

## Questions and Answers

### What is ASML's vision and mission?

What is ASML's vision and mission?

Our vision is a world in which semiconductor technology is everywhere and helps to tackle society's toughest challenges. We contribute to this goal by creating products and services that let our customers define the patterns that integrated circuits are made of, and we continuously raise the capabilities of our products, enabling our customers to increase the value and reduce the cost of chips.

By helping to make chips cheaper and more powerful, we help to make semiconductor technology more attractive for a larger range of products and services, which in turn enables progress in fields such as healthcare, energy, mobility and entertainment.

### What is ASML's role in the technology industry?

What is ASML's role in the industry?

ASML makes the tools for a critical manufacturing step, defining the structures that form the electrical circuits on a chip. By delivering new functionalities, better performance and lower cost with each generation, chips have spawned new products and transformed industries. We are proud to be part of this progress. This is how we enable waves of innovation that help tackle the world's toughest challenges.

### What is ASML's global presence?

What is ASML's global presence?

We are a multinational company with offices in 60 cities in 16 countries, headquartered in Veldhoven, the Netherlands. We employ more than 23,000 people on payroll and flexible contracts (expressed in full time equivalents). ASML is traded on Euronext Amsterdam and NASDAQ under the symbol ASML.

### How can I send in an open application?

How can I send in an open application?

You can send in your open application by signing up for the [ASML Connection](#). To submit a general application for a job in Asia, please fill in [this form](#).

### I don't have a technical background. Does ASML have opportunities for me?

I don't have a technical background. Does ASML have opportunities for me?

Of course! ASML operates in a fast-moving industry where time-to-market is critical. To maintain and extend our position in the market, we need talented people throughout our organization – including financial, legal, HR, business and admin sectors as well as our product, technology and IT teams. You can find out more about the dynamic atmosphere and challenges facing our 'non-technical' staff on our [Business and Admin](#) and [General Sectors](#) pages.

### How can I find out more about ASML?

How can I find out more about ASML?

Besides the information on these pages, you can talk to us at one of the many careers, university or 'meet and greet' events we're involved in and organize throughout the year. To find an event near you, check out our [event calendar](#). Or you can contact one of our recruiters directly; you'll find their details [here](#).

## What international career opportunities do you offer?

What international career opportunities do you offer?

We recruit around the world. Our headquarters is in Veldhoven near Eindhoven in the Netherlands – a center for high-tech recruitment and great place to live. We also have major offices in Taiwan, Hong Kong, Chandler (Arizona) and Wilton (Connecticut) as well as regional offices spread throughout Europe, Asia and North America.

Through expat work and temporary assignments, you have the opportunity to live and work abroad if you choose. And our Customer Support and Manufacturing staff often need to travel to customer sites across the globe to install machines or provide on-site service.

## As a global recruiter, how do you arrange interviews?

As a global recruiter, how do you arrange interviews?

If your initial application is accepted, we'll invite you to our offices for a first interview with a recruiter and / or your prospective line manager. If that goes well, you'll be invited back for a second interview. For some positions, we may ask you to a further interview or to sit a written assessment.

If you're applying for a job outside the country where you live, the first interview will usually be carried out over the phone. For the follow-up interviews, we'll fly you in for a face-to-face at the offices where the job is based.

## How long will it be before I hear anything?

How long will it be before I hear anything?

When you apply for a vacancy, you'll get a reply to acknowledge we have received your application. One of recruiters will then contact you within two weeks. In certain circumstances (e.g. if a position has already been filled), the recruiter may ask if we may transfer your application to another position or department.

## You operate in a volatile market. Is choosing to work at ASML a risk?

You operate in a volatile market. Is choosing to work at ASML a risk?

In short, no. The semiconductor equipment market *is* volatile but ASML has a strong financial position, so we are well placed to cope with changing market forces.

We also have a lot of experience managing staffing levels through the various cycles of the market, and have developed creative HR solutions like our flexible hours bank. This lets our people vary the hours they work to meet demand in their department – without affecting their salaries. Our customers always need to make chips faster, smaller and cheaper, and we always need people that can make that happen.

## Do you offer internships / student placements?

Do you offer internships / student placements?

We do offer a number of internships each year – preferably to students in their final year of study but all students are welcome to apply. You can find and apply for current projects via our [internships search engine](#). Alternatively, you can send internship requests to [internships@asml.com](mailto:internships@asml.com). Don't forget to include your résumé and the areas / departments you are interested in and the period of internship. And be as specific as possible to help us arrange your best match.

## I have another question.

I have another question.

If you have any other questions related to working at ASML, please email us [info-careers@asml.com](mailto:info-careers@asml.com) or contact your [recruiter](#). We will reply with an answer as soon as possible.

