
SUSTAINABILITY POLICY

Our vision is a world in which semiconductor technology is everywhere and helps to tackle society's toughest challenges. 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.

We recognize our responsibility to our customers, shareholders, suppliers, employees and society at large. We aim to conduct our business in a caring and accountable manner to achieve sustainable growth, taking responsibility for the social, environmental and economic impacts of our activities, whilst fulfilling moral and legal obligations.

Sustainability is an integral part of our business strategy and focuses on the following areas:



People

Our people are our most valuable asset. In order to boost our innovation, productivity and competitiveness, we need our people to be motivated to develop themselves, to make the most of their talents, and perform to the best of their abilities. We provide equal opportunities to all existing and prospective employees and see diversity of our workforce as an important asset and a core part of our company values. As a company, we run an inspiring and inclusive place to work, meet, share and learn.

Climate & energy

Climate change poses both risks and opportunities for all companies. We will proactively continue to drive a renewable energy strategy, reduce the carbon emissions from our own operations and supply chain, as well as improve the energy efficiency of our products.

Responsible supply chain

We regard suppliers as our partners, and work with them to achieve our aspirations in the delivery of products and services. We work with our suppliers to understand how products are sourced and to ensure that the principles of sustainability are upheld. We work with our partners in the supply chain to ensure that they meet or exceed requirements for sustainability set out in the [RBA \(Responsible Business Alliance\) Code of Conduct](#).

Circular economy

A circular economy model is essential to the future success and competitiveness of our industry, helping to decouple economic growth from resource constraints. We are keen to play our part, by refurbishing systems, remanufacturing parts ('As-new' program), by upgrading systems to a higher performance level at our customer site, extending their lifespans, and by looking into new opportunities to reduce waste.

Innovation ecosystem

Consistent innovation is our lifeblood, the engine that drives our business and ensures our continued technology leadership. We commit to developing a collaborative knowledge network to be able to push technology to the text level.

Corporate citizenship

We ensure that all our business is conducted according to high ethical and professional standards. We actively seek compliance with applicable laws and regulations in the countries and regions where we operate and, whenever possible, go beyond these specified standards. Special attention is paid to:

Health & Safety We have a moral obligation to provide a safe and healthy working environment for all of our employees. We use the highest possible professional standards and continuous improvement is a key principle of our management system.

Business ethics and Human rights We conduct business on the basis of fairness, good faith, and integrity and we expect the same from all those we work with. Our full Human Rights Policy can be found [here](#).

Community As a global technology leader and employer, we play an active role in the local communities in which we operate. We run initiatives aiming to boost interest in technology among young people, support global education projects through the [ASML Foundation](#) and provide volunteer opportunities to our employees. The ASML Foundation aims to increase the self-sufficiency of disadvantaged children through educational initiatives that develop their talents and help unlock their potential.

Our strategy contributes to a number of the [United Nations Sustainable Development Goals](#). The Industry, Innovation and Infrastructure (SDG 9) goal is connected to the core of our company, as innovation is our lifeblood and the engine that drives our business. We also contribute towards the Quality Education (SDG 4), Decent work and economic growth (SDG 8), Responsible Production and Consumption (SDG 12) and Climate Action (SDG 13) goals.

As a company we are committed to continually improving our Sustainability strategy, related policies, standards and programs to meet our stakeholders' needs and expectations.

We aim to be transparent about the economic, environmental and social impact of our activities and our performance goals, metrics and results. We will ensure that appropriate organizational structures are in place to effectively identify, monitor, and manage Sustainability issues and performance.