

ASML

Corporate
Responsibility
Report 2013



ASML Holding N.V.
Corporate Responsibility Report 2013

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Message from the Presidents

Dear stakeholder,

The lithography systems that ASML makes are integral to sustaining Moore's Law. They contribute to creating faster, smaller, cheaper and more energy-efficient microchips. These advances, in turn, drive new applications in areas as diverse as healthcare and smart electricity grids, which help to preserve natural resources and improve the quality of life of people everywhere. Our products serve all of our major stakeholders – our customers, shareholders, employees, suppliers and society.

Our key achievements in 2013 include:

- Delivering the next generation immersion NXT:1970Ci systems supporting multiple patterning requirements for the next few years
- Establishing YieldStar in the market, passing the milestone of 100 shipped systems by equipping customer fabs (semiconductor fabrication plants) with integrated metrology.
- Recognizing the first of our third-generation EUV scanners in sales. As per year end 2013, the second and third NXE:3300B systems are being installed at customer sites.
- Integrating Cymer and welcoming our colleagues in San Diego and around the world.
- Initiating an Institute for Nanolithography with universities and knowledge institutes in Amsterdam.
- Contributing to our communities through our charity and sponsorships.

ASML is conscious of its unique position in the semiconductor industry. We are committed to operating sustainably and taking responsibility for the economic, social and environmental impact of our business decisions. We are well on our way to achieving the corporate responsibility objectives set out in our 2010-2015 plan, such as saving energy, recycling waste and reducing our CO₂ emissions.

ASML's Corporate Responsibility (CR) strategy and business strategy go hand in hand. Our success is based on technology leadership, customer and supplier intimacy, entrepreneurial people and efficient processes. In 2013, we decided to stretch our goals and become an early adopter of the updated GRI 4.0 reporting guidelines. We focused on deepening our understanding of the issues that are crucial to sustaining our long-term business success. Through a materiality assessment we identified eight non-financial material themes that directly contribute to our strategy and potential to innovate and excel; accordingly, we can and should differentiate ourselves on these themes: Innovation; Knowledge & intellectual property management; Product stewardship; Talent management; Training & development; Sustainable relationship with our people; Sustainable relationship with our customers; Sustainable relationship with our suppliers. In addition, we recognize that there are certain issues on which our stakeholders expect us to act as a responsible corporate citizen. These have been labeled as 'responsible business themes' and are also addressed in this report.

We will continuously improve our long-term CR strategy. We are committed to being even more transparent about our total economic, social and environmental impact and this will be implemented in our 2015-2020 plan, which will be defined in 2014.

Peter Wennink
President, CEO and member of the Board of Management
Dated: March 3, 2014

Martin van den Brink
President, CTO and member of the Board of Management
Dated: March 3, 2014

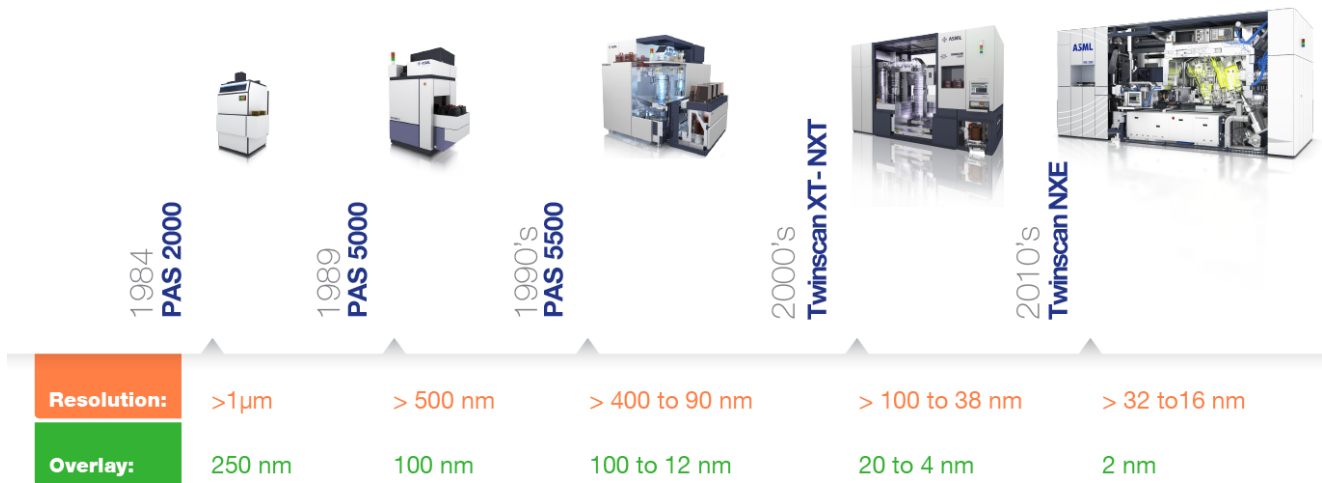
1. About ASML

1.1 Our company

ASML designs and develops complex technology for high-tech lithography machines used in the semiconductor industry worldwide. Our customers need lithography scanners that continuously improve performance in three areas: imaging, throughput and overlay. In order to meet these demands, we have focused our efforts on three core areas: immersion, EUV and holistic lithography solutions.

- Our innovative immersion lithography systems place a fluid between the wafer and a system's projection lens to enhance focus and enable circuit line width to shrink to smaller dimensions than what is possible with "dry" lithography systems. ASML pioneered this "wet" technology and has experienced strong demand for immersion-based systems, which have been adopted by most of our customers.
- Our next-generation lithographic machines are equipped with an entirely new EUV light source technology and a new optical technology that uses reflective mirrors rather than the traditional refractive optics. The EUV platform will produce integrated circuits of 16 nm resolution and smaller.
- We complement our scanner products with a rapidly expanding holistic lithography portfolio of software and metrology products¹ to help our customers optimize semiconductor scanner performance, provide a faster start to chip production and achieve better imaging at higher resolutions.

Systems Overview



Our success is based on technological leadership, combined with strong customer and supplier relationships, highly efficient processes and entrepreneurial people. ASML operates in a safe environment, caring for people, the planet and our local communities. Our company strives to be an inspiring place and encourages employees to work, meet, share and learn.

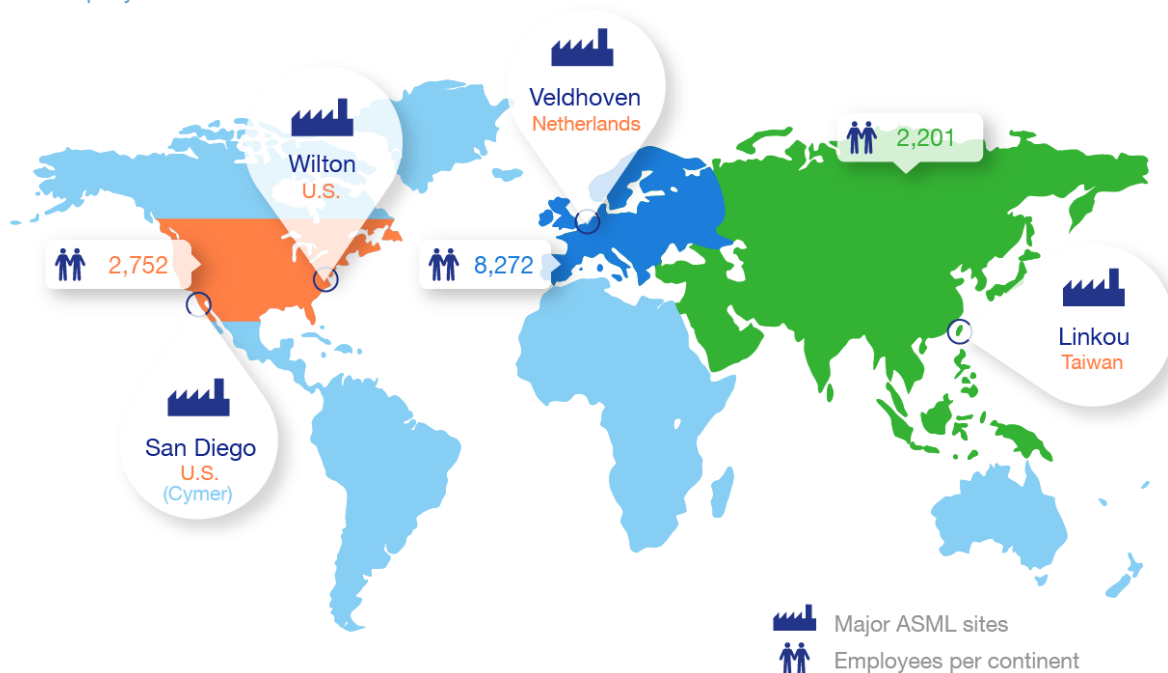
ASML is one of the world's leading manufacturers of lithography equipment and a key supplier to the semiconductor industry. We make high-level technology affordable so that innovators can use it to build a smart environment and improve the quality of people's lives. Founded in 1984, ASML is traded on Euronext Amsterdam and NASDAQ under the symbol ASML.

ASML is an international company, active in 16 countries worldwide and headquartered in Veldhoven, the Netherlands. We have manufacturing sites in Veldhoven, Wilton (U.S.) and Linkou (Taiwan). We also have technology development centers and training facilities in Japan, Korea, U.S., the Netherlands and Taiwan. To strengthen our technological capabilities, we acquired as of May 30, 2013 the lithographic light source company Cymer, with its main manufacturing location in San Diego (U.S.). For more information about the scope of this report, see section 'About this report'.

1) For example, machines that are capable of measuring the overlay and critical dimension of structures that have been printed on wafers.

We work together in a multicultural environment; ASML employs over 13,000 people, representing approximately 80 nationalities. Our people are highly professional, think outside the box and are focused on meeting customer needs. Through collaboration in close-knit teams, the whole becomes greater than the sum of its parts, and allows our independent and critical thinkers to take charge and make things happen.

Our company



General indicators ASML ¹	2010	2011	2012	2013
Net sales in million euros	4,508	5,651	4,732	5,245
R&D investments in million euros	523	590	589	882
Number of payroll employees in FTEs	7,184	7,955	8,424	10,360
Number of temporary employees in FTEs	2,061	1,935	2,137	2,865

¹ Numbers are derived from the US GAAP Consolidated Financial Statements (Annual Report on Form 20-F) and therefore include as of 2013 ASML Motion and as of May 30, 2013 Cymer.

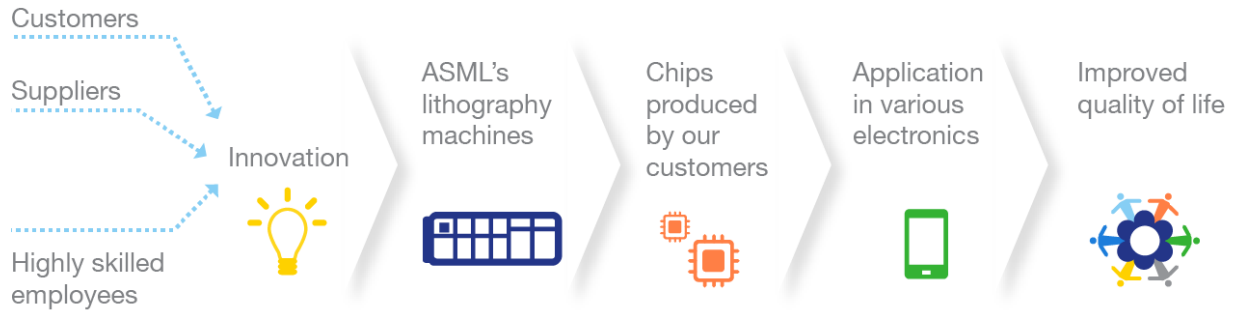
1.2 Our role in the semiconductor industry

ASML's multiplier effect on the rest of the semiconductor industry

The long-term growth of the semiconductor industry is the result of the principle that the power, cost and time required for every computation on a digital electronic device can be reduced by shrinking the size of transistors on chips. In 2013, chip-makers routinely produced electronic chip features with conducting line sizes of 28 nm, compared to typical line sizes of 10,000 nm in the early 1970s, resulting in an increase in the number of transistors on leading chips from several thousand to over two billion. This trend was first observed by Intel co-founder Gordon Moore in 1965, and is referred to as 'Moore's Law'. Moore's Law has resulted in our information society with fast wired and wireless communications – built on affordable chips.

ASML is uniquely positioned in the semiconductor industry; our focus on innovation with partners and highly skilled employees has a direct effect on the technological possibilities for our customers (and their customers as well). By optimizing value for ourselves, we increase value for the rest of the semiconductor industry – our multiplier effect.

Our value creation process



Increasing energy efficiency

Moore's Law also has an impact on the energy usage of chips. Smaller geometries allow for much lower electrical currents to operate the chip reducing their energy consumption and aiding the proliferation of affordable computing. Using advanced semiconductors in industrial and consumer products often provides economic benefits, user friendliness and increased safety. Our success in developing machines that produce ever smaller and more energy-efficient chips is crucial in enabling our customers to manufacture more energy-efficient electronics and ultimately more environmentally friendly devices for end users. For instance, one well-known electronics maker introduced a 30% energy efficiency gain on its tablet computer after a redesign with a more advanced chip, which was made possible by a more advanced ASML machine.

More powerful chips open up new possibilities

The technology revolution powered by semiconductors has brought many advantages: not only can information be more widely disseminated than ever before, but affordable chip intelligence has also enabled industry and service sectors to create and distribute products and ideas at lightning speed. Improvements to lithography technology enable the continuous introduction of a diverse range of new and ever improving electronic products, which enhance the quality of people's lives. Recent examples include using digital detector chips, rather than analogue ones, in Pet-CT medical scanners, which double the imaging resolution and make it easier to detect tumors; the introduction of self-navigating cars; affordable high-quality video calls on smartphones that keep the increasingly mobile population connected to their loved ones; as well as a range of ever more affordable sensors that improve safety, healthcare and logistics.

Global 100 (the world's 100 most sustainable companies)

Based on our 2012 sustainability performance, we are recognized as one of the world's most sustainable companies, holding a fifteenth place in the Global 100 2013 ranking.

Dow Jones Sustainability Index Europe

Based on our performance in the area of sustainability, ASML has been selected as an index component of the Dow Jones Sustainability Index. ASML has also been included in the RobecoSAM Sustainability Yearbook 2014 which comprises the top 15% companies of each industry based on the 2013 Dow Jones Sustainability Index results.

2. Our Stakeholders and our Corporate Responsibility (CR) Strategy

2.1 Our ambition and strategic corporate responsibility priorities

It is ASML's mission to make machines that make chips ever more energy efficient and to do so in a responsible way. Our customers want lithography machines which produce chips faster, while using less energy and fewer natural resources, at a similar cost. They also want us, as their supplier, to practice good governance, operating according to the highest environmental and social standards. Our CR² strategy is therefore aligned with our business strategy, which aims to maintain and further develop our position as a technology leader in the semiconductor industry. ASML's CR strategy and business strategy go hand in hand. Our business strategy is based on technology leadership, customer and supplier intimacy, entrepreneurial people and efficient processes.

The diagram reflects the components of our CR strategy which has been updated based on the outcome of our corporate responsibility materiality analysis performed in 2013 (see section 'Material themes for ASML and stakeholders'). We identified eight non-financial material themes related to technology leadership, people, and customer and supplier intimacy that directly contribute to our potential to innovate and excel; accordingly, we can and should differentiate ourselves on these themes. In addition, we recognize that there are certain issues on which our stakeholders expect us to act as a responsible corporate citizen. These have been labeled as 'responsible business themes' (see 'Responsible behavior and efficient processes' in the diagram below). For more information about the performance on these themes see section 'Performance'.

Our corporate responsibility strategy



In addition to the themes above, we considered other themes currently as less relevant for ASML and our stakeholders: climate change strategy, biodiversity, political involvement & lobbying, recycling, reuse and refurbishing, product packaging, resource scarcity and fair taxes. Although we do not report specifically on these themes, they are taken into account in our policies and processes. Every year we will evaluate the materiality of these themes.

2) As of 2013 we use the term 'Corporate Responsibility' instead of 'Sustainability' to better reflect the broad scope of our role as corporate citizen.

We are currently reviewing our CR strategy based on the outcomes of our materiality analysis. In 2014 we will further expand on the material and responsible business themes and set new targets as part of the 2015-2020 plan. For 2013 we report on the targets and KPIs defined for 2010-2015 (see table below).

These targets and KPIs formed the basis for our main improvements in the area of corporate responsibility in 2013. The KPIs are reviewed regularly in order to monitor the extent to which these corporate responsibility targets have been realized.

Actual & target indicators for 2010-2015 ¹	Actual 2010	Actual 2011	Actual 2012	Actual 2013	Target 2013	Target 2014	Target 2015
Environmental footprint							
Net CO ₂ -emissions (kilotons)	88.7	63.8	50.1	46.0	48.0	46.0	44.3
Energy efficiency savings (TJ) ²	n/a	6.8	33.2	71.7	50.0	70.0	92.0
Gross waste reduction (%) ³	n/a	n/a	n/a	0.3%	1%	3%	5%
Waste recycling (%)	n/a	n/a	94%	96%	> 85%	> 85%	> 85%
Waste towards landfill (%)	n/a	n/a	n/a	1%	< 5%	< 5%	< 5%
Water efficiency savings (%)	n/a	n/a	n/a	15%	11%	13%	15%

¹ All target and KPI definitions are listed in appendix 'Non-financial data definitions'.

² Cumulated energy savings in reporting year (since 2010).

³ Cumulated waste savings in reporting year (since 2012), as of 2013 gross waste reduction is independent of production rate.

KPIs 2010-2013	2010	2011	2012	2013
Operations				
Fuels purchased (TJ)	382	359	443	445
Electricity purchased (TJ)	537	552	555	592
Water use (x 1000 m ³)	686	641	601	609
Total waste materials disposed (x 1,000 kg)	1,216	2,186	2,228	3,039
Number of accidents with injury	57	105	102	153
...of which LTAs	10	27	18	20
LTA rate	0.14	0.28	0.18	0.18
Product				
Number of systems sold	197	222	170	157
Product safety accidents	1	1	-	-
People				
Employee attrition (%)	5.6	4.2	3.3	3.2
Absenteeism Europe (%) ¹	3.1	3.1	3.3	2.7
Absenteeism U.S. (%)	2.3	2.3	1.6	1.7
Absenteeism Asia (%) ²	0.5	0.7	0.3	0.4
Workforce by gender (men/women in %)	90 / 10	89 / 11	89 / 11	89 / 11
Non-product related training hours per payroll FTE	11	19	16	15
Total donations to community and charitable organizations (x1000 euros)	669	977	1,204	1,186

¹ The figures up to 2011 only include Dutch employees. From 2012 onwards, all European time-registering employees are taken into account.

² In some countries, such as Japan, sick leave is regarded as annual leave, so the prevalence of illness-related absences is recorded as 0%.

2.2 Stakeholder engagement

We have taken the perspectives of our main stakeholders into account when revising our CR strategy. We are in continuous and open communication with representatives from our five stakeholder groups (see table 'Main communication channels' next page). We use their input to identify sustainability issues that reflect their concerns, needs and expectations.

In addition to the sustainability issues raised by our stakeholders, we analyze trends in the semiconductor industry and global trends in society at large. The cyclical characteristics of our industry, the need for continuous innovation, the scarcity of technology professionals and global warming are among the issues we consider relevant, both to our industry and globally (see the graphic next page).



How we communicate with our stakeholders

We communicate with our stakeholders in various ways. In addition to the main communication channels in the table below, individual stakeholders can ask us questions and give us feedback by phone, email or during meetings with our staff. For our internal stakeholders there is a dedicated email address they can use to communicate with members of the Corporate responsibility team. External stakeholders can contact us via corpcom@asml.com.

Stakeholder group	Main communication channels
Customers	Customer Loyalty survey; direct interaction via account teams and zone quality managers; customer intimacy program; bi-annual technology review meetings (between our major customers, ASML's CTO, product managers and other ASML executives) and executive review meetings (between ASML executives and major clients); different technology symposia and special events (e.g. Intel sustainability leadership summit).
Shareholders	Direct interaction with the Investor Relations department (e.g. financial results conference calls, investors visits to ASML in Veldhoven - NL, visits to investors during roadshows); Annual General Meeting of shareholders; different investor conferences (e.g. Credit Suisse annual technology conference, UBS global technology conference, Deutsche bank access technology conference, Morgan Stanley technology, media & telecom conference in US, Natixis technology seminar in France); various self-assessments and survey feedback (e.g. Dow Jones Sustainability Index self-assessment; the Dutch association of investors for sustainable development (VBDO): responsible supply chain benchmark; The Global 100: world leaders in clean capitalism).
Employees	¹ Employee satisfaction survey; feedback from online training programs (ethics, Code of Conduct and EHS); Works council; Young ASML ² ; intranet articles; onboarding sessions for new employees; lunches with board members; all-employee meetings; senior management meetings; departmental meetings.
Suppliers	ASML's supplier day; direct interaction via supplier account teams / procurement account managers; supply chain sustainability newsletter; supplier audits.
Society	
Industry peers	SEMI meetings; EICC meetings and workgroups.
Governments ³	Meetings with municipalities, collaborations with Dutch government (e.g. to develop policies that promote and facilitate technological innovation), EU joint technology initiatives; visits by ministers and government officials.
Universities	ASML scholarship programs; internships; partnerships with universities and institutes (e.g. in the Netherlands, Korea, Taiwan); labour market communication program.
Local Communities & other	Brainport; ⁴ Jet-Net; Dutch technology week; company visits; meetings with various schools and local cultural institutions (e.g. in the Netherlands and U.S.).

¹ Including Works Council and unions.

² Internal platform that aims to connect, develop and support young professionals within ASML via social and professional initiatives.

³ Including regulatory bodies in the countries where ASML operates and municipalities.

⁴ Brainport Eindhoven Region (NL) is an innovative technology region, home to world-class businesses, knowledge institutes and research institutions.

Examples of stakeholder dialogue in 2013

ASML has bi-annual meetings with Eumedion, attended by ASML representatives of the Supervisory Board, Board of Management and Investor Relations and Legal department. Eumedion is a non-profit organization that represents Dutch institutional investors' interests in the field of corporate governance and related sustainability performance. It monitors companies on their environmental, social and governance performance and looks at risk management, remuneration, transparency and reporting. The information from the meetings with Eumedion is used by ASML to update relevant policies, increase the transparency in our annual reports and as input for the materiality assessment. In 2013 the topics discussed covered for example the remuneration policy and risk management (with specific focus on energy efficiency, environmental targets and conflict minerals).

ASML attended the second Intel Supplier Sustainability Leadership Summit in Shanghai in September. Intel is one of our key customers and shareholders and a recognized leader in the semiconductor industry. This two-day event was dedicated to discussing sustainability. It was attended by more than 150 people from Intel, its key suppliers, non-governmental organizations, the media and local academic institutions. At the event, Intel gave an update on its strategy, goals and activities in the area of sustainability, as well as on its expectations for suppliers to work together to realize a responsible and value-driven supply chain. Other subjects addressed during the summit were the status of sustainability reporting in China and application of GRI reporting guidelines, as well as focus areas and initiatives of the Chinese government (including upcoming legislation) with respect to a shortage of resources (e.g. water), energy consumption and environmental protection. Participants shared best practices in panel discussions, networking and break-out sessions.

These are only two examples of our continuous dialogue with stakeholders. The key topics and concerns raised by our stakeholders are reflected in the results of our materiality assessment (see section 'Material themes for ASML and stakeholders'). The way we respond to these issues is described in the respective sections.

FTSE4Good index

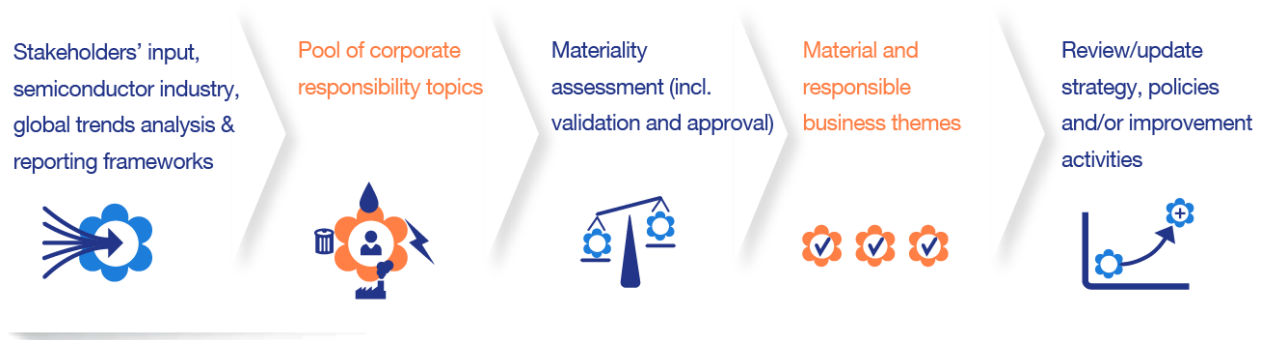
ASML's efforts in the area of sustainability are underlined by our inclusion in the FTSE4Good index. ASML has been included in this index since 2003. The FTSE4Good is a series of ethical stock market indices, measuring the performance of listed companies which meet globally recognized corporate responsibility standards in an objective way.

2.3 Material themes for ASML and stakeholders

In 2013 we performed a more comprehensive and structured corporate responsibility materiality assessment (compared to 2012) in order to identify the non-financial issues that are the most important for our stakeholders and for sustaining ASML's long-term business success. For this purpose, we conducted interviews with more than 40 senior managers (including members of the Board of Management) and expert staff from all our business functions in different locations (the Netherlands, the U.S., Korea, Taiwan). We asked them which non-financial issues they considered most relevant to our stakeholders, or a specific group of stakeholders, and which non-financial subjects they considered most important for the long-term business success of ASML. If the interviewees considered a subject important, we discussed where (within and/or outside of the organization) this subject was relevant. The subjects taken into account in this materiality process were derived from the GRI Guidelines (reporting guidelines for non-financial information, which ASML has adhered to for several years), complemented by other sustainability guidelines like ISO 26000, global and industry issues, organization-specific issues and issues raised by stakeholders in previous dialogues. The interviewees could also raise issues that were not on the list.

The findings of this process were validated and confirmed by comparing them to requests we received directly from the different stakeholder groups during the year, industry and global trends. We also performed a sector analysis and a media analysis to ascertain whether the findings of our materiality analysis deviated from what other organizations in our sector were reporting or what the media was publishing about us. No other material and responsible business themes needed to be added.

Material themes identification process



The outcomes of the materiality analysis were not surprising as most of the material and responsible business themes identified had already been included in our strategy and remain high on our priority list. This assessment was facilitated by our Corporate Responsibility department and the results were validated and approved by the CRSB). Based on the materiality assessment, ASML is currently reviewing its CR strategy to analyze whether any updates, policy changes or other improvements are required. In 2014 we will further develop our materiality analysis, for example by improving our stakeholder dialogue.

Material & responsible business themes	Page number
Material themes	
Innovation	16
Knowledge & intellectual property management	17
Product stewardship	18
Talent management	20
Training & development	21
Sustainable relationship with our people	21
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The table above provides an overview of material and responsible business themes with reference to the page in this report where a particular theme is addressed. ASML does not rank the individual themes identified in terms of importance, as ASML is of the opinion that doing so defies the purpose of a comprehensive materiality assessment. Such a ranking would be arbitrary; all themes mentioned are important to ASML and its business.

3. Governance

3.1 How we manage our CR strategy

ASML Holding N.V. is incorporated under Dutch law and has a two-tier board structure. Executive responsibility for the management of ASML lies with the Board of Management. The Supervisory Board (composed of independent, non-executive members) in turn supervises and advises the Board of Management in its performance of management tasks. The Supervisory Board retains overall responsibility and assigns specific tasks to its four committees: the Audit Committee, the Remuneration Committee, the Selection and Nomination Committee, and the Technology and Strategy Committee. Members of these committees are appointed from among the Supervisory Board members. Besides these boards, environmental and social issues are covered in the Ethics Board, chaired by the CEO; the CRSB, chaired by the COO and during a quarterly worldwide EHS workshop, chaired by the COO.

- **The Board of Management** currently consists of four³ members and is responsible among other things for setting and achieving ASML's objectives, strategy and policies, as well as for ASML's general affairs.
- **The Supervisory Board** supervises the policies of ASML's Board of Management and the general course of affairs of ASML and its subsidiaries. The Supervisory Board also supports the Board of Management with its advice. The Supervisory Board addresses corporate responsibility at least once a year.
- **The Remuneration Committee** reviews and proposes to the Supervisory Board corporate goals and objectives relevant to the variable part of compensation of the Board of Management. These include corporate responsibility objectives, for further details see 2014 remuneration policy and Remuneration Report 2013.
- **The CRSB**⁴ approves our CR strategy and supervises its execution. The board is made up of senior management representatives from all sectors in ASML. The role of the CRSB is to monitor the realization of our corporate responsibility targets and KPIs, and to review and approve related policy changes and improvement activities. The CRSB is responsible for approving the results of the materiality assessment and for defining the scope of the corporate responsibility report. In 2013, the CRSB met four times. The meetings focused on reviewing the progress of ASML's non-financial performance with regard to our corporate responsibility targets, KPIs and projects.
- **The Ethics Board** is responsible for policy-making and supervision of ASML's compliance with (legal) ethical requirements. It also reviews violations reports and actions taken. The Ethics Board meets regularly to give guidance on relevant issues. It reviews established written policies, guidelines and standards. It also oversees the implementation of compliance procedures and seeks to identify risks to the company's reputation.
- Supervision and execution of ASML's EHS roadmap is governed during a quarterly worldwide **EHS Workshop** chaired by the COO. This includes product EHS, employee safety and environmental aspects. EHS issues and incidents including improvement actions and policies are discussed during the workshop.

In 2013 the Corporate Responsibility department, which coordinates the day-to-day implementation of the overall CR strategy, policies and improvement activities, was integrated into the Corporate Risk & Assurance department. They took the lead in the materiality assessment in 2013 to identify the themes relevant to ASML (see sections 'Material themes for ASML and stakeholders' and 'Our Stakeholders and our Corporate Responsibility (CR) Strategy'). These themes will form the basis for the CR strategy of ASML in the future. Each theme is the responsibility of a theme owner. The theme owners report to the CRSB on the progress of the CR strategy's implementation within their respective areas of responsibility.

3) Mr. Nickl's intended appointment to ASML's Board of Management is subject to the notification of the AGM, scheduled to be held on April 23, 2014.

4) The CRSB replaces the former Sustainability Board.

4. Performance

In this chapter we report on how ASML performed on the material and responsible business themes. ASML's performance depends on its commitment to excellence in technology leadership, excellence in people relationships and customer and supplier intimacy. We are also committed to responsible behaviour and efficient processes.

4.1 Technology leadership

To maintain our pre-eminent position in the semiconductor industry, we work tirelessly to sustain our technology leadership through:

- Innovation
- Knowledge & intellectual property management
- Product stewardship

4.1.1 Innovation

Consistent innovation is ASML's lifeblood, the engine that drives our business and ensures our continued technology leadership, one of the key elements of ASML's business strategy. We work towards innovation according to four aspects:

- **Creating a culture of innovation.** An innovative attitude is inherent in how employees at all levels of our organization solve day-to-day problems. Successful innovations are celebrated and the engineers involved are publicly and financially rewarded, for example through our "Patent Award Program".
- **Attracting and retaining talented people.** We attract talent through initiatives such as the ASML Global Merit Scholarship Programs, which aims to attract talented students, and master classes. Recruiting and retaining highly educated and skilled employees is crucial to ASML's innovation and technology leadership. ASML has a relatively high percentage of employees with master's degrees (see section 'Talent management').
- **Open innovation and partnerships** with customers, suppliers, universities and research institutes. Examples include our collaboration with several institutions to set up the Advanced Research Centre for Nanolithography in Amsterdam and the Advanced Patterning Centre in Leuven in 2013 (see below). In 2014 we will focus on improving information sharing between researchers and developers. This intensifies and increases the speed of product development. Successful innovation requires alignment of our technology and product plans with those of our suppliers, customers, and their customers. Organizing yearly Technology Review Meetings with our customers is one of the ways we achieve alignment. Another example is the ASML Technology Conference, which was established to highlight key technical projects, both within ASML and by our customers, suppliers and peers (see sections 'Sustainable relationship with suppliers' and 'Sustainable relationship with customers').

Advanced Research Centre for Nanolithography

ASML, Fundamental Research On Matter, Dutch Research Institute, University of Amsterdam and VU University Amsterdam signed an agreement setting up the Advanced Research Centre for Nanolithography, a public-private partnership which will start on 1 January 2014. The Advanced Research Centre for Nanolithography will conduct fundamental research on nanolithography, which is the most important technology used in producing computer chips for computer processors, smartphones and tablets. The signing parties will invest a combined total of approximately 95 million euros over the next 10 years, matched by 100 million euros from the City of Amsterdam. Advanced Research Centre for Nanolithography aims to become an independent research institute within 2 years, employing approximately 100 scientists and technicians.

Advanced Patterning Centre

ASML and imec is an R&D lab for nano electronics headquartered in Leuven, Belgium. ASML and imec launched the Advanced Patterning Centre in October 2013. To guarantee development of best-in-class patterning solutions with dimension uniformity and overlay control, soon to be measured in fractions of one nanometer, imec and ASML will collaborate to investigate the practical interaction between all the different steps in the chip-patterning process. The Advanced Patterning Centre will use existing devices to analyze and optimize both processes as well as to optimize choices regarding materials and device architecture. The centre combines imec and ASML's expertise, engineering capabilities and patterning infrastructure: imec contributes experience with cleanroom infrastructure, while ASML will support the Advanced Patterning Centre by making available its most advanced scanners, metrology systems and holistic lithography solutions. Located at the imec campus in Leuven, the workforce of the center is expected to grow to nearly 100 engineers over the next couple of years.

- **High R&D spending** to maintain technology leadership. We invest heavily in R&D and maintain this level of spending through the economic business cycles. In addition, ASML takes the long-term approach of increasing its overall R&D spending. In 2013, our R&D investments (net of credits) amount to 882 million euros (2012: 589 million euros).

4.1.2 Knowledge & intellectual property management

Management of knowledge and intellectual property is key for a company producing high-tech machines, such as ASML. It is a strong enabler of innovation and facilitates technology leadership.

Knowledge management

Knowledge management for ASML is about identifying, creating, sharing, distributing and maintaining the knowledge of individuals or the knowledge embedded in ASML's processes or practices. ASML strives to effectively manage this knowledge so that members of the organization can get the most out of it in their daily work. ASML management of knowledge is guided by two key concepts, functional ownership and technical competence management:

- **Functional ownership** is dividing a machine into its distinct functions and assigning responsibility for ('ownership' of) each one to a specific team of experts. This allows each team to fully focus on further developing or improving a specific part or function of the lithography machine. Overall, we identify 41 such functions in our machines, and therefore have 41 related teams. In addition to improving individual machine functions, we must ensure that all different functions work together well. Streamlining the interaction between the different functions, therefore, is a crucial part of our 'functional ownership' concept.
- **Technical competence management** is dividing and categorizing areas of knowledge that are relevant to ASML and our technology. We continuously assess our employees' level of expertise in these areas and seek to ensure that knowledge is always applied consistently and reliably. Each 'technical competence' may relate to more than one functional ownership domain. The functions and competences within the organization are connected in a matrix, showing which competences are required for which function.

'Not invented here' prize

ASML stimulates its employees to look further than their own organization when it comes to knowledge management. One way this is achieved is through the 'Not invented here' prize. This new prize aims to stimulate people to learn from the wider scientific community to boost their ability to deal with the technical challenges we face internally. Many people in our business have great ideas and share them via papers and other professional literature. We should be able to gather knowledge from the field to aggregate new ideas.

Intellectual property management

Sharing information internally and with suppliers and customers is crucial to the success of our company. However, it requires regulation according to a clear set of guidelines in order to prevent unnecessary sharing of sensitive or proprietary information that could harm ASML's competitiveness and its relationships with partners, employees and governments. It is vital that we protect our knowledge and think before we share. Important aspects of knowledge protection include:

- Information classification: All information has a clear owner and appropriate classification.
- Information disclosure: Information owners determine the need-to-know audience who require access to the information.
- Information protection: Information must be protected and made accessible to the defined audience only. We achieve this by properly managing storage access.

Our intellectual property management policy aims to maintain our technological freedom to operate in the market, not only by protecting our intellectual property (know-how, inventions, patent rights, copyrights, trade secrets and other intellectual property rights), but also by respecting the intellectual property of other parties. We rely on intellectual property rights to protect our proprietary technology; failure to adequately protect the intellectual property rights upon which we depend could harm our business. We aim to obtain ownership rights on technology developed by or for us and to have license rights in place with respect to relevant non-proprietary technology.

Preservation of intellectual property and other assets is one of our business principles and part of our code of conduct. Information related to intellectual property that is licensed by or purchased from third parties is included in our annual report on Form 20-F.

4.1.3 Product stewardship

ASML is a major contributor to the chip manufacturing industry, using its role to actively support the trend towards production and use of increasingly powerful and energy-efficient electronics. We invent techniques to design machines that can produce ever smaller electronic circuits. This in turn allows our customers to produce 'low power' chips that require fewer natural resources and use less energy over their lifetime compared to older-generation chips. We also strive to make our own machines more resource efficient, enabling our customers to reduce the carbon footprint per wafer produced. We work towards realizing this by investing in R&D in close cooperation with our suppliers and customers (see sections 'Sustainable relationship with suppliers' and 'Sustainable relationship with customers').

In addition, by producing more powerful, smaller, cheaper and more energy-efficient chips, our industry enables the introduction of increasingly sophisticated equipment in healthcare (such as new-generation MRI scanners, wearable sensors, lab-on-a-chip devices to quickly diagnose some diseases, DNA analysis tools) and the development of other smart technologies such as the 'smart grid' – a sophisticated IT-driven electricity distribution model, which helps households and companies use electricity more efficiently. In this way, our industry helps improve the quality of life of people around the world.



Our approach

To enable the production of more efficient chips, we focus on three aspects of our lithography machines:

- **Productivity**
- **Shrink**
- **Yield**

Chips are produced on wafers, which are silicon disks that are patterned by our lithography machines. These are then polished, rinsed and cut into chip-sized pieces. As one wafer can contain hundreds of chips, increasing **productivity** means making machines that produce more chips per hour and can run continually for longer periods of time, without requiring maintenance. A key indicator of productivity is the number of wafers our machines produce per hour.

Shrink is the process of developing smaller transistors on chips, using increasingly sophisticated lithography techniques. The smaller the chips become, the more can fit on one wafer. Over the years, we have invented machines that drive the miniaturization of semiconductors. Our latest-generation machines use EUV technology. As we are convinced this will not be the last generation, shrink remains a focal point of our R&D activities.

Increasing **yield** means having machines that produce wafers with ever fewer defects. Just one dust particle can disturb the lithographic process, rendering one or several chips on a wafer useless. By creating the cleanest possible conditions and the clearest possible lenses, we can reduce the number of flawed chips per wafer and hence increase the yield.

In 2013 we introduced a new NXT product with throughput of 250 wafers per hour, which will allow to improve energy efficiency from 0.50kWh per wafer to 0.45kWh per wafer. Intrinsic to the design strategy of our machines is that power supplies are rated 'gold plus'⁵, meaning they are more than 90% energy efficient, while the large pumps for cooling water and the larger air fans in our machines are controlled by frequency controllers to optimize their use. Reporting of the energy efficiency of the NXE machines, which use EUV technology, will start as our product further matures.

Target Indicator	2010	2011	2012	2013
Sustainable Products				
Machine energy efficiency - NXT (kWh/wafer) ¹	0.63	0.63	0.50	0.45

1 Due to the complexity of the machine, in combination with the specific customer process the machine operates, the 'Machine energy efficiency - NXT' data are calculated figures.

Ongoing improvements

Our business success and market leadership are closely tied to our ability to enable our customers to produce ever smaller and thus more energy-efficient chips. We continued our R&D programs to make further progress in this area (see section 'Innovation'). Today the most advanced customers use structures down to 19 nm in their chips. Our roadmap identifies products with a resolution down to 13 nm using EUV technology.

Producing a chip is a complex process involving hundreds of processes and measurements, including multiple lithographic steps. ASML supports this process with its suite of holistic lithography products. Holistic lithography is our way of optimizing scanner performance for customers by taking into account the entire chip creation process, from design to volume manufacturing. Holistic lithography integrates computational lithography, wafer lithography and process control to optimize production tolerances and reduce 'time to money' for chip makers. YieldStar metrology tools contribute to ASML's holistic lithography approach. ASML expanded the production facilities for YieldStar metrology tools at the ASML premises in Linkou in Taiwan to support production of up to 120 units per year.

Tackling the growth challenge

We are aware that by enabling the production of cheaper and more powerful computer chips, we also fuel the development of new electronic applications. This development poses a challenge for our entire industry; for ASML, it confirms the importance of working with all stakeholders in the value chain to make our industry more sustainable and contributing to this process through research and innovation.

5) Based on the 80 Plus energy level certifications. 80 Plus is an initiative to promote energy efficiency in computer power supply units.

4.2 People

To attract and retain the right people in the right place at the right time, ASML is committed to maintaining the highest standards in its HR strategy. This is particularly focused on:

- Talent management
- Training and development
- Sustainable relationship with our employees

4.2.1 Talent management

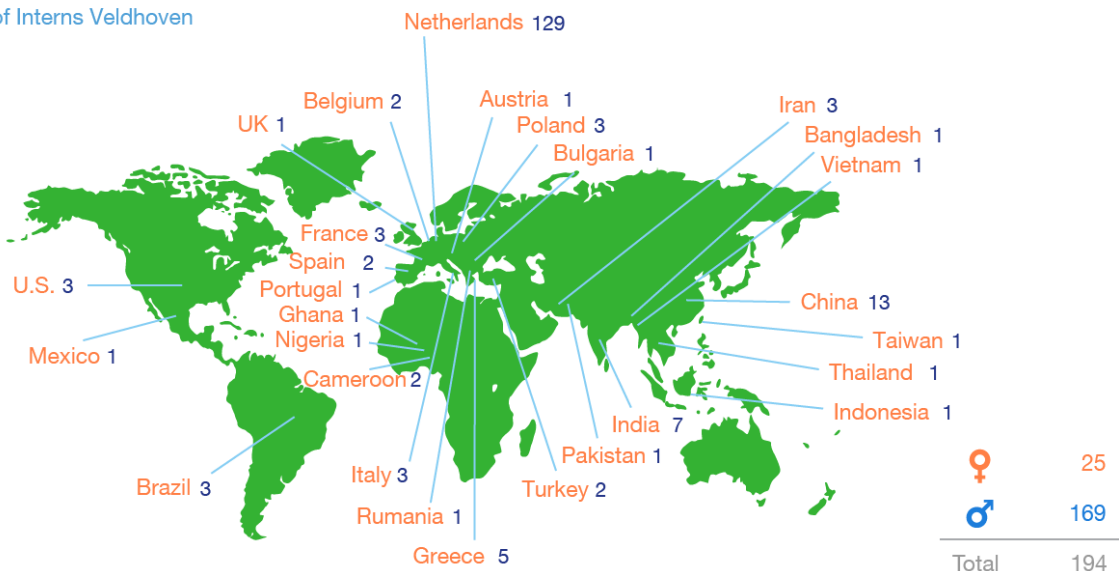
Talent attraction and retention are crucial to maintaining our high pace of innovation and technology leadership and therefore essential to our long-term success as a high-tech company. Highly skilled people with a technical background are scarce on the labor market. The increasing complexity of our products results in a steep learning curve for new and existing employees. It is therefore crucial to retain our employees and ensure continuity of the required knowledge, skills and competencies within our workforce.

Our talent attraction and retention activities, as well as our training and development policies, are based on **strategic workforce planning**. Strategic workforce planning aims to ensure that we have the right people in the right place at the right time. We ascertain which skills and competencies we need in the medium and long term by aligning our resource planning in terms of both capacity and capability with product roadmaps. We also take into account market forecasts and global trends so that we can not only identify new markets, but also develop the new technologies needed to serve them. Our strategic workforce planning extends through all levels of the organization, including board succession.

Talent attraction focuses on two areas:

- **Highly talented junior staff from universities:** We reach out to the potential junior employees through close cooperation with universities, based in three geographical areas (i.e. the Netherlands, the EU and outside the EU with a focus on Asia). One way ASML attracts talent is by offering internships and scholarships to students. In 2013, ASML placed 26 students in scholarships. Some examples are the ASML Global Merit Scholarship Programs for students with excellent academic performance and the ASML Dutch Masters Scholarship Programs for talented Dutch students specifically. We also organize master classes, in-house days, business courses and knowledge fairs for students.
- **Critical roles in the organization:** To fill critical roles for mid-level and senior staff, ASML scans the labor market for the skills it needs, creating a 'Global Sourcing Roadmap' for the organization. Internally we have succession planning processes that ensure successors for critical roles are identified.

Origin of Interns Veldhoven



Talent retention is achieved by efforts seen throughout our HR approach and addressed in other sections: 'Training & development', 'Sustainable relationship with our people', 'Labor relations & fair remuneration', and 'Environment, health & safety'.

4.2.2 Training & development

Constant training and development enables innovation and contributes to the personal job satisfaction of ASML's employees, allowing us to attract and retain talent over the long term. We are a high-tech company and as our solutions become more complex, so does our business environment. Our training and development program is therefore tailor-made to suit this environment. Developing and retaining our talented and highly skilled professionals is one of our top priorities.

Training curriculum

We offer a global curriculum, from which employees can choose a combination of training programs to fit their individual development goals. The curriculum offers both 'soft skill' training as well as technical training. Examples for soft skill training are: communication, driving your own performance and development, personal effectiveness, presentation skills, performance management, leadership, change management and project leadership. In 2013, 4,126 employees completed 6,993 non-product related training programs, all organized via HR. The technical training is more decentralized by departments such as Operations and D&E to tailor the training to the specific technical needs. In 2013, 1,809 employees completed 2,284 technical training programs⁶.

Career paths and DAP

We have a set of generic career path overviews, which describe the skills and competencies needed for employees to either develop within their current role or progress to a job in a different department. These career paths form the basis for a personal development plan, called DAP, an initiative which all employees are encouraged to adopt. Employees define SMART actions in their DAP in collaboration with their manager matching their individual profile and ambitions. Such a plan may include technical training, training in soft skills and other support such as coaching or education. In 2013 around 75% of employees began implementing their own DAP, up from 70% in 2012 and 25% in 2011.

We believe that an ongoing and high-quality dialogue between manager and employee about performance and development is crucial to creating a true performance and development culture within ASML. The employee engagement survey Me@ASML 2013 made it clear that employees and managers would like to have more frequent and better discussions about individual performance and development.

To improve the quality of this dialogue, ASML introduced a new People Performance Management process and trained all managers. This approach will improve the Performance Appraisal, the Target Setting and the DAP and integrate them into one system. A closer relationship between managers and employees results in better execution of our strategy by goal alignment, a higher level of employee engagement and fairness in rewarding and recognition.

Talent rotation

Talent development can mean growing in one's current role or taking on a new role. We encourage job rotation as a means of ensuring employability and challenge by learning new skills. We are looking for ways to improve the internal rotation. In 2013 ASML organized an internal job market where people could find out what other departments do and what kind of talent they are looking for.

Leadership Capability Program

Leadership is essential to facilitating employee development. We want our managers to show leadership and develop skills enabling them to help our employees develop and improve their performance. Since 2011, 800 of the managers of ASML completed the training, including the Board of Management. A 5-day program offers modules on leadership, personal development, structuring tasks, setting priorities and building trust. The principles used in this program are embedded in the overall training curriculum.

4.2.3 Sustainable relationship with our people

Motivated, satisfied and engaged employees are critical to ASML's long-term success. We aim to inspire our employees and instil a sense of fulfilment, well-being and pride by offering them stimulating work content, perspective and a work environment that corresponds with their ambitions and talents. We believe this increases satisfaction and leads to increased creativity, productivity and innovation, while also helping to attract top talent. Cornerstones of a sustainable relationship with our employees are **employee engagement** and **satisfaction** as well as **employability**. These aspects allow us to attract and retain the right people, and provide them with the right environment to perform.

⁶ Data included from Technical Training Center (D&E). Other (smaller) training centres are excluded.

To achieve these goals ASML has launched a global initiative called **Great Place to Work, Meet, Learn, Share** or GPWMLS. This initiative, complementary to all HR-related initiatives, aims to boost and channel investments in the well-being of our people, to make them more creative, innovative and productive and raise their satisfaction with working at ASML. GPWMLS consists of three pillars. Several projects were started in the past year involving colleagues all over the world. The table below shows the projects in each of the three aspects:

Aspect	Project	Status
New Ways of Working	¹ The Lab: introduction of flexible work environment. Development of ASML's New Ways of Working program; First pilots in Asia, U.S. and Veldhoven.	The Lab 2 opened in October 2013. This is a larger pilot than the Lab 1. In preparation, planned for 2014.
Inspiring campuses	² Building a new multifunctional restaurant in Veldhoven; Redesigning the office in Chandler; Art Route Veldhoven.	Vision completed, execution in preparation. Completed 2013. Started in 2013 and to be expanded in 2014.
Community (ASML community and ASML's external relationships)	³ Initiatives in Asia such as Family Day; Bike-a-Thon in Taiwan; Bring Your Child to Work in Korea. Young ASML in Veldhoven. Launch of Women at ASML in Veldhoven. Robocup (ASML Robot Soccer team)	Activities are organised on a regular basis, increasing number of activities. Mature organization with many successful activities and many participants. Kick-off meeting in 2013, organisation has been set up, first activities and meetings are being organised. Group established in 2013. ASML colleagues can volunteer to join the group. Ultimate goal is Brazil worldcup in 2016.

- 1 New Ways of Working: addresses all topics relevant to the way of working in a team/department such as:
- physical workplace
 - tools to share and reach information
 - behaviour aspects in connection between persons
- 2 Inspiring campuses addresses all topics relevant to our premises such as:
- buildings
 - parking areas
 - services
- 3 See also section 'Community involvement'.

Employee engagement and satisfaction

In 2013, we rolled out Me@ASML, our new employee satisfaction survey, with new questions linked to overall and departmental targets. The new format makes it difficult to compare the results to previous years, but will provide a solid benchmark for the future. The response rate of 85% for 2013 is much higher than the 37% response rate in 2011 (in 2012 there was no employee satisfaction survey as it is conducted every 18 months).

The results of the employee satisfaction survey show that ASML scores are mostly in line with the peer group average. They show that ASML's employees are committed to the company, with a commitment score of 8.3 out of 10. Employees are proud, satisfied and loyal. They are satisfied with their remuneration and motivated by both their colleagues and their leaders. However, the overall engagement score is lower at 6.6. 43% of employees indicate that they would like to move to another job internally. In response to this, ASML has developed a set of career paths which form the basis of a personal development plan, called DAP, which is explained in more detail in the section 'Training & development'. We have also made managers responsible for formulating an action plan to meet their employee engagement targets.

ASML's 5.9 score for employee satisfaction with the working environment (parking, restaurants, etc.) is well below the peer group's. We take this very seriously and are working to develop our inspiring campus as part of the GPWMLS-initiative. We also take the outcomes of the survey into account when exploring opportunities in New Ways of Working. New surveys conducted after realization of the two pilots of The Lab (Activity Based Working) in Veldhoven and office redesign in Chandler show satisfaction as well as efficiency have improved among the employees involved. We want to improve our results further. As an undisputed technology leader we compare ourselves to the best in class, particularly as we place great value on our employees.

Employability

We aim to increase the long-term employability of our people. Employability is defined by ASML as a sustainable, social contract between employer and employee, in which employees are stimulated to add value (in the short term as well as the long term) inside the company (or perhaps eventually outside the company), by enabling employees to develop themselves in an environment that corresponds with their wishes, ambitions and talents. Employability consists of four aspects:

- **Vitality:** Proactively invest in the health and well-being of our employees through activities related to improving their lifestyle and reducing stress.
- **Competency:** Enhance a combination of knowledge, skills and behavior to improve performance (also see sections 'Training & development' and 'Knowledge & intellectual property management').
- **Flexibility:** Working practices that acknowledge and support employees to achieve a balance between their home and working lives in the different stages of their life.
- **Motivation:** Engage people to achieve the right balance between personal and company goals.

Vitality management

Vitality management is one of the aspects of employability. In 2012 ASML appointed a Corporate Vitality Manager in Veldhoven to initiate activities related to vitality and sustainable employability, with a focus on prevention. Key areas of responsibility are health and well-being at work, stress reduction, lifestyle interventions and physical health checks.

In 2013 the following initiatives were launched:

- Preventive health checks available for all payroll employees once every three years in the Netherlands.
- Lifestyle interventions like discount at fitness clubs, awareness workshops 'Quit smoking', mandatory training 'Managing a shiftwork lifestyle' for all shift workers, mindfulness classes provided by own ASML employees, global Handling Stress Program.
- New way of managing absenteeism through a dedicated Healthservice Team at ASML.
- Activities were organized to promote a healthy lifestyle, such as Fruit Day in southeast Asia, a fitness program in China and Sports Day in Korea.

4.3 Customer and supplier intimacy

Maintaining long-term, collaborative relationships with our customers and suppliers is a top priority for ASML and crucial to our business success and is reflected in the following two material themes:

- Sustainable relationship with customers
- Sustainable relationship with suppliers

4.3.1 Sustainable relationship with customers

Our top priority is to provide our customers with the best possible products and services. Our customers use our systems to produce 'logic' and 'memory' chips for a wide range of electronic products including, for example, computers and smartphones. Logic chips control processes and help a computer or other electronic devices run; memory chips are used to store data. We also provide systems to producers of specialized applications such as photonics and disk drive heads. Our customers include the world's biggest chip makers and many of the smaller ones. With our strong market position comes a responsibility to our customers which we take very seriously.

Intel's Preferred Quality Supplier Award 2013

In 2013 ASML is once again honored to be selected by Intel as a Preferred Quality Supplier for its significant contribution to Intel's business during 2012.

We aim to enhance customer satisfaction through strong relationships. An important part of this is building a relationship based on trust. We strive to meet the needs of our customers by regular review and alignment at all levels on market demand, product roadmaps, support requirements and business terms. When aligning our plans and roadmaps with our customers we pay attention to costs and to the complexity of the solutions we offer them. Our long-term relationship with our customers has been further developed as part of our customer co-investment program that was initiated in 2012.

We have several ways of enhancing our relationships with customers:

- Virtual customer integration through early involvement in and enabling of customer innovations (roadmap alignment), building mutual trust and understanding.
- Meeting and exceeding customer expectations on:
 1. Time to market
 2. Cost of ownership⁷
 3. Delivery on time of expected volume
 4. Shrink
 5. Quality (Productivity/Throughput , Reliability, Availability, Yield)

Our open relationships with our suppliers (see section 'Sustainable relationship with suppliers') allow for virtual customer integration and involvement during the early development of new innovations. This reduces the time-to-market of new technology, as does the alignment between market demand and ASML manufacturing capacity.

In mid-2013, ASML created a new senior management structure with a new group called Sales and Customer Management at Executive Committee Level. This new group aims to make ASML the number one trusted partner through a customer intimacy program, which has led us to develop dedicated account teams, tasked with forming strong personal relationships with our customers. We have regularly scheduled executive review meetings with all major customers to discuss all relevant issues in the business and relationship. We also re-structured and redefined roles and responsibilities of the account teams to include multi-level customer connections, i.e. R&D as well as high volume chip factory customer support contacts.

In addition to the executive review meetings, we also have technology review meetings between major customers and our CTO, other ASML executives and product managers at least once a year. Future customer needs and technical roadmap alignment are on the agenda at each of these meetings.

Customer complaint teams respond promptly in the event of complaints. We report to customers transparently about issue management and use these experiences to adjust both our products and processes, a key example being the reduction of system downtime caused by waiting for parts. We regularly monitor customer satisfaction and loyalty through internal and external surveys, reporting via specialized customer dashboards.

We monitor the strength of our customer relationships through various mechanisms, including our Customer Loyalty surveys (held once every two years), feedback through the annual third party VLSI survey, and various technology symposia, as well as Customer Generated Scorecards from several of our largest customers which are reviewed by senior management within Sales and Customer Management. In the VLSI survey ASML achieved its highest overall score ever (8.4) and scored 9.4 in the Technical Leadership category – the highest score achieved by any supplier in any category, and also an improvement on our result in this category from last year's survey (9.3). The results of the 2012 Loyalty survey led to the development of three specific improvement programs for 2013:

- We improved the NXT overall availability from under 90% in 2012 to 95% in 2013 by shortening recovery sequences, improving diagnostics tooling, addressing software/part reliability and securing parts availability.
- We created insight into Value and Return on Investment for existing products, which can now be tailored per customer.
- We established a program aimed at improving the intake of customer issues (e.g. when our machines do not operate within specifications) by introducing a standardized format for issue intake, training and improving the solving power of the customer support organization.

The next Customer Loyalty survey, planned for Q4 2014, will allow us to determine the success of these programs.

⁷) Euros spent on ASML lithography scanners per chip produced, covering initial investment, maintenance , operational costs and consumables.

TSMC's Outstanding Supplier Award 2013

ASML was one of only two companies to receive the special TSMC award. Our customer TSMC appreciated our performance in boosting scanner productivity in the past year, as well as the exceptional cooperation with the ASML team.



4.3.2 Sustainable relationship with suppliers

Value sourcing and virtual integration

Our relationship with suppliers is guided by our 'value sourcing' strategy, which focuses on creating and maintaining very close cooperation with suppliers. In many cases, we expect them to share part of the risk involved in developing and marketing new-generation lithography machines, rather than simply delivering the machine parts or services that we requested based on well-defined specifications. In return, we allow them to use technology that we have developed together for other customers in other market applications.

Our goal to accelerate the development of EUV technology demands extra efforts from us and our suppliers. We therefore go a step further with many suppliers, entering into a level of cooperation that we call 'virtual integration'. Virtual integration is a form of open and trusted collaboration, whereby ASML and suppliers share their skills and processes, with the aim of working as a single enterprise. This means bringing together partners from diverse parts of the value chain and from different countries, and encouraging them to share knowledge and insights so we can all innovate better and more quickly. For this reason, maintaining a supply base close to our ASML sites is key to the success of our innovation processes, as it requires ASML and our suppliers to continuously align our processes and approaches to design challenges.

Value sourcing and virtual integration also enable ASML to increase the number of high-level purchases (thereby reducing the number of unique parts bought), by assigning more ownership of the part's design and manufacturing to specific key suppliers. It also enables our suppliers to enhance their capacity and competencies so they can be reused for other markets and technologies. This increases the suppliers' stability by making them less dependent on the semiconductor industry and on ASML.

ASML received Dutch Logistics Award 2013

ASML received the Dutch Logistics Award 2013 as ASML has established and manages its supply chain in such a way that it can quickly and effectively adapt to semiconductor market cycles. Supply chain leadership is highlighted by the jury as one of the three innovative areas.

Managing risks and performance in our supply chain

ASML has three key processes to manage the overall supply chain risk and performance:

- Risk Assessment: A risk assessment is executed annually for all key suppliers evaluating three areas of risk including sourcing strategy (addressing the risk resulting from single sourcing and supplier performance), financial stability (addressing the financial health of a supplier) and supplier disruption (addressing the risk of natural hazards of calamities for a supplier manufacturing location).
- Risk Mitigation: Significant risks that surface in the yearly risk assessment are addressed in our sourcing strategy. At the same time we work with suppliers to improve their performance in quality management, logistics management, technology management, cost management and sustainability (so-called QLTCs⁸).
- Supplier Audits: We execute supplier audits in order to match required performance levels with actual performance

Driving corporate responsibility towards our supply chain

Corporate responsibility is an integral part of value sourcing and virtual integration, because it is ASML's ambition to be recognized as an environmentally and socially responsible company. We seek to enhance awareness of sustainability among our suppliers and we make meeting our corporate responsibility criteria a long-term prerequisite for doing business with ASML. We work closely with suppliers to ensure they understand our customers and ASML's corporate responsibility standards, and to help create a sustainable supply chain.

To realize this ambition, ASML has defined sustainability requirements based on the Code of Conduct of the EICC. This code provides guidelines for performance enhancement and compliance within four critical corporate responsibility areas:

- Environmental management
- Health and safety management
- Labor ethics management
- Business ethics management

EICC supports a responsible supply chain

The EICC is a coalition of the world's leading electronics companies. It aims to improve efficiency and social, ethical, and environmental responsibility in the global supply chain. Its more than 85 members include electronic manufacturers, software firms, ICT firms, and manufacturing service providers that design, market, manufacture and/or provide electronic goods or other materials or services to ICT firms. The EICC Code of Conduct is an important instrument facilitating the achievement of an organization's goals.

All electronics companies and associated suppliers are invited to adopt the code and invest in its implementation. See also www.eicc.info.

Performance enhancement and compliance in these four areas is achieved through implementation of management systems (the plan-do-check-act cycle). ASML pursues this approach and has decided not to monitor quantitative corporate responsibility indicators in its supply chain (such as the absolute amount of energy consumed, CO₂ emissions, water usage, waste generation, etc). In practice, this is difficult to monitor as most of our suppliers are small, and struggle to devote resources to collecting these data (especially the second-tier, third-tier, fourth-tier, etc. suppliers). In addition, it is virtually impossible for suppliers to attribute these resources to the ASML product.

The 'Long-Term Supplier Agreements' we close with key suppliers require them to comply with the EICC Code of Conduct. Additionally, in our processes to select new suppliers and our continuous evaluation of existing suppliers, the EICC criteria are specified as part of the supplier profiles that cover the requirements on QLTCs.

To document our corporate responsibility requirements for key suppliers, ASML has developed a maturity rating method. This method allows us to measure and compare the level at which suppliers meet our corporate responsibility requirements. It uses a scale from 1 to 5, with 5 being the highest level of compliance. The minimum requirement for each of the four EICC Code of Conduct elements is defined as level 3. If a supplier does not meet this level, this is identified in the QLTCs profile or during supplier audits and an audit NC report is created, setting out corrective action our suppliers must take to close the gap.

⁸) It has been decided to include the ASML sustainability requirements also in the official supplier profiles, used for critical Product Related suppliers, to further strengthen the approach to sustainability in the ASML supply chain. As from 2014, the supplier profile is adjusted from QLTC to QLTCs.

The audit frequency and scope varies per supplier. Suppliers who are critical to our business are audited at least once every two years. Failure to meet our requirements will not lead to immediate termination of the contract with a supplier, unless they fail to make efforts to improve over a longer period of time. Our supplier account teams help our key suppliers to meet the current QLTCS requirements and to anticipate and meet future requirements. We treat non-conformance with corporate responsibility requirements in the same way we treat other types of non-conformance with our QLTCS requirements. In 2013, no supplier contracts were terminated due to non-compliance with corporate responsibility related requirements.

Supplier audits overall	2011	2012	2013
Executed	70	110	106
Covering sustainability	31	77	80
number of sustainability NC's raised	39	28	28
Average latest available audit score	3.1	3.3	3.2

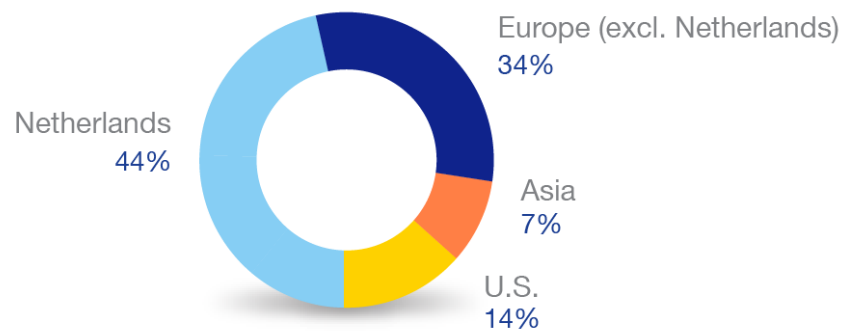
Supplier audits on business critical product related suppliers	2011	2012	2013
Executed	28	63	42
Covering sustainability	14	44	32
Number of sustainability NC's raised	26	13	10
Average latest available audit score	3.1	3.4	3.5

ASML has chosen to go beyond the formal EICC scope to include a selection of non-product related suppliers to be evaluated against our sustainability requirements. This selection resulted in the inclusion of 22 non-product suppliers in the scope of our program. It is based on the following criteria: Spend > 1 million euros per year; and Chemical handler or logistics service provider or facility construction/maintenance work or cleanroom materials; or activities performed in OECD-risk countries⁹.

Supply chain composition

In 2013, we spent about 3.8 billion euros on goods and services provided by approximately 700 product related suppliers and approximately 4,650 non-product related suppliers around the world, compared with 3.2 billion euros in 2012. Product related suppliers deliver machine parts or technology that is required to manufacture the machines. Non-product related suppliers provide other services and products, such as temporary labor, design outsourcing and professional services, fuel for generators and office supplies.

Sourcing spend per region



⁹ OECD-risk countries, see <http://www.oecd.org/tad/xcred/cre-crc-current-english.pdf>.

The table below details our product related supply base and the extent to which these supplier types comply with ASML corporate responsibility requirements.

Product related spend 2013 ¹	million euros	# suppliers	% of spend
Spend 2013 at business critical PR suppliers	2,187	79	84%
Spend 2013 at key PR suppliers	221	105	8%
Spend 2013 at non-key PR suppliers	196	549	8%
Total PR spend 2013	2,604	733	100%

1 ASML identified 3 levels within product related suppliers, ranked by importance

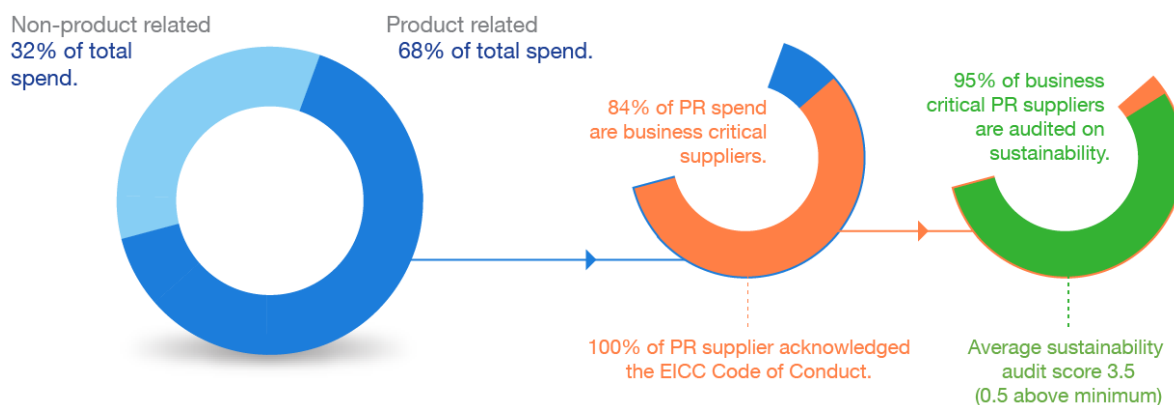
1. Business critical
2. Key suppliers
3. Non-key suppliers

The table below details our non-product related supply base and the extent to which these supplier types comply with ASML sustainability requirements.

Non-product related spend 2013	million euros	number of suppliers	% of spend
Spend 2013 at key NPR suppliers	287	31	24%
Spend 2013 at non-key NPR suppliers	932	4633	77%
NPR suppliers selected for sustainability evaluation ¹	245	22	20%
Total NPR spend 2013	1,218	4664	100%

1 22 sustainability relevant suppliers includes both key and non-key NPR suppliers, based on identified selection criteria.

Corporate responsibility in our PR supply chain



Enhancing sustainability awareness

- To increase awareness about sustainability among suppliers, we distribute an annual 'Supply Chain Sustainability Newsletter'. This newsletter, sent to about 200 key suppliers, provides information on our corporate responsibility activities and gives updates on concrete steps taken.
- In 2013, we held refreshment training for our procurement account managers and technology supplier managers on the EICC Code of Conduct corporate responsibility requirements. Included in this training were the requirements and policies related to conflict minerals and human trafficking.
- ASML's Supplier Day, which took place in October in Veldhoven, was attended by 108 executives representing 70 suppliers from around the globe. Our CEO and CTO informed suppliers about the market situation and the long term lithography roadmap, underlying the importance of promoting a sustainable value chain. Afterwards, Executive VPs presented plans for 2014 and what is expected from the ASML suppliers to achieve the expected targets. In separate workshops, ASML representatives entered into discussions with suppliers on topics such as cycle time reduction and supplier development. The outcomes of the discussions were shared with all attending suppliers.

Material scarcity in the supply chain

ASML regularly monitors the availability of raw materials, particularly materials known to be scarce. We monitor and reduce our dependency on scarce materials through strategic sourcing initiatives related to these materials.

4.4 Responsible behavior and efficient processes

ASML strongly believes that responsible corporate behavior is critical to our success as a business. Our CR strategy has a particular focus on eight responsible business themes:

- Business risk & business continuity
- Business ethics & human rights
- Labor relations & fair remuneration
- Conflict minerals
- Product safety & compliance
- Community involvement
- Environmental efficiency own operations
- Employee health & safety

4.4.1 Business risk & business continuity

Our internal risk management and control system is based on identifying external and internal risk factors, as well as opportunities, that could influence our operational and financial objectives and create sustainable value for our stakeholders. It contains a system of monitoring, reporting and conducting operational reviews. The risk management process helps us to maintain a high operational performance and work in a cost-efficient way. Effective risk management for ASML is based on the strategic implementation of three lines of defense. The first of these is the frontline employees and line management, who must understand their responsibilities with regard to their role in the process. They apply internal controls and other responses to treat the risks associated with the process. The second line of defense is formed by our corporate compliance and risk functions which provide independent oversight of the activities of the first line of defense. The third line of defense is that of internal and external auditors who report independently to the Audit Committee and Supervisory Board.

Major risk factors (including those specific to the semiconductor industry, ASML or our shareholders) are disclosed in our annual report on form 20-F. Relevant factors that could impact our long-term sustainable value include:

- The ability to follow through on our product innovation roadmap (see section 'Innovation').
- The potential scarcity of technology professionals (see section 'Talent management' and 'Training & development').
- Scarcity of materials used in the semiconductor industry (see section 'Sustainable relationship with suppliers').
- Product energy efficiency (see section 'Product stewardship').

ASML has a number of programs and processes in place to mitigate these risks. More details can be found in the respective sections.

Dedicated attention is given to managing business continuity. The process is driven by the COO and executed in ASML locations worldwide while process guidance, monitoring and reporting are provided at a corporate level. Annual activities performed as part of our Business Continuity Management process include:

- Updating our business impact analysis and recovery plans.
- Reviewing our recovery strategy and plans for preventative measures.
- Exercising crisis management procedures.
- Raising awareness of Business Continuity Management throughout our business.
- Reporting on our Business Continuity Management status and capability.

The ASML Board of Management and senior management periodically review the key operational risks and relevant mitigating actions. This occurs in regular meetings of the CRSB. The results of the reviews and progress updates are reported to the Audit Committee and Supervisory Board.

4.4.2 Business ethics & human rights

Code of Conduct

The ASML Code of Conduct describes what ASML stands for and believes in¹⁰:

- Respect for the different cultural identities of our employees, stakeholders and customers.
- Zero tolerance of any form of discrimination or harassment.
- Promoting honest, ethical and transparent conduct, including in the handling of actual or apparent conflicts of interests between personal and professional relationships.
- Conducting our business in good faith and with integrity.
- Complying with all applicable laws and regulations.

¹⁰ The complete Code of Conduct can be found in the corporate governance section of our website www.asml.com.

Business Principles

The Code of Conduct has been translated into a set of practical Business Principles for all employees. The Business Principles help to drive ethical and balanced behavior, control our business exposure, and safeguard ASML's reputation. Employees must consult the Business Principles for their day-to-day guidance. The Business Principles focus on five areas:

Business Principles



Several policies address different topics related to the Business Principles such as, but not limited to: insider trading, gifts and entertainment, anti-bribery and corruption, anti-trust, and knowledge protection.

Code of Conduct standards

ASML strives to conduct business on the basis of fairness, good faith and integrity, and we expect the same from our business partners. ASML is a member of the EICC and has incorporated all EICC membership requirements into its way of working. All major suppliers are expected to certify their compliance with the EICC Code of Conduct (see section 'Sustainable relationship with suppliers').

ASML supports the principles laid down in the OECD Guidelines for Multinational Enterprises and those in the International Labor Organization's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.

We believe that human rights, as defined by the United Nations in its Universal Declaration of Human Rights, are a common standard that all employers should uphold, and we encourage our employees to respect these rights and freedoms by committing to our Code of Conduct, Business Principles and related policies.

ASML respects the rule of law and complies with all national laws, regulations and administrative practices of the countries in which we operate. Within that legal framework, we strive to conduct our activities in a competitive and ethical manner.

As of 2012, all new employees are required to complete a compulsory 30-minute online training within their first month of working at ASML. In 2013, 2,111 new hires¹¹ worldwide were invited to do the initial training. 1,816 (86%) completed the training.

Ethics organization

ASML's Ethics Office oversees and implements our ethics and compliance program from our corporate head office, supported throughout the business by Ethics Liaisons. These are employees who support the Ethics Office in further embedding the ethics program within the organization. They are also a local point of contact for employees who have a question, remark or concern relating to the Code of Conduct or Business Principles. As of 2013 the total number of Ethics Liaisons worldwide is 23.

¹¹ New hires here include all payroll employees, temporary employees (employed longer than one month) and contractors (employed longer than two months, working on ASML premises and having an ASML IT account).

Ethics program (objectives) 2013

- The Ethics Office introduced mandatory 20-minute online refresher training on the Code of Conduct and Business Principles for all employees worldwide, focusing on important topics including gifts and entertainment, as well as anti-bribery and corruption. 11,462 employees were invited and 10,619 (93%) completed the training. Our Ethics Office and HR department strictly follow-up on the completion.
- The ethics office launched a middle management workshop in Asia focusing on the ethics program, and more specifically, the role of a manager in creating a transparent environment within their department, in which speaking up is appreciated. The Ethics Office will continue to train middle management worldwide in 2014.
- We circulated a brochure about the ethics program in both English and local languages, a card with the local phone number to the external speak up line, and postcards displaying ethical phrases to increase awareness of the program.
- We reviewed and updated our corporate policy portal to ensure material policies relating to the Code of Conduct and Business Principles are readily available to employees.

Code of Conduct reports / complaints 2013

We encourage our employees to discuss or report any behavior that may violate our Code of Conduct. ASML has a procedure (the 'Reporting Procedure') for reporting issues breaching the Code of Conduct, including complaints of a financial nature (the 'Whistleblower's Policy'). We encourage our employees to speak up and feel free to raise ethical issues without fear of retaliation. For those who feel more comfortable speaking up anonymously, there is an external hotline (phone or webmail). The Reporting Procedure for Code of Conduct violations can be found in the corporate governance section of our website.

In our reporting administration we make a distinction between reports and formal complaints. A report is a question, remark or concern relating to the Code of Conduct or Business Principles. A complaint is a formal report relating to an actual or potential violation of the Code of Conduct or Business Principles and must be investigated by the Complaints Committee according to our Reporting Procedure. In 2013, about 100 reports were made worldwide relating to each of the five Business Principles. In 2013 the complaints committee received one complaint, but the complaints committee did not formally investigate it as the HR department was best equipped to assist. ASML is not aware of any claims of anti-trust and monopoly legislation against ASML in 2013.

Ethics program 2014

We have identified the following objectives for 2014:

- Introduce new mandatory refresher training on the Code of Conduct and Business Principles for all employees worldwide, focusing on important topics such as respecting people, following processes and side activities.
- Provide further training of middle management worldwide, focusing on all elements of the ethics program.
- Develop additional communication material to increase awareness of the ethics program.
- Further formalize ASML's human rights policy.

4.4.3 Labor relations & fair remuneration

At ASML, we value good labor relations and fair remuneration. Good labor relations includes enabling employees to organize themselves through labor unions or workers councils. Our employees can join unions or other workers' organizations and management regularly engages with employee representatives (i.e. with the Works Council in the Netherlands and the Korea Labor Management Council). A collective bargaining agreement is applicable for the majority of our European payroll employees (5,370), representing around 50% of the total ASML worldwide payroll workforce.

We consider remuneration to be fair if it is in line with generally accepted norms. We make no distinction in how we compensate men and women. We also make sure that the compensation of our flex workers is aligned with the compensation of our payroll employees. Salaries and benefits are determined according to objective criteria unconnected with gender, nationality, religion, social position, age or any other such consideration. Every year, each employee is assessed on his or her performance against targets and competence (demonstrated behavior against a predefined set of competencies). The budget for merit increases is set by country, and then divided among employees based on the results of these assessments. Payroll employees are also compensated under a partly variable salary structure through ASML's profit sharing plan.

We have a flexible labor model with a mix of fixed and flexible contracted labor in our manufacturing and R&D facilities in Veldhoven, the Netherlands. This reinforces our ability to adapt more quickly to semiconductor market cycles, including support for potential 24-hour, seven days-a-week production activities. By maximizing the flexibility of our technically skilled workforce, we can shorten lead-times - a key driver of added value for customers. Flexibility also reduces our working capital requirements. It has our ongoing attention to balance the flexibility requirements with all of our stakeholders and are currently addressing concerns on proposed changes to our flexmodel, voiced by our employees and trade unions.

4.4.4 Community involvement

Community involvement is one of ASML's responsible business themes. Establishing good relationships with our local communities and a vibrant social infrastructure helps to secure our long-term business success, and contributes to employee engagement.

The objectives of our community involvement programs are:

- Improving technical education and awareness among schoolchildren and students.
- Helping to provide an inspiring and attractive environment for our employees and families to live and work.
- Strengthening social structures.

In the communities where we operate, we aim to inspire young people to develop an interest in technology and study towards a technical qualification. This helps to build a pipeline of talented young engineers, not only for ASML but also for our suppliers and partners. We sponsor local events and organizations through partnerships and donate to charities that support a vibrant cultural infrastructure and strengthen social structures. Each of these community activities has a link with education, culture, technology and/or youth.

Our community relations program is part of our CR strategy and helps us implement our corporate responsibility goals. Our global community involvement program falls under the remit of our CEO, and is coordinated by our Communications department. A community involvement office provides a central framework for setting targets, selecting projects and defining priorities. Within this framework, individual sites choose their own community involvement activities, which are overseen by local coordinators.

Advocating the high-tech professions

- We partnered with two secondary schools near our Dutch headquarters - Were Di in Valkenswaard and Sondervick in Veldhoven - to jointly develop educational programs. We participated in Jet-Net (Youth and Technology Network Netherlands), a partnership between businesses, schools and government to promote technology. We hosted a number of secondary school visits to ASML. Over 100 ASML colleagues volunteered as guest lecturers at schools.
- During the Dutch Technology Week, ASML participated in a range of activities to introduce (young) people to the world of science and technology.
- We participated in the Dutch Girls' Day (over 1,200 visitors), a national initiative to promote technology among girls, and sponsored Robocup, the Robot Soccer World Cup, which aims to advance the technologies of intelligent robotics.
- ASML U.S. hosted various ASML4Kids sessions at schools around the country. All in all over 1,300 students were reached. Students learned about such topics as light and reflection, accuracy and precision, air quality, and technology and chips.
- We sponsor study associations at various universities of technology.
- We build relationships with universities in Korea and Taiwan.
- We provide scholarships, internships and technical trainee programs.

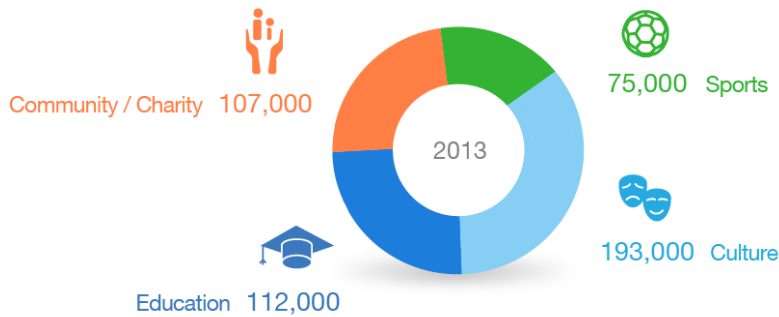
Sponsoring

Within ASML sponsoring takes place in two ways: through the ASML Foundation and through corporate sponsoring. ASML Foundation supports education projects across the world to improve economic and social self-reliance for targeted groups, particularly children (see 'ASML Foundation' below). Corporate sponsoring concentrates mainly on sponsoring activities in the communities where we are located.

Through our corporate sponsorship program, ASML donated a total amount of 487,000 euros to various institutions in the Eindhoven region (2012: 495,000 euros). ASML donates to institutions operating in four different areas: community/charity, sports, education and culture. Examples include:

- Cultural events and organizations such as the concert hall Muziekgebouw, in Eindhoven, and Glow, a platform for artists, designers and architects working with light.
- Events such as the Eindhoven marathon.
- Xmas Jazz Concert in Taiwan.
- Bike-a-thon in Taiwan (A 300 km cycling journey from Linkou in the north to Tainan in the south will raise funds to support underprivileged children and teens in Taiwan).
- Jeugdportsfonds (Youth sports fund) in Eindhoven.
- Oranjemarkt Veldhoven, a non-commercial community flea market.

Donations



Volunteering: employees volunteer in community events and technology promotion

We organized a 'Volunteer Fair' at ASML in 2013, where nine not-for-profit organizations from the Veldhoven area could recruit volunteers from among our employees. Among the causes they support are people with a handicap, families affected by autism and social events for expats in the Eindhoven area. Approximately 100 ASML employees signed up as volunteers, including 60 who joined an initiative to perform repairs and similar chores for low-income families in the area.



Fund-raising

ASML supports employees who organize or participate in fund-raising events involving physical activities such as running or cycling. The maximum contribution is set at 1,000 euros per participant per event. In 2013, a total of 30,000 euros (2012: 14,000) was donated to causes that our employees support worldwide and that match the objectives of our community involvement program.

ASML Foundation

We set up ASML Foundation in 2001 as an organization under Dutch law. Though closely linked to our company, it operates independently. It focuses on improving the economic and social self-reliance of targeted groups, mainly children, by supporting educational projects around the world. ASML Foundation is our charity of choice.

In 2013, we contributed 300,000 euros to the foundation. This was the fourth term of our commitment to contribute such an amount each year from 2010-2014, enabling ASML Foundation to maintain its funds at an adequate level. We also supported the foundation in kind by employing its director, among others, and sitting on its supervisory board.

ASML Foundation aims to spend 700,000 euros on donations each year and in 2013 we met this target. We focus on achieving long-term results through our community involvement.

In 2013, ASML Foundation supported 32 educational projects in 23 countries, including China, the Netherlands, Ireland, Connecticut (U.S.) and New Mexico (U.S.). Most projects focus on enabling targeted groups, who would otherwise have no access to education, to attend school. ASML Foundation also focuses on vocational training projects for youth and young adults. The foundation closely monitors the projects it supports. All project supervisors must provide regular updates as well as final evaluation reports on the results realized.

Additional and actual information about ASML Foundation can be found at: www.asmlfoundation.org

4.4.5 Conflict minerals

As of 2012, the Dodd-Frank Act in the U.S. requires companies to publicly disclose their use of conflict minerals originating from the Democratic Republic of the Congo (DRC) or an adjoining country. These include minerals mined under conditions of armed conflict and human rights abuses. Four minerals identified as potentially originating from these regions are gold, tantalum, tungsten and coltan.

To ensure compliance with the Dodd-Frank Act, ASML implemented the conflict-free minerals project, expected to be completed in 2015. We will present an update of our progress in May 2014. Assessing the presence of conflict materials in parts procured from suppliers requires both a good understanding of our supply chain and strong relationships with our suppliers. The resulting knowledge and insight will allow us to increase transparency and traceability of substances in our supply chain, as well as to more efficiently manage the requirements of any future regulations in this area.

4.4.6 Product safety & compliance

Product safety and product compliance are non-negotiable issues for ASML and are key to maintaining our good relationship with our customers and other stakeholders. The safety of our products and their compliance with legislation are therefore built into our systems and processes right from the earliest design stage through to manufacturing and field services. Where equipment hazards cannot be fully offset by design, we incorporate safeguards into the machine to ensure that no single system failure or operator error can endanger the operator, facility or environment.

Safety issues are treated with the highest priority. ASML's Product Safety department tracks all safety issues related to our machines. These are defined as product related near misses, incidents that cause material or environmental damage and accidents causing injury. Product related safety issues (whether at ASML, supplier or customer sites) are analyzed to determine the root cause, and feedback is provided to prevent any recurrence. This feedback is being used to implement engineering changes at the appropriate sites by means of Safety-Field-Change-Orders. These implementations are given highest priority by ASML customer services organization (in close agreement with our customers).

The number of product safety issues is very low. In 2013, eight product related safety issues were reported at client sites (2012: 4). None of the product related safety issues led to a lost time incident but led to a cut (twice) or a minor bruise. All other product related safety incidents were related to smoldering of electronics and water leak. In analyzing the cause of the incidents, we looked at the design of our systems, our way of working and other quality issues. Follow-up actions are dependent on the cause and vary from replacing a part to product redesign (remove sharp edge, screw) or changing the way of working (e.g. cable rerouting).

We did not receive any fines for non-compliance regarding product safety. When discovering incidents and learning from them we rely on information from our customers, who often have more stringent safety requirements than international standards. We are currently improving information-gathering regarding these incidents in order to increase the safety of our products. For example, Samsung has specific requirements for electrical systems, while Intel has specific requirements for electrical bonding inside their factories. ASML discusses such requirements with our customers and takes them into account during product implementation.

To verify the safety and compliance of our machines, external assessors perform a safety review of all types of ASML's machines using SEMI S2 Safety Guidelines for Semiconductor Manufacturing Equipment. In 2013 assessments were done on NXT:1970Ci and the reports of scanner, source and drivelasers of the NXE:3300B were updated. All systems were fully compliant.

Complying with legislation on hazardous substances and substances of very high concern in our products

Over the past years we have taken steps to reduce the use of hazardous substances in our products. We are a member of SEMI, the global association for the micro- and nano-electronics industries, which engages with local and national policy makers and helps the industry to incorporate corporate responsibility requirements. The RoHS directive and the REACH directive, both issued by the European Union, set out the most important international legislation for the semiconductor industry on hazardous substances (RoHS) and on substances of very high concern (REACH) in Europe and, increasingly, around the world. The products ASML manufactures are currently excluded from the RoHS directive (revised in 2011). It is nonetheless ASML's RoHS policy to restrict the use of hazardous substances.

In 2011, we set up a RoHS-REACH project (5 FTEs) to identify any hazardous substances and substances of very high concern in our products embedding the RoHS and REACH directives in our processes. In 2012 we assessed more than 125,000 parts and more than 250,000 in 2013. To the best of our knowledge our machines and service parts, including packaging, currently do not contain any substances of very high concern above the legal threshold. ASML machines contain a limited number of non-RoHS compliant parts only. We aim to replace these parts with RoHS compliant alternatives by 2015.

4.4.7 Environment, health & safety

ASML believes it has a moral obligation to do everything in its power to provide safe and healthy working conditions for its employees, customers and suppliers while minimizing impact on the environment. This means ensuring our operations are safe and secure.

One of the major safety risks at ASML is the risk of injury while working with heavy lithography equipment, which is developed and assembled in relatively small cabins. Our NXE machine, for instance, weighs 27 tons and is 3.2 meters high. Assembling it is a complex process and requires utmost care to minimize the risk of injury. We also work with hazardous substances during our manufacturing process, so our staff has to be familiar with the characteristics of these substances and take strict precautions. Laser technology is increasingly used in our machines and is another aspect requiring safety precautions. Due to the fast pace of innovation, the complexity of our equipment and the fact that our machines are not mass produced, our EHS approach not only focuses on compliance, but centers on enhancing situational awareness in our operations. This involves raising EHS awareness and encouraging our employees to be alert to their surroundings, ask questions and identify risks and hazards before and while performing work. These activities are guided by our Global EHS Roadmap. In 2014 we will revisit the global and local EHS roadmaps and define new targets.

Organization

Environment, health and safety are addressed in the organization at various levels and areas of expertise.

- A global EHS manager aligns EHS policies, strategy and best practices worldwide and ensures that knowledge is leveraged and shared across the EHS organization and competences.
- Local EHS organizations in both manufacturing locations as well as customer support locations ensure the embedding of agreed EHS policies and practices.
- Internal auditors specialized in EHS carry out audits of EHS management systems on a regular basis at all ASML locations, including the approximately 50 customer support and sales sites around the world.
- In 2013 we have further focused on embedding safety in our organization by assigning area managers. Area managers are responsible for incident management and ensuring safe working conditions in specific areas of our manufacturing and development facilities.

EHS Roadmap

We completed a so-called 'Zeta Zero' assessment in 2012 to improve safety at our factory locations. Based on this assessment the following initiatives were introduced in 2013:

- We executed an assessment of our environmental management system (which is certified based on ISO 14001 standards) against the OHSAS 18001 occupational health and safety standards guidelines. We expect to launch projects in 2014 to close the gaps identified in this assessment.
- We introduced an electronic 'permit to work' system for third parties that work at our production site in Veldhoven. This enables us to have better control of work performed onsite. The permit details the safety guidelines to adhere to.
- We updated the security system controlling entry into our locations worldwide, introducing new ID badges that clearly show whether a person is an employee, a contractor or a visitor. This action has been completed for Veldhoven and Linkou and a number of CS locations. For the other locations a project plan for implementation is present.
- In 2013 we improved our environmental, health and safety reporting. Improvements to our internal control process also led to improvements in our reporting methodology. In addition two cabins have been fully equipped with energy/process utilities meters to quantify the energy footprint of our NXT and NXE platforms supporting the D&E department of ASML.

Creating awareness

A quarterly EHS workshop, chaired by the COO, addresses safety awareness and ways to prevent accidents. Area managers and specialists from our Operations department evaluate the status of the LTAs and define actions for the next quarter. Local EHS managers present improvement programs at the EHS workshops.

It is ASML's policy to train all our employees on environmental, health and safety-related aspects via our learning portal. All employees working on ASML premises have to complete the general EHS level 1 training. EHS level 2 training is mandatory for entry into cleanrooms. In 2013, 2,187 employees completed our general EHS level 1 course and 2,144 employees did the specialized EHS training.

Across our worldwide manufacturing locations, a total of 250 employees received specific emergency response training in first aid, evacuations, chemical spillage handling, process gas leakage control and firefighting. We also carried out several emergency drills with the fire brigade in 2013. In addition, ASML offers trainings tailored to specific work environments and/or tasks that integrate EHS aspects such as hoisting and lifting, magnetic safety, hazardous materials, hydrogen safety and lean manufacturing.

4.4.7.1 Environmental efficiency own operations

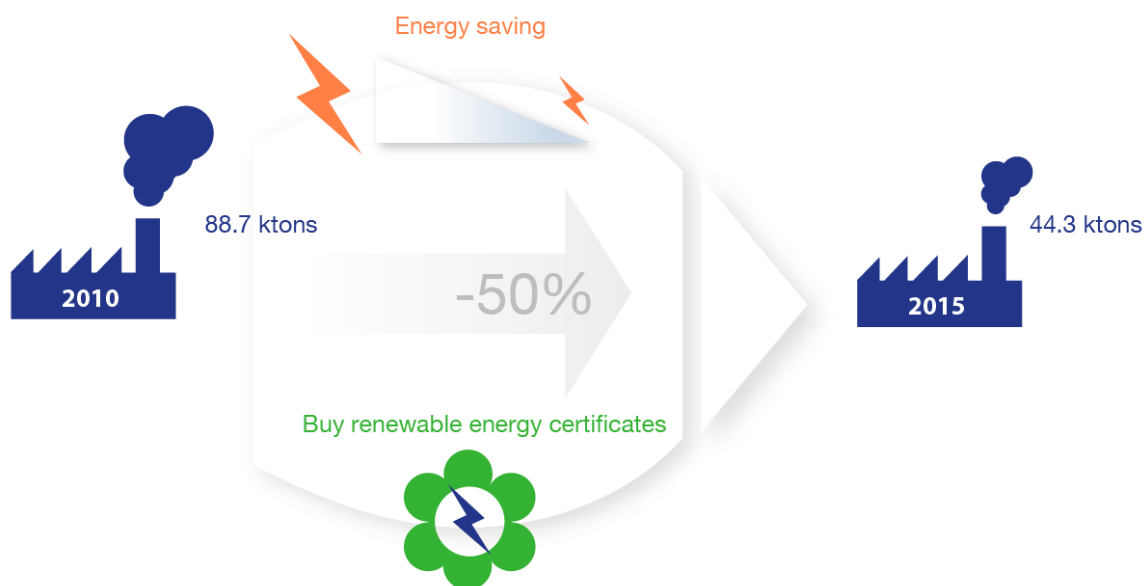
As part of our commitment to behave responsibly, we invest time and resources in ensuring that our operations meet stringent environmental standards and that we use environmental resources in the most efficient way possible. Steps are taken to:

1. Use energy efficiently and lower our carbon footprint.
2. Reduce, recover and recycle company waste.
3. Use water efficiently.
4. Deal responsibly with other environmental issues.

Efficiently using energy and lowering carbon footprint

Our target for 2015 is to reduce ASML's worldwide CO₂ footprint by 50% compared to the 2010 level. This means reducing our carbon footprint from its 2010 level, 88.7 kilotons, to 44.3 kilotons.

Energy and CO₂ reduction



Although our total energy consumption rises as the company grows, ASML seeks to achieve CO₂ reduction by saving energy and buying renewable energy certificates. We measure our savings compared to the estimated energy use if we were not making efforts to reduce energy use and improve energy efficiency (see 'Energy reduction' graphic below).

Saving energy

Our target is to save 92 TJ by the end of 2015, which constitutes 10% of our 2010 worldwide energy footprint. This target is supported by our energy/CO₂ master plan. The 92 TJ target refers to the energy savings via improvement of the efficiency of our technical installations only, as improvement of production process is more volatile and difficult to quantify.

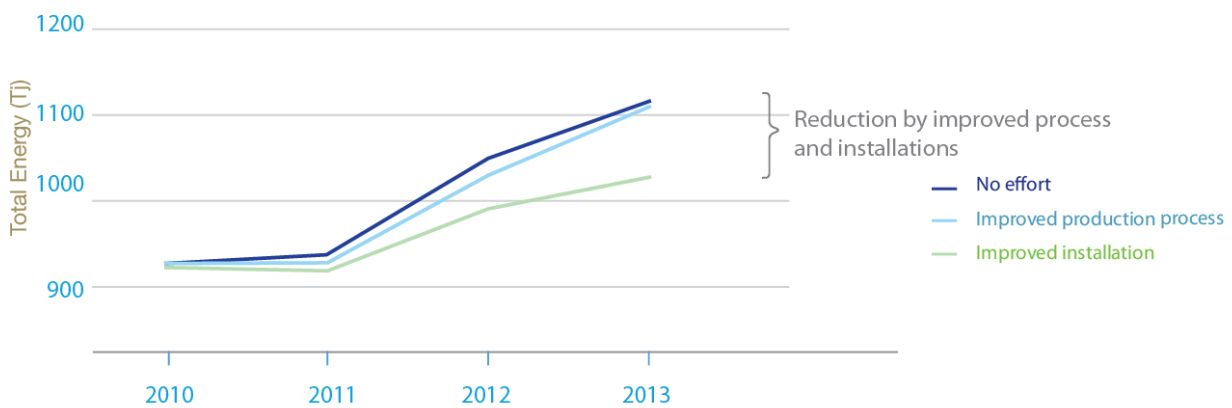
Some of the key projects to achieve energy savings by making infrastructural changes and improving the efficiency of our technical installations at our production locations in Veldhoven, Wilton and Linkou are:

- Thermal energy exchange projects resulting in recovery of heat from our cooling systems.
- Cleanroom ventilation systems reducing energy demand in our cleanrooms and offices.
- Maintenance projects improvements.
- Using energy-saving alternatives in new campus facilities created as part of the 'great place to work' initiative.

Improved energy efficiency led to energy savings of 71.7 TJ over the period 2010 – year-end 2013 compared to the 'no effort' baseline, well above our 2013 target. It also led to a CO₂ reduction of 8.1kton in 2013. Over the period 2010-2013 we made a total investment of 2.6 million euros leading to an operational cost reduction of around 974,000 euros for 2013.

We realized energy savings via improved production process by reducing production cycle time which led to a more efficient use of energy per unit produced. In 2013, we realized an additional 7.4 TJ saving due to cycle time reduction in our Veldhoven production facilities. This is equivalent to 0.9 kton CO₂ reduction.

Energy footprint and reduction

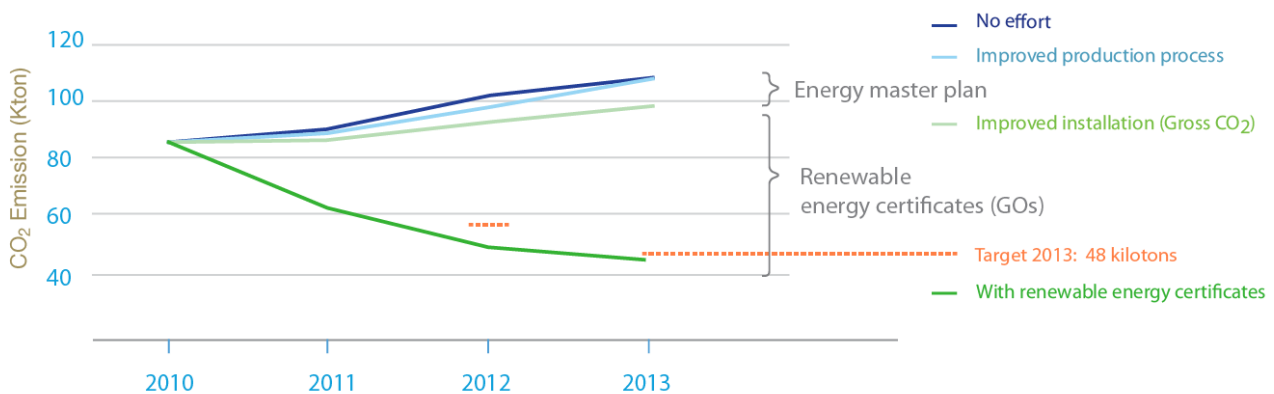


Buying renewable energy certificates

ASML additionally compensates its CO₂ footprint by purchasing renewable energy certificates called 'guarantees of origin' (GOs) in Europe. In 2013, renewable energy certificates contributed to a reduction of 52.7 kton.

Taking into account the CO₂ reduction realized by improved efficiency of our technical installations (representing a reduction of 8.1 kton) and improved production processes (0.9 kton) our total CO₂ saving in 2013 amounted to 61.7 kton. This meant we exceeded our CO₂ emission reduction target of 48 kton for 2013 and are on target for 2015.

CO₂ footprint and reduction



Reducing, recovering and recycling company waste

Our ultimate goal is moving up the 'waste treatment ladder' towards total waste prevention. We are working towards this with three strategic targets on waste disposal:

- Gross waste reduction.
- Improving our waste recycling.
- Zero emissions by eliminating waste towards landfill.

These strategic targets have been translated into targets for ASML manufacturing locations.

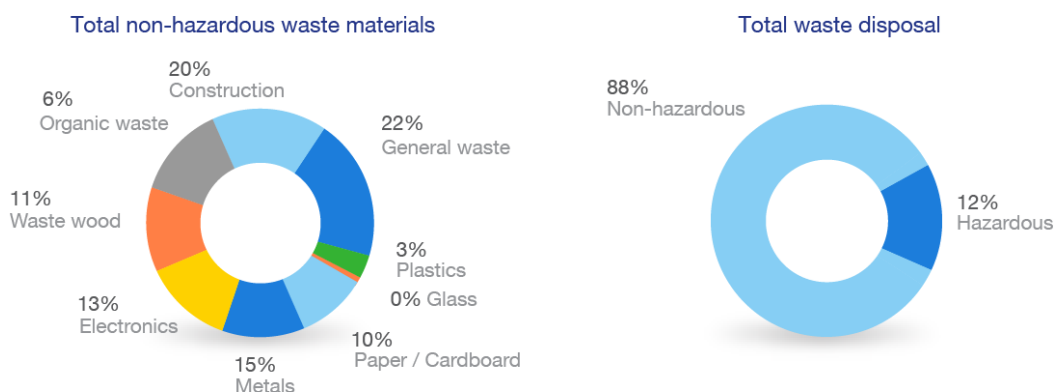
- The total waste tonnage to be reduced at ASML manufacturing locations through waste re-use or reduction programs is 1% by end-2013, 3% by end-2014 and 5% by end-2015 versus the total waste level of 2012 (Gross waste reduction).
- Out of the total waste tonnage more than 85% of total waste from ASML manufacturing locations will be recycled as of 2013 and beyond (thus improving our recycling rate).
- Out of the total waste tonnage less than 5% will go to landfills as of 2013 and beyond (Zero emissions)

In 2013, we generated 2,662 and 377 metric tons of non-hazardous and hazardous waste respectively. The overall amount of disposed waste grew by 36%. This is mainly due to construction waste, which used to be disposed by contractors but is from 2013 disposed as ASML waste. Through our waste re-use program (sulfuric acid reuse in Veldhoven) we achieved a reduction of 0.3% of total waste disposed in 2012. We did not meet the 1% reduction target.

In 2013 a blue print for gross waste reduction was created for Veldhoven. The blue print will be used as a model for the waste master plans for all other manufacturing locations of ASML. In 2014 implementation will start and our waste targets will be re-evaluated.

We met our targets with respect to waste recycling and waste disposed to landfills in 2013. Our waste recycling percentage was 96% and the percentage disposed to landfills was 1% of total waste disposal in 2013. The other 3% of our waste was disposed for incineration without energy recovery. Through separation of the wet organic waste retrieved from our general waste, ASML was able to dispose the general waste for incineration with energy recovery.

Waste materials



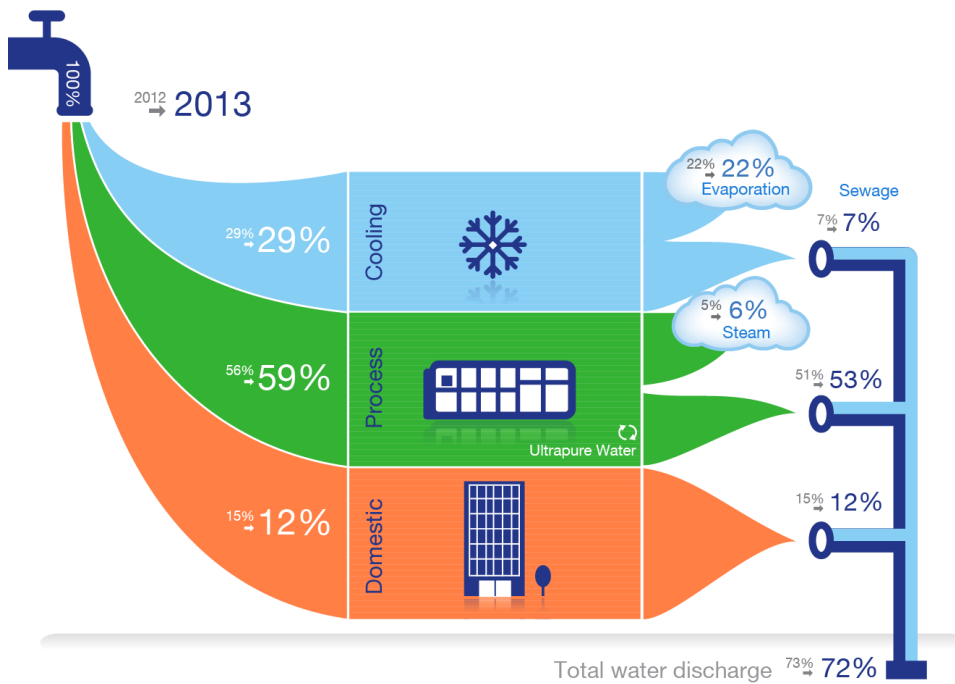
Using water efficiently

ASML uses roughly 100 times less water than most companies in the semiconductor sector. This is because ASML's core business is manufacturing lithography machines, while the semiconductor industry produces computer chips which need to be cleaned with water. Despite this relatively low water consumption, ASML strives continuously to reduce this amount, ensuring responsible and sustainable manufacturing.

ASML has a water master plan outlining the objectives and plans to use less water at Veldhoven, Wilton and Linkou for the 2011-2015 period. Our water master plan includes the following goals:

- Realize water-saving projects by 2015 representing 15% (102,900 m³) of our 2010 water use.
- Improve the way we measure our water intake, our three principal water streams (cooling, process water and domestic) and our water discharge.

All the water we use is regular tap water, supplied by local utility companies. We use water in three ways: cooling for lithographic systems, cleanrooms and offices; processing for our lithographic immersion systems; and for domestic use in bathrooms, cafeterias, kitchens, etc.



In Veldhoven, meters and monitoring system were installed in 2013. They will be used to measure the three main water streams and water discharge. In Wilton, a portable meter will be used to identify data gaps in domestic water usage. In Linkou, some new water meters were installed and a water monitoring system was implemented. Also, a project related to cooling towers has been implemented in 2013 in Veldhoven. At our site in Veldhoven, we achieved measured savings of 73,300 m³/year in 2013 thanks to improvements of our UPW systems and of the cooling towers. In Linkou, we realized measured savings of 24,850 m³/year via UPW reclaim systems and optimization of tuning process equipment realized in 2011. In Wilton we saved 7,400 m³ in 2013 by improvement of the cooling towers and repairing a water leak in the underground water distribution system. In 2013 we achieved our 2015 target by saving 105,550 m³ worldwide.

Dealing with other environmental issues

We are stringent in our monitoring and reporting of **air emissions** from our production sites. At a corporate level, ASML Netherlands B.V. has held a NOx emissions trading permit since 2009 and, in line with Dutch regulations, we also have a NOx monitoring plan and send a report annually to the Dutch government. These reports cover NOx emissions from our installations in Veldhoven with a capacity exceeding 1 MW. In Wilton a Selective Catalyst Reduction system was configured into the co-generation unit to reduce NOx emissions. In our Linkou facility no natural gas is used and therefore the NOx emission reporting process is not undertaken. In accordance with legal requirements, we also measure and record emissions of ozone-depleting substances from our manufacturing locations. This includes CFCs, which are present in our cooling installations. The logbooks are subject to internal audits. Furthermore, we record and measure emissions of volatile organic compounds in Veldhoven and Wilton. Emission results show compliance with the local legislation.

In 2013, two **environmental incidents** occurred at ASML Wilton premises. Both incidents involved the release of minor amounts of ethylene glycol based engine coolant onto paved parking surfaces. Both releases were reported to the state authorities, who determined that no significant environmental damage had occurred. Accordingly, no fines or penalties were issued.

Our **ISO 14001 certificate** was renewed for another three years in 2011 following several audits of our environmental management system by the external accredited auditor, BSI Global. Again in 2013, BSI Global performed a random sample of audits at our manufacturing locations and a number of customer support offices. Three minor NCs were found related to administrative updates of our Environmental Management System. An action plan has been agreed to correct these NCs. We also carry out our own centrally coordinated internal audits, and take action where necessary. Based on these, and following a recent management review, our worldwide environmental management system complies with the basic requirements of ISO 14001:2004.

Environmental compliance

The required environmental and safety permits for our buildings and operations at our locations have been granted by the appropriate authorities. An internal program is in place to check the validation of the permits and verify compliance with their conditions in consultation with local authorities.

In January 2013 ASML Linkou was late in reporting hazardous waste to authorities, for which we were fined 1500 euros. No grievances filed or identified with respect to environmental impacts at our production locations in Veldhoven, Wilton and Linkou.

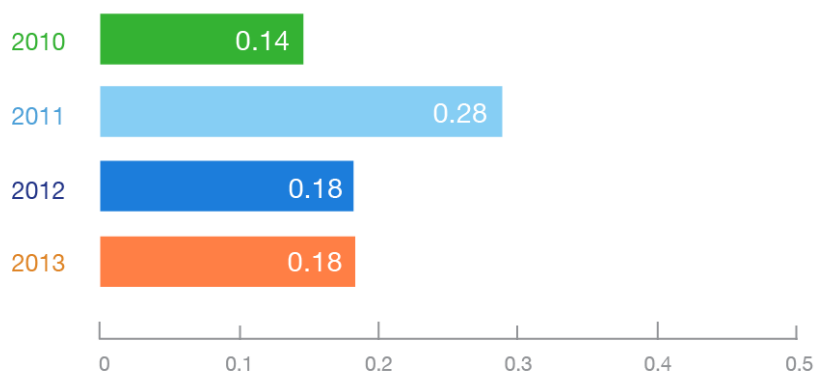
4.4.7.2 Employee health & safety

LTA

A key objective of our EHS roadmap is to reduce the number of LTAs at our locations worldwide. The LTA rate in 2013 was 0.18, the same as in 2012. Ultimately, we aim to have zero LTAs. ASML strives for a yearly LTA rate reduction of 15%.

To understand the root causes in our LTA rate we performed a so-called Pareto analysis – an analysis used to choose between a wide range of possible actions - on our incidents based on basic risk factors. Based on the outcome of this analysis we will seek to achieve improvements within our global EHS Roadmap.

Lost time accident rate



Our company-wide online incident reporting tool is available to all employees. All incidents, including safety incidents, property damage and environmental incidents, are reported with the help of this reporting tool. Incidents involving injury leading to absence are to be reported to the COO within 24 hours and an analysis identifying the root cause must be completed within two weeks. For all major incidents (LTAs and environmental incidents) we carry out a root cause analysis.

Managing and reducing hazardous substances

ASML seeks to reduce the use of hazardous substances in its production processes and in the machines it sells and ships to customers. To build our systems, we mainly use non-hazardous materials, such as metals, glass and modest amounts of plastics and wiring. We test machines by processing wafers, using various chemicals for coating and developing them. Our systems use extra clean dry air and inert gases such as nitrogen, xenon, neon and helium for rinsing and conditioning, and hydrogen for cleaning. We monitor the day-to-day use of all these gases and chemicals. We manage the introduction of all new substances through our Hazardous Substance Management process. This consists of a database containing information on hazardous substances and an evaluation of national and international legislation. No chemical substance may be used without the explicit permission of the EHS department and guidance on safe use.

Appendix

Other indicators

Other ASML indicators

¹	Supervisory Board	Board of Management	Senior management	Middle management	Other employees
Gender					
Female	3	-	12	56	1,078
Male	5	4	174	616	7,416
Age group					
< 30	-	-	-	1	1,020
30-50	1	-	112	518	6,170
>50	7	4	74	153	1,304

¹ These figures are based on headcounts as of end 2013 and excluding Cymer as the job grades of ASML and Cymer are not yet aligned.

Other HR indicators

Number of employees in FTEs	Asia				Europe			
	2010	2011	2012	2013	2010	2011	2012	2013
Number of payroll employees	1,538	1,676	1,812	2,184	4,202	4,730	4,995	5,654
Female (%)	12	13	12	11	10	11	11	12
Male (%)	88	87	88	89	90	89	89	88
Number of temporary employees	11	19	13	17	1,873	1,793	2,060	2,618
Female (%)	46	58	77	76	8	8	10	11
Male (%)	54	42	23	24	92	92	90	89
Total payroll & temporary	1,549	1,695	1,825	2,201	6,075	6,523	7,055	8,272

Number of employees in FTEs	U.S.				Total			
	2010	2011	2012	2013	2010	2011	2012	2013
Number of payroll employees	1,444	1,550	1,617	2,522	7,184	7,955	8,424	10,360
Female (%)	8	11	11	12	10	11	11	11
Male (%)	92	89	89	88	90	89	89	89
Number of temporary employees	171	123	64	230	2,055	1,935	2,137	2,865
Female (%)	7	8	9	9	8	9	10	11
Male (%)	93	92	91	91	92	91	90	89
Total payroll & temporary	1,615	1,672	1,681	2,752	9,239	9,890	10,561	13,225

Age group payroll employees in FTEs	Asia				Europe			
	2010	2011	2012	2013	2010	2011	2012	2013
< 30	408	399	400	438	357	464	447	499
30-50	1,095	1,235	1,368	1,704	3,294	3,595	3,747	4,284
>50	35	41	43	42	551	671	801	871
Total	1,538	1,676	1,812	2,184	4,202	4,730	4,995	5,654

Age group payroll employees in FTEs	U.S.				Total			
	2010	2011	2012	2013	2010	2011	2012	2013
< 30	90	97	104	195	855	960	950	1,132
30-50	855	884	873	1,423	5,244	5,715	5,988	7,411
>50	499	569	620	904	1,085	1,281	1,465	1,817
Total	1,444	1,550	1,617	2,522	7,184	7,955	8,424	10,360

Full-time & part-time payroll employees in FTEs	Asia				Europe			
	2010	2011	2012	2013	2010	2011	2012	2013
Full-time	1,529	1,675	1,811	2,184	3,673	4,197	4,421	4,988
Female (%)	13	13	12	11	7	7	8	8
Male (%)	87	87	88	89	93	93	92	92
Part-time	9	1	1	-	529	533	574	666
Female (%)	93	67	66	-	32	36	35	36
Male (%)	7	33	34	-	68	64	65	64

Full-time & part-time payroll employees in FTEs	U.S.				Total			
	2010	2011	2012	2013	2010	2011	2012	2013
Full-time	1,427	1,547	1,610	2,517	6,628	7,419	7,842	9,689
Female (%)	11	11	11	11	9	9	9	10
Male (%)	89	89	89	89	91	91	91	90
Part-time	17	3	7	5	554	537	582	671
Female (%)	9	63	66	61	31	37	35	36
Male (%)	91	38	34	39	69	63	65	64

ASML's employee attrition in FTEs	Asia				Europe			
	2010	2011	2012	2013	2010	2011	2012	2013
Non-voluntary	19	19	18	17	33	27	37	85
Voluntary	123	116	71	59	54	65	61	49
Total	142	135	89	76	87	93	98	134
Gender								
Female	17	21	13	23	11	16	23	22
Male	125	114	76	53	76	77	76	112
Age group								
< 30	56	53	25	24	15	19	24	17
30-50	83	79	61	48	61	62	57	99
>50	3	3	3	4	11	12	17	18
Total	142	135	89	76	87	93	98	134

ASML's employee attrition in FTEs	U.S.				Total			
	2010	2011	2012	2013	2010	2011	2012	2013
Non-voluntary	81	21	21	27	134	67	76	129
Voluntary	57	67	59	50	234	248	191	158
Total	138	88	80	77	368	316	267	287
Gender								
Female	25	9	13	15	53	46	49	60
Male	113	79	67	62	315	270	218	227
Age group								
< 30	11	14	9	15	82	86	58	56
30-50	68	58	49	39	212	199	167	186
>50	59	16	22	23	74	31	41	45
Total	138	88	80	77	368	316	267	287

New hires payroll employees in FTEs	Asia				Europe			
	2010	2011	2012	2013	2010	2011	2012	2013
Total number of new hires	399	291	207	218	496	638	405	645
Rate of new hires (%)	26	17	11	10	12	13	8	11
Gender								
Female	45	42	26	28	78	84	52	139
Male	354	249	181	191	418	554	352	506
Age group								
< 30	221	151	70	119	130	220	97	165
30-50	174	138	134	98	335	373	258	417
>50	4	2	3	1	31	45	50	63

New hires payroll employees in FTEs	U.S. 2010	2011	2012	2013	Total 2010	2011	2012	2013
Total number of new hires	126	168	139	121	1021	1097	750	985
Rate of new hires (%)	9	11	9	5	14	14	9	10
Gender								
Female	13	24	23	24	136	149	101	191
Male	113	144	108	97	885	947	641	792
Age group								
< 30	22	30	15	33	374	401	182	317
30-50	62	92	72	68	571	603	464	584
>50	42	46	52	20	77	93	105	84

Number of nationalities working for ASML	2010	2011	2012	2013
Asia	19	20	21	22
Europe	54	65	66	65
U.S.	20	22	33	52
Total	60	71	72	80

Independent assurance statement

We have been engaged by ASML to provide external assurance on its corporate responsibility report 2013 (further referred to as 'The Report'). The content of The Report and the identification of material issues are the responsibility of ASML management. Our assurance statement provides readers of The Report with an independent opinion on the integrity of information, based on our review of The Report and underlying systems and evidence.

What we looked at: our scope, objective and level of assurance

Our engagement was designed to provide moderate assurance on whether the information in The Report is fairly presented in accordance with the reporting criteria described below. Therefore, our assurance activities are aimed at determining the plausibility of information disclosed by ASML in The Report, and are less extensive than those for a high level of assurance; evidence gathering is focused at corporate level and limited sampling at lower levels of the organization. We do not provide assurance on the achievability of targets, plans and expectations of ASML.

Which reporting criteria ASML used

ASML applies its own sustainability reporting criteria, based on the GRI 4.0 Guidelines. It is important to view the performance data and trends in combination with the reporting criteria, scope and limitations explained by ASML in the Appendix 'About this report' as well as the Appendix 'Non-financial data definitions'.

Which assurance methods and audit principles we applied

We applied a structured evidence-based verification process based on international assurance standards like AA1000AS (verification of reliability of information) and the Dutch Standard 3410N for assurance engagements in relation to sustainability reports. We ensured that our assurance team possesses the required subject matter and assurance competences to review The Report, and we adhere to the principles of auditing regarding ethical conduct, professional integrity, and independence.

Work undertaken; our assurance activities

To come to our conclusions we performed the following activities:

- Review the materiality assessment performed by ASML in 2013 to identify material corporate responsibility aspects and to define The Report content. The scope of the materiality assessment is explained by ASML in 'About this report'.
- Evaluate the design and implementation of Corporate level systems, processes and internal controls for collection and aggregation of quantitative information in The Report, including explanations provided by ASML for data changes and trends as well as the reporting criteria, scope and definitions described in Appendices 'About this Report' and 'Non-financial data definitions'.
- Review Internal Audit findings in relation to The Report and underlying reporting processes. ASML analyzed and reviewed their internal reporting, validation and aggregation processes and systems, and they interviewed theme owners and other staff involved in providing data and information for The Report.
- Review several drafts of The Report to assess whether relevant text assertions in The Report are supported by underlying evidence, and evaluating the information presented against our findings from above mentioned activities. We interviewed corporate staff and reviewed documentation. We discussed changes to the various drafts of The Report and performed a consistency check to ensure that the final version of The Report reflects our findings.

Our conclusion

Based on our work undertaken we conclude that the information in The Report is fairly presented in accordance with the reporting criteria, described by ASML in the Appendix 'About this report', and based on GRI 4.0.

March 3, 2014

Sustainable-Business
G. Appels

About this report

Introduction

We are proud to present our ninth annual corporate responsibility report as part of our annual external reporting. It provides an overview of ASML's performance in the area of corporate responsibility over 2013. The report is available in full in digital format on www.asml.com. This section provides specific information on the reporting process and reporting methods used to arrive at the figures and topics included in this report.

Reporting timeframe

This corporate responsibility report provides an overview of ASML's performance in the area of sustainability over 2013. It covers ASML's activities from January 1, 2013 to December 31, 2013.

Reporting criteria

The 2013 corporate responsibility report has been prepared in accordance with the newest GRI 4.0 international sustainability reporting guidelines. GRI has released its fourth version of the guidelines in May 2013, GRI 4.0. GRI 4.0 requires amongst others a materiality assessment.

In order to create value for our stakeholders, we need to know what is most important to them. To that end, we have performed a so-called 'materiality assessment', enabling us to identify relevant topics for inclusion in our report. In this report, we focus on the subjects that are most relevant to our strategy and our stakeholders. Next year we would like to improve our materiality assessment, for example through a more solid stakeholder dialogue. For the method in which the material topics were determined we refer to section 'Our stakeholders and our Corporate Responsibility (CR) strategy'.

The GRI content index in the appendix lists the material GRI aspects that, on the basis of our materiality assessment findings, we consider to be relevant to our stakeholders and our strategy. The index reflects the newest version of GRI 4.0, in accordance with option Core. GRI 4.0 distinguishes two application levels of reporting that are in accordance with the guidelines: the core level and the comprehensive level. This report is a core level report.

The GRI content index shows which information has been verified by our external auditor. The sections where information concerning each GRI disclosure can be found are also listed in the index. As stated in the index, the Disclosures of Management Approach are discussed in section 'How we manage our CR strategy' and the section 'Performance'. GRI 4.0 requires an analysis of the impact per theme to be performed in order to determine the scope of the report. The scope of this report is ASML worldwide. In other words, all information about our strategy, policies, procedures and initiatives and about the associated indicators is relevant to our own organization. For more information about scope, see below.

Reporting frequency

We report externally on our corporate responsibility performance via this corporate responsibility report. The previous corporate responsibility report was prepared using the GRI 3.1 application level A reporting guidelines and was published on March 14, 2012.

Reporting scope

In general this report provides an overview of the corporate responsibility performance for all ASML locations worldwide, similar to the annual report. For the environmental data only the manufacturing locations in Veldhoven, Wilton and Linkou are taken into account. The manufacturing location Cymer was acquired May 30, 2013 and therefore is not included in the environmental and safety data for this year. For some topics where the scope differs from that stated above, this is indicated below.

Reporting indicators

A detailed overview of the data definitions, scope and calculations for key performance and target indicators is included in the appendix 'Non-financial data definitions'. For some main indicators further details are provided below. The data disclosed in this report is derived from various sources. Due to its nature, the data which we have specified below is subject to a degree of uncertainty caused by limitations in measuring and estimating data.

Based on the internal and external audit findings, ASML will continue to improve its corporate responsibility control environment to further increase the accuracy and completeness of the data. Based on last year's audit findings ASML recently implemented more solid reporting controls of which the effectiveness will be evaluated and further improved in 2014.

HR data

The scope of our HR key performance indicators is all employees at all ASML locations worldwide. Cymer is included for HR figures unless stated otherwise. Only the scope for our absenteeism figure is different: for the Veldhoven location and U.S. locations all payroll employees are taken into account; for the European and Asian locations the scope is all time-registering payroll employees (88% coverage for the rest of Europe; 71% coverage for Asia). In some countries, like Japan, sick leave is regarded as annual leave, so illness-related absenteeism is recorded as 0%. This explains the relatively low absenteeism figures for Asia. The number of employees that completed non-product related training hours is based on training centrally organized by HR. The number of employees that completed a technical training program is based on data from the Technical Training Center. Other (smaller) training centra not centrally managed are excluded.

Safety data

The scope of our safety indicator LTAs includes all payroll and flex employees at all ASML operations in scope for this report. The scope of our indicator 'number of accidents with injury' encompasses ASML's operations in scope for this report, all ASML payroll and flex employees, whether on site or on business travel, and all other persons present on any ASML campus. Manufacturing location Cymer has been acquired May 30, 2013 and therefore is not included in the safety data for this year.

Environmental data

The scope of the environmental data is limited to our manufacturing locations in Veldhoven, Wilton and Linkou. Manufacturing location Cymer has been acquired May 30, 2013 and therefore is not included in the environmental data for this year. As the environmental data focuses only on our manufacturing locations, it excludes our CS locations, which, in 2010, were assessed as being immaterial regarding their energy footprint. In total these CS locations were accountable for less than 2% of the energy use (mainly lighting and computers), meaning that our manufacturing locations were accountable for more than 98% of the total energy use. No major changes in terms of size and employees have affected these customer locations since 2010. For our Veldhoven manufacturing location, all manufacturing-related buildings are taken into account, meaning all our campus buildings in Veldhoven and our manufacturing building at Eindhoven Airport. Regarding waste and water, we apply the same scope as for energy, so we exclude our CS locations, since the ASML waste and water footprint is also strongly related to our manufacturing processes.

ASML's environmental data is measured by external experts and suppliers, reported to ASML and then consolidated and verified by an internal management system. In a number of cases data had to be estimated due to lack of external invoices. Part of our waste (on average around 5% of the waste streams) is removed from our premises in containers of a predetermined weight. These estimated weights are weights for standardized packaging sizes (indicators) based on average weights in the country determined by our waste handling company. This can result in inaccuracies. In addition, the definition of waste differs between various locations due to differences in local legislation, e.g. in the U.S. other definitions are used for disposing hazardous and non-hazardous waste. Within this corporate responsibility report ASML tried to align all waste streams with the European definitions. Only in cases where a certain waste stream is not seen as waste in the U.S. can this cause inaccuracies in the reporting data.

Financial data

Figures adopted from the annual report have been audited by Deloitte in a separate process for financial results.

Other data

Product related is retrieved from internal design documents and specifications, reflecting the current technology status and roadmaps. Supply chain data is retrieved from our internal sourcing processes and information systems. Sponsoring data is retrieved from our internal documents and financial processes.

Verification of this report

Information in this corporate responsibility report has been subject to internal audits and to external assurance. The brief to our external auditor was to provide assurance on the entire report and we asked Sustainable-Business to provide this service. The independent assurance statement, including details of the work carried out, is provided in the appendix 'Independent assurance statement'.

Non-financial data definitions

Main KPIs (in alphabetical order)	Definition	Calculation method	Scope
Absenteeism Asia (%)	The number of calendar days (including weekends) of sick leave for ASML Asia for payroll employees in the observation period, divided by the labor volume (in full-time equivalents) multiplied by the number of calendar days in the observation period.	Total number of calendar days of sick leave * sick leave percentage * employment percentage / number of FTE (per last day of reporting period) * calendar days in period.	Asia time-registering personnel (71%)
Absenteeism Europe (%)	The number of calendar days (including weekends) of sick leave for ASML Europe for payroll employees in the observation period, divided by the labor volume (in full-time equivalents) multiplied by the number of calendar days in the observation period.	Total number of calendar days for payroll employees of sick leave * sick leave percentage * employment percentage / number of FTE (per last day of reporting period) * calendar days in period.	All Veldhoven (100%) and rest of Europe time-registering personnel (88%)
Absenteeism U.S. (%)	The number of calendar days (including weekends) of sick leave for ASML U.S. for payroll employees in the observation period, divided by the labor volume (in full-time equivalents) multiplied by the number of calendar days in the observation period.	Total number of calendar days for payroll employees of sick leave * sick leave percentage * employment percentage / number of FTE (per last day of reporting period) * calendar days in period.	All U.S. personnel (100%)
Donations to community and charitable organizations (x 1,000 euros)	Euros invested in the community through the ASML foundation and corporate sponsoring	Sum of euros donated through corporate sponsoring and the ASML foundation.	Worldwide
Electricity purchased (TJ)	Total electricity purchased in the reporting period for ASML manufacturing locations, calculated in TJ.	Number of kWh converted to number of TJ. Conversion factors from kWh to TJ defined (local suppliers).	Veldhoven, Wilton and Linkou
Employee attrition (%)	Employee attrition percentage is the percentage of payroll employees that left ASML worldwide during the current reporting period.	Number of payroll FTE that left ASML/number of FTE (last day of last month)*100%.	Worldwide
Energy efficiency savings (TJ)	Cumulated energy savings in reporting year (since 2010) through improved technical installations.	Sum of all energy savings reached through improved technical installations since 2010 until end of reporting period.	Veldhoven, Wilton and Linkou
Fuels Purchased (TJ)	Total of natural gas, fuel oil, hydrogen, propane purchased in the reporting period for ASML manufacturing locations, calculated in TJ.	Number of m ³ converted to number of TJ. Conversion factors from m ³ to TJ defined (local suppliers).	Veldhoven, Wilton and Linkou
Gross waste reduction (%)	Cumulated waste savings in reporting year (since 2012) through waste re-use or reduction programs.	Sum of all waste savings reached through waste re-use or reduction programs since 2012 until end of reporting period.	Veldhoven, Wilton and Linkou
LTA rate	LTA rate is the number of accidents (per 100 FTEs) resulting in the victim not being able to return to work on the next originally scheduled working day	100 * # LTAs for payroll and flex employees on ASML worldwide locations and business travel in reporting period / average # payroll and flex FTE of the reporting period /12.	All ASML worldwide locations excluding Cymer
Net CO ₂ -emissions (kilotons)	Total of net CO ₂ emissions from ASML manufacturing locations in kilotons calculated by adding the direct and indirect CO ₂ emissions resulting from gas, electricity, fuel oil and propane purchased minus the amount of renewable energy certificates purchased in the reporting period.	Gross CO ₂ emission is calculated first: local figures for gas, electricity, fuel oil and propane are converted via local conversion factors to kilotons CO ₂ . Conversion factors kWh->CO ₂ and m ³ ->CO ₂ defined (from local suppliers). From the gross CO ₂ emission is deducted: the amount of renewable energy certificates purchased (guarantee of origins) converted to kilotons CO ₂ using Netherlands conversion factors kWh->CO ₂ as defined by local suppliers.	Manufacturing locations Veldhoven, Wilton and Linkou

Main KPIs (in alphabetical order)	Definition	Calculation method	Scope
Non-product related training hours per payroll FTE	Non-product related training hours per payroll FTE centrally organized by the HR department for ASML worldwide.	Number of total training hours for training that started in the reporting period /number of payroll FTEs (last day of reporting period); non-product related training all organized via HR.	Worldwide
Number of accidents with injury	Number of accidents with personal injury in reporting period for all ASML locations and activities worldwide.	Accidents are events that result in personal injury, illness or death. All work-related accidents on the campus (regardless ASML employee or other) and employees on business travel.	Worldwide
Number of lost time accidents	Number of accidents with personal injury in reporting period for all ASML locations and activities worldwide, that result in the victim not being able to return to work on the next originally scheduled working day.	Accidents are events that result in personal injury, illness or death. All work-related accidents on the campus (regardless ASML employee or other) and employees on business travel.	Worldwide
Number of systems sold	Number of ASML systems sold in reporting period	See financial report.	ASML
Product safety accidents	This indicator refers to the number of product related accidents that resulted in lost work days (product related LTA). It is also included in the overall lost time accidents rate indicator for ASML worldwide.	Product related accidents means all accidents where product or product design is a factor.	Worldwide
Total waste materials disposed (x 1,000 kg)	Total amount of waste disposed in reporting period from ASML manufacturing locations, calculated in tons.	Tons of waste disposed in reporting period from ASML manufacturing locations.	Veldhoven, Wilton and Linkou
Waste recycling (%)	The percentage of recyclable waste (including material recovery and incineration with energy recovery) for all manufacturing locations, disposed in reporting period, calculated as tons of recyclable waste divided by the total waste in reporting period.	Tons of recyclable waste/total waste * 100%.	Veldhoven, Wilton and Linkou
Waste towards landfill (%)	The percentage of waste final disposed to landfill in reporting period versus total amount of waste disposed in reporting period.	Tons of waste disposed to landfill divided by total waste * 100%.	Veldhoven, Wilton and Linkou
Water efficiency savings (%)	Cumulated water savings in reporting year (since base year 2010) through improved technical installations.	Sum of all water savings reached through improved technical installations since 2010 until the end of the reporting period divided by the water purchased in 2010 (was 686*1000 m ³).	Veldhoven, Wilton and Linkou
Water use (x 1000 m ³)	Total water purchased in reporting period for ASML manufacturing locations, calculated in 1000 m ³ .	Total water purchased in reporting period for ASML manufacturing locations, calculated in 1000 m ³ .	Veldhoven, Wilton and Linkou
Workforce by gender (Men /Women in %)	Percentage of male versus female payroll FTE employees versus total amount of payroll FTE employees for ASML worldwide.	Figures are based on the number of payroll employees in FTE (last day of reporting period).	Worldwide

GRI Content Index for 'In accordance' - Core

All disclosures in this GRI content index are covered by our external assurance provider Sustainable-Business. Figures adopted from the annual report have been audited by Deloitte in a separate process for financial results.

General standard disclosures

Strategy and Analysis		
G4-1	Statement from the most senior decision-maker about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	Message from the Presidents
Organizational Profile		
G4-3	Report the name of the organization.	About ASML
G4-4	Report the primary brands, products, and services	About ASML
G4-5	Report the location of the organization's headquarters.	About ASML
G4-6	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	About ASML, 2013 Annual report on Form-20F (List of main subsidiaries)
G4-7	Report the nature of ownership and legal form.	2013 Annual report on Form-20F (Organizational structure)
G4-8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	2013 Annual report on Form-20F (Customers & geographic region)
G4-9	Report the scale of the organization	About ASML, Our ambition and strategic CR priorities
G4-10	a. Report the total number of employees by employment contract and gender. b. Report the total number of permanent employees by employment type and gender. c. Report the total workforce by employees and supervised workers and by gender. d. Report the total workforce by region and gender. e. Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).	Other HR indicators, Our ambition and strategic CR priorities
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	Other HR indicators
G4-12	Describe the organization's supply chain.	Sustainable relationship with suppliers
G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	Message from the Presidents
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	Stakeholder engagement
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organizations	Stakeholder engagement
Identified Material Aspects and Boundaries		
G4-17	a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	2013 Annual report on Form-20F (List of main subsidiaries)
G4-18	a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	About this report, Materials themes for ASML and stakeholders
G4-19	List all the material Aspects identified in the process for defining report content.	Our materiality assessment
G4-20	For each material Aspect, report the Aspect Boundary within the organization	About this report, Performance, Non-financial data definitions
G4-21	For each material Aspect, report the Aspect Boundary outside the organization	About this report, Performance, Non-financial data definitions
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	About this report
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries	About this report

Stakeholder Engagement		
G4-24	Provide a list of stakeholder groups engaged by the organization.	Stakeholder engagement
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	Stakeholder engagement
G4-26	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	Stakeholder engagement
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	Stakeholder engagement

Report Profile		
G4-28	Reporting period (such as fiscal or calendar year) for information provided.	About this report
G4-29	Date of most recent previous report (if any).	About this report
G4-30	Reporting cycle (such as annual, biennial).	About this report
G4-31	Provide the contact point for questions regarding the report or its contents.	ASML contact information
G4-32	a. Report the 'in accordance' option the organization has chosen. b. Report the GRI Content Index for the chosen option (see tables below).	About this report
G4-33	a. Report the organization's policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organization and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	About this report

Governance		
G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	How we manage our CR strategy

Ethics and Integrity		
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	Business ethics and human rights

Specific standard disclosures

Disclosures on Management Approach		
G4-DMA	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach	How we manage our CR strategy, Performance

Category Economic		
Economic Performance		
G4-EC1	a. Report the direct economic value generated and distributed (EVG&D) on an accruals basis including the basic components for the organization's global operations. If data is presented on a cash basis, report the justification for this decision and report the basic components b. To better assess local economic impacts, report EVG&D separately at country, regional, or market levels, where significant. Report the criteria used for defining significance.	2013 Annual report on Form-20F (Five financial year summary, Segment disclosure)
Procurement Practices		
G4-EC9	a. Report the percentage of the procurement budget used for significant locations of operation spent on suppliers local to that operation (such as percentage of products and services purchased locally). b. Report the organization's geographical definition of 'local'. c. Report the definition used for 'significant locations of operation'.	Sustainable relationship with suppliers

Category Environmental		
	Energy	
G4-EN3	Energy consumption within the organization	Operational indicators
	Water	
G4-EN8	Total water withdrawal by source	Operational indicators
	Emissions	
G4-EN15	Direct greenhouse gas (ghg) emissions (scope 1)	Environment, health and safety
G4-EN16	Energy indirect greenhouse gas (ghg) emissions (scope 2)	Environment, health and safety
	Effluents and Waste	
G4-EN23	Total weight of waste by type and disposal method	Environment, health and safety
	Products and Services	
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Product stewardship
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Environment, health and safety
	Supplier Environmental Assessment	
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Sustainable relationship with suppliers
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	Sustainable relationship with suppliers
	Environmental Grievance Mechanisms	
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	Environment, health and safety

Category Social		
	Employment	
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Other HR indicators, Sustainable relationship with our employees
	Occupational Health and Safety	
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Environment, health and safety
	Training and Education	
G4-LA9	Average hours of training per year per employee by gender, and by employee category	Training and development
	Diversity and Equal Opportunity	
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	How we manage our CR strategy
	Supplier Assessment for Labor Practices	
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	Sustainable relationship with suppliers
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	Sustainable relationship with suppliers
	Supplier Human Rights Assessment	
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Sustainable relationship with suppliers
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Sustainable relationship with suppliers
	Anti-Corruption	
G4-SO4	Communication and training on anti-corruption policies and procedures	Business Ethics and Human rights, Sustainable relationship with suppliers
	Anti-competitive Behavior	
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	Business Ethics and Human rights
	Compliance	
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Product safety and compliance, Annual report
	Supplier Assessment for Impacts on Society	
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Sustainable relationship with suppliers
G4-S10	Significant actual and potential negative impacts on society in the supply chain and actions taken	Sustainable relationship with suppliers
	Customer Health and Safety	
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	Product safety and compliance
	Product and Service Labeling	
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	Product safety and compliance
G4-PR5	Results of surveys measuring customer satisfaction	Sustainable relationship with customers
	Compliance	
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Product safety and compliance

List of abbreviations

Abbreviation	Description
CEO	Chief Executive Officer
CFC	chlorofluorocarbon
CFC	chlorofluorocarbon
COO	Chief Operations Officer
CR	Corporate responsibility
CRSB	Corporate Risk and Sustainability Board
CS	Customer Support
CTO	Chief Technology Officer
D&E	Development & engineering
DAP	Development Action Plan
EHS	Environment, health and safety
EICC	Electronic Industry Citizenship Coalition
ESG	Environmental, Social, Governance
EU	European Union
EUV	Extreme Ultraviolet
FTEs	Full-time equivalents
GOs	Guarantees of origin
GPWMLS	Great place to work learn meet share
GRI	Global Reporting Initiative
JetNet	Youth and Technology Network the Netherlands
KPI	Key performance indicator
Kton	kiloton
kWh	kilo Watt hour
LTA	Lost time accident
MW	megawatt
NASDAQ	NASDAQ Stock Market LLC
NC	Non conformance
nm	Nanometer (one billionth of a meter)
NPR	Non-product related
NXE	NXE platform; a new platform utilizing the concepts of the TWINSCAN platform with complete new technologies in three areas: light source, lens system, and vacuum body
NXE:3300B	Third-generation EUV systems
NXT	TWINSCAN NXT systems; an improved version of the TWINSCAN systems, introducing new stages and stage position control technology, which enables improved imaging and overlay.
OECD	Organization for Economic Cooperation and Development
Pet CT	Positron emission tomography – computed tomography
PR	Product related
QLTCS	Quality, Logistics, Technology, Cost and Sustainability management
R&D	Research and Development
REACH	Registration, Evaluation, Authorization and Restriction of Chemicals
RoHS	Reduction of Hazardous Substances
SEMI	Semiconductor Equipment and Materials International
SMART	Specific, Measurable, Attainable, Relevant, Time-bound
TJ	Terajoule
UPW	Ultra Pure Water systems
US GAAP	Generally accepted accounting principles in the United States of America

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