

1. Introduction

We take your personal data protection seriously and understand that your privacy is important to you. We want you to feel secure when visiting our website and are committed to maintaining your privacy when doing so.

This Privacy Notice explains how your personal data is being collected and processed throughout the recruitment process of **ASML Holding N.V.**, based at **De Run 6501, 5504 DR, Veldhoven, The Netherlands** and its group companies, hereafter referred to as **ASML, we or us**.

This Privacy Notice may change over time. You will find the most up-to-date version on our website.

Please read the following carefully to understand our views and practices regarding your personal data and how we will treat it.

2. When does this privacy notice apply?

This Privacy Notice is applicable to the processing by ASML of all personal data of prospective employees and/or interns. It does not apply to our (former) employees, customers, suppliers, visitors and other individuals.

Affiliates may have their own local Privacy Notice to meet local legislation or standards. In case of a conflict between this Privacy Notice and local Privacy Notices, local Privacy Notices will prevail.

3. Who is responsible for your personal data?

ASML is the controller for the processing of your personal data. This Privacy Notice indicates what personal data are processed by ASML and for what purpose(s), and to which persons or entities the data will or may be provided.

4. What personal data do we process?

The following personal data are being processed by us:

- Your personal details such as name, street address, telephone number, email address and other contact details;
- Your competences, skills, experience and education, e.g. your curriculum vitae or resume, previous employments, educational details and qualifications, third party references;
- Your preferences, e.g. preferred country of employment, areas of interest as well as your preferred ways to be contacted by us;
- Your user identity, e.g. user names and other such information used in connection with authenticating you;
- Correspondence with ASML with regard to job applications (including references) and internships;

- Data generated by your participation in personal assessments. You will receive more information about the nature of such assessments before you participate in any of them;
- And other information, such as information found from public sources as well as information related to credit or background checks, depending on the position you are applying for, and where necessary for the recruitment activities.

Please note that for the recruitment process some personal data required can vary depending on which country the job you are applying for is located in.

5. On what legal basis do we process your personal data?

In order to be able to process your personal data, we may rely on different legal bases, including:

- Your consent (only when legally required or permitted). If we rely on your consent as a legal basis for processing your personal data, you may withdraw your consent at any time;
- The necessity to establish a contractual relationship with you and to perform our obligations under a contract;
- The necessity for us to comply with legal obligations and to establish, exercise, or defend our self from legal claims;
- The necessity to pursue our legitimate interests, including:
 - To promote and improve our products and services and to communicate with you;
 - To ensure that our networks, information and intellectual property are secure;
 - To administer and generally conduct business within our company;
 - To detect fraud and prevent or investigate suspected or actual violations of law, breaches of a business customer contract, or non-compliance with our Business Principles or other ASML policies;
- The necessity to respond to your requests;
- The necessity to protect the vital interests of any person;
- Any other legal basis otherwise permitted by local laws.

6. For which purposes will we process your personal data?

Purposes	Examples
<p>Managing recruitment and resourcing activities: including activities related to organizational planning.</p>	<ul style="list-style-type: none"> • To evaluate, select and recruit applicants; • To conduct background checks and assessments as required or permitted by applicable local law; • To contact third party references provided by you to evaluate your previous performances.
<p>To inform you and communicate with you with regard to your job application.</p>	<ul style="list-style-type: none"> • To set up and conduct interviews and assessments; • To inform you about job/internship opportunities; • To request additional information concerning a new job/internship opportunity and/or assessing your application.
<p>To enter into an employment contract or contract for services with you.</p>	<ul style="list-style-type: none"> • To prepare and process an (employment) contract.

Purposes	Examples
For the development of services.	<ul style="list-style-type: none"> To develop and improve our recruitment processes, website and other related services. Where feasible, we use aggregated anonymous information in context of the development activities.

7. How long will we keep your personal data?

Your personal data will be kept for the period required to serve the purposes mentioned in chapter four and to comply with legal requirements. In case of rejection during the recruitment phase, your personal data will be deleted after four weeks unless you provided consent to keep it for longer. In that case your personal data will be deleted after one year.

8. Cookies

We also collect information through the use of cookies. Cookies are small files of information which save and retrieve information about your visit to our website; for example, how you entered, how you navigated through the website, and what information was of interest to you.

To read more about cookies, [click here](#).

9. Who has access to your personal data

9.1 Access to your personal data within ASML

As a global organization, the data we collect may be transferred internationally throughout our organization worldwide. We exchange your data for administrative purposes and so that we can have a complete overview of your contacts and contracts and offer you a complete package of services and products.

Our employees are authorized to access personal data only to the extent necessary to serve the applicable purpose and in so far as they need access to perform their tasks.

9.2 Access to your personal data by third parties

We work with a limited number of trusted business partners that, on our behalf, process your personal data to help us find the candidates that best fit our company. We may share your personal data with these business partners, who will process it exclusively for the purposes described in chapter 6.

When third parties are given access to your personal data, we will take the required contractual, technical and organizational measures to ensure that your personal data are only processed to the extent that such processing is necessary.

When a third party processes your personal data solely following our instructions, it acts as a data processor. We enter into an agreement with such a data processor concerning the processing of

personal data. In this agreement we include, at a minimum, the obligations to safeguard that your personal data are solely provided to the data processor to provide services to us.

If your personal data are transferred to a processor in a country that does not provide an adequate level of protection of personal data, ASML will take measures to ensure that your personal data are adequately protected, such as entering into EU Standard Contractual Clauses with these parties.

In other cases, your personal data will not be supplied to third parties, except when required by law.

10. How are your personal data secured?

We have taken adequate measures to safeguard the confidentiality and security of your personal data. We have implemented appropriate technical, physical and organizational measures to protect your personal data against accidental or unlawful destruction or accidental loss, damage, alteration, unauthorized disclosure or access, and against all other forms of unlawful processing (including, but not limited to unnecessary collection) or further processing. We limit access to your personal data to those who have a genuine business need to know.

We also have procedures in place to deal with any suspected data breach. You and the applicable data protection authorities will be notified of a data breach where we are legally required to do so.

11. What about your rights?

You have the right to request access to the personal data we have collected about you for the purpose of reviewing, modifying or requesting deletion of these data, as well as the right to restrict or object to certain data processing activities and to obtain your personal data and to reuse it for your own purpose (data portability). These rights are dependent upon the circumstances, conditions and the applicable law.

If you feel that we do not comply with the applicable privacy regulations you have the right to lodge a complaint with a data protection authority.

If you would like to exercise any of your rights or if you have questions relating to any aspect of this Privacy Notice, please contact the Privacy Office at privacyoffice@asml.com.