESG Sustainability policy, strategy and objectives. • We ensure that all our business is conducted according to high ethical and professional standards. We actively seek compliance with applicable laws and regulations in the countries and regions where we operate and, whenever possible, go beyond these specified standards. • We will ensure that appropriate organizational structures and management systems are in place to effectively identify, monitor, and manage sustainability issues and performance. We use the highest possible professional standards and consider continuous improvement of our ESG performance and our management systems as a key principle.
 <p><i>Stakeholder engagement</i></p>	<ul style="list-style-type: none"> • We identify five stakeholder groups: shareholders, customers, suppliers (including contractors), employees and society at large, including regulators and legislators. • Continuous stakeholder engagement, in which we embrace open dialogue and knowledge sharing, is important in an innovation-driven industry and helps us to identify areas for improvement. • We communicate with all our stakeholder groups on their topics of concern and impact on us.



Transparent reporting

- We aim to be transparent about the economic, environmental and social impact of our activities and our performance goals, metrics and results.
- We have corporate policies and procedures in place detailing our principles and compliance, guiding us in making the right decisions and living up to our values.