

GRI content index

Our 2023 Annual Reports follow the GRI Sustainability Reporting Standards issued by the Global Reporting Initiative (GRI). This supplement provides details of our compliance with these GRI standards.

For assurance purposes, GRI compliance has been assessed as part of the external audit procedures for the Annual Reports (AR). See the ‘Assurance Report of the Independent Auditor’ in the 2023 Annual Report based on US GAAP and the ‘Assurance Report of the Independent Auditor’ in the 2023 Annual Report based on IFRS.

GRI disclosure	Section reference	Requirement(s) omitted	Reason	Explanation
General disclosures				
2-1 Organizational details	At a glance Corporate Governance - Corporate Governance & Compliance with Corporate Governance Requirements Appendix - Other appendices - ASML worldwide contact information			
2-2 Entities included in the organization’s sustainability reporting	Consolidated Financial Statements - Notes to the consolidated Financial Statements - 1. General information / summary of general accounting policies - principles of consolidation Financials and Non-financials - Non-financial statements - About the non-financial information - Reporting Scope & Reporting Scope Table			
2-3 Reporting period, frequency and contact point	Financials and Non-financials - Non-financial statements - About the non-financial information - Reporting Scope Appendix - Other appendices - ASML worldwide contact information			
2-4 Restatements of information	Financials and Non-financials - Non-financial statements - About the non-financial information			
2-5 External assurance	Corporate Governance - Financial Reporting and audit - External Audit Financials and Non-financials - Non-financial statements - Assurance Report of the Independent Auditor Financials and Non-financials - Non-financial statements - About the non-financial information - Review of this report			
2-6 Activities, value chain and other business relationships	Our unique offer - Holistic lithography Our products and services Marketplace - The world around us Our business model - What we need to create sustainable long-term value ESG - Social - Responsible supply chain & Innovation ecosystem			
2-7 Employees	Our business model - Engaging with our stakeholders Marketplace - The world around us ESG - Social - Attractive workplace for all Financials and Non-financials - Non-financial statements - Non-financial indicators - Attractive Workplace for all - Workforce Indicators			

GRI disclosure	Section reference	Requirement(s) omitted	Reason	Explanation
General disclosures				
2-8 Workers who are not employees	Financials and Non-financials - Non-financial statements - Non-financial indicators - Attractive Workplace for all - Workforce Indicators			
2-9 Governance structure and composition	ESG - Governance - ESG integrated governance - ESG sustainability governance Corporate Governance Supervisory Board Report			
2-10 Nomination and selection of the highest governance body	Corporate Governance Supervisory Board Report - Supervisory Board committees - Selection and Nomination Committee			
2-11 Chair of the highest governance body	Corporate Governance			
2-12 Role of the highest governance body in overseeing the management of impacts	ESG - Governance - ESG integrated governance - ESG sustainability governance Supervisory Board Report - Supervisory Board focus in 2023 and Supervisory Board committees			
2-13 Delegation of responsibility for managing impacts	ESG - Governance - ESG integrated governance - ESG sustainability governance			
2-14 Role of the highest governance body in sustainability reporting	ESG - Governance - ESG integrated governance - ESG sustainability governance Supervisory Board Report - Supervisory Board focus in 2023 and Supervisory Board committees			
2-15 Conflicts of interest	Corporate Governance - Other board related matters & AGM and share capital			
2-16 Communication of critical concerns	ESG - Governance - ESG integrated governance - Business ethics and Code of Conduct			
2-17 Collective knowledge of the highest governance body	ESG - Governance - ESG integrated governance - ESG sustainability governance Supervisory Board Report - Supervisory Board focus in 2023 and Supervisory Board committees			
2-18 Evaluation of the performance of the highest governance body	Supervisory Board Report - Meetings and attendance - Evaluation			

GRI disclosure	Section reference	Requirement(s) omitted	Reason	Explanation
General disclosures				
2-19 Remuneration policies	ESG - Governance - ESG integrated governance - ESG sustainability governance Remuneration Report			
2-20 Process to determine remuneration	Remuneration Report - Board of Management remuneration			
2-21 Annual total compensation ratio	Remuneration Report - Board of Management remuneration			
2-22 Statement on sustainable development strategy	Financials and Non-financials - Non-financial Statements - Non-financial indicators - Attractive workplace for all - Fair remuneration Message from the CEO			
2-23 Policy commitments	ESG - Social - Responsible supply chain ESG - Governance - ESG integrated governance - Business ethics and Code of Conduct ESG - Governance - ESG integrated governance - Legal and compliance ESG - Governance - ESG integrated governance - Respecting human rights ESG - Governance - ESG integrated governance - Information security Risk - How we manage risk			
2-24 Embedding policy commitments	ESG - Social - Responsible supply chain ESG - Governance - ESG integrated governance - Business ethics and Code of Conduct ESG - Governance - ESG integrated governance - Legal and compliance ESG - Governance - ESG integrated governance - Respecting human rights ESG - Governance - ESG integrated governance - Information security			

GRI disclosure	Section reference	Requirement(s) omitted	Reason	Explanation
General disclosures				
2-25 Processes to remediate negative impacts	<p>ESG - Social - Responsible supply chain</p> <p>ESG - Governance - ESG integrated governance - Business ethics and Code of Conduct - Encouraging people to speak up</p> <p>ESG - Governance - ESG integrated governance - Legal & Compliance - Policy review</p> <p>ESG - Governance - ESG integrated governance - Respecting human rights</p> <p>ESG - Governance - ESG integrated governance - Information security - Privacy protection</p>			
2-26 Mechanisms for seeking advice and raising concerns	<p>ESG - Governance - ESG integrated governance - Business ethics and Code of Conduct</p>			
2-27 Compliance with laws and regulations	<p>Financials and Non-financials - Non-financial statements - Non-financial indicators - ESG integrated governance - Product Safety</p> <p>ESG - Governance - ESG integrated governance - Business ethics and Code of Conduct, Legal & Compliance, and Information security - Export control and sanctions</p> <p>Financials and Non-financials - Non-financial statements - Non-financial indicators - Energy efficiency and climate action – CO₂e emissions</p>			
2-28 Membership associations	<p>Innovation - How we innovate</p> <p>ESG - Environmental - Energy efficiency and climate action</p> <p>ESG - Social - Innovation ecosystem & Responsible supply chain</p> <p>ESG - Governance - ESG integrated governance - Business ethics and Code of Conduct & Respecting human rights</p>			
2-29 Approach to stakeholder engagement	<p>Our business model - The sustainable long-term value we created for our stakeholders in 2023</p> <p>Our business model - Engaging with our stakeholders</p> <p>Environmental, Social and Governance - Our material ESG sustainability topics</p>			
2-30 Collective bargaining agreements	<p>Financials and Non-financials - Non-financial statements - Non-financial indicators - Attractive workplace for all - Labor relations</p> <p>ESG - Social - Attractive workplace for all</p>			

GRI Standard	Disclosure	Section reference	Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Environmental, Social and Governance - Our material ESG sustainability topics Our business model - Engaging with our stakeholders ESG - Governance - ESG Integrated governance - Respecting human rights			
	3-2 List of material topics	Environmental, Social and Governance - Our material ESG sustainability topics			
Circular economy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our business model - Engaging with our stakeholders Environmental, Social and Governance - Our material ESG sustainability topics ESG - Environmental - Circular economy ESG - Governance - ESG Integrated governance - ESG sustainability governance ESG - Governance - ESG Integrated governance - Business ethics and Code of Conduct - Encouraging people to speak up Financials and Non-financials - Non-financial statements - Non-financial indicators - Circular economy – Waste management			

GRI Standard	Disclosure	Section reference	Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
Circular economy					
GRI 301: Materials 2016	301-1 Materials used by weight or volume		301-1 a	Information unavailable/ incomplete	Due to the revised materiality of the topic Circular Economy a new impact was identified to be material to ASML as of 2022, namely the impact on materials used in manufacturing. As this is new there is no data collection process yet in place to be able to fulfill this disclosure requirement. Mass (weight) data is not available in the registration of the majority of the parts and where it is registered it is scattered over systems. In addition, it is not registered in the system if a part/module is 'renewable' or not. ASML needs to set up a process to be able to register the data in one system and is dependent on suppliers to collect the required information as to whether the part is renewable or not. We are currently investigating how we can organize ourselves to be able to collect the information and we anticipate that this will take a couple of years to realize.
	301-2 Recycled input materials used		301-2 a	Information unavailable/ incomplete	Due to the revised materiality of the topic Circular Economy a new impact was identified to be material to ASML as of 2022, namely the impact on materials used in manufacturing. As this is new there is no data collection process yet in place to be able to fulfill this disclosure requirement. ASML does currently not know whether recycled input materials are used to manufacture its products. This is to be registered in the system. Therefore, this data will have to be collected from the suppliers. We are currently investigating how we can organize ourselves to be able to collect the information and we anticipate that this will take a couple of years to realize.

GRI Standard	Disclosure	Section reference	Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
Circular economy					
GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials		301-3 a 301-3 b	Not applicable	We believe that our Strategic KPI better reflects the impact in relation to our material topic on Circular Economy and therefore consider this requirement not applicable. To comply with it as written would not be meaningful or provide clarity considering the nature of ASML products (that they are sold and remain many years in the field with actions being taken to extend their lifetime). So instead of following GRI 301-3 as prescribed we will report our own indicator '% of systems sold in the past 30 years still active in the field' to capture the substance of this GRI in relation to the impact we have on Circular Economy.
Own indicator	% of systems sold in the past 30 years still active in the field	Our business model - The sustainable long-term value we created for our stakeholders in 2023 ESG - Environmental - Circular Economy - Our overall performance in 2023			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	ESG - Environmental - Circular economy			
	306-2 Management of significant waste-related impacts	ESG - Environmental - Circular economy			
	306-3 Waste generated	ESG - Environmental - Circular economy Financials and Non-financials - Non-financial statements - Non-financial indicators - Circular economy - Waste management			
	306-4 Waste diverted from disposal	Financials and Non-financials - Non-financial statements - Non-financial indicators - Circular economy - Waste management			
	306-5 Waste directed to disposal	Financials and Non-financials - Non-financial statements - Non-financial indicators - Circular economy - Waste management			

GRI Standard	Disclosure	Section reference	Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
Energy management and carbon footprint - Supply chain					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our business model - Engaging with our stakeholders Environmental, Social and Governance - Our material ESG sustainability topics ESG - Environmental - Energy efficiency and climate action ESG - Governance - ESG integrated governance - ESG sustainability governance ESG - Governance - ESG integrated governance - Business ethics and Code of Conduct - Encouraging people to speak up Financials and Non-financials - Non-financial statements - Non-financial indicators - Energy efficiency and climate action - Energy & CO ₂ e emissions			
GRI 302: Energy 2016	302-2 Energy consumption outside of the organization	Financials and Non-financials - Non-financial statements - Non-financial indicators - Energy efficiency and climate action - Energy Financials and Non-financials - Non-financial statements - About the non-financial information			
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions 305-4 GHG emissions intensity	ESG - Environmental - Energy efficiency and climate action Financials and Non-financials - Non-financial statements - Non-financial indicators - Energy efficiency and climate action - CO ₂ e emissions Financials and Non-financials - Non-financial statements - About the non-financial information Financials and Non-financials - Non-financial statements - Non-financial indicators - energy efficiency and climate action - CO ₂ e emissions Financials and Non-financials - Non-financial statements - About the non-financial information			

GRI Standard	Disclosure	Section reference	Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
Energy management and carbon footprint - Operations					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our business model - Engaging with our stakeholders Environmental, Social and Governance - Our material ESG sustainability topics ESG - Environmental - Energy efficiency and climate action ESG - Governance - ESG integrated governance - ESG sustainability governance ESG - Governance - ESG integrated governance - Business ethics and Code of Conduct - Encouraging people to speak up Financials and Non-financials - Non-financial statements - Non-financial indicators - Energy efficiency and climate action - Energy & CO ₂ e emissions			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	ESG - Environmental - Energy efficiency and climate action - Our overall performance in 2023 Financials and Non-financials - Non-financial statements - Non-financial indicators - Energy efficiency and climate action - Energy Financials and Non-financials - Non-financial statements - About the non-financial information			
	302-3 Energy intensity	Financials and Non-financials - Non-financial statements - Non-financial indicators - Energy efficiency and climate action - Energy Financials and Non-financials - Non-financial statements - About the non-financial information			
	302-4 Reduction of energy consumption	ESG - Environmental - Energy efficiency and climate action - Our overall performance in 2023 Financials and Non-financials - Non-financial statements - Non-financial indicators - Energy efficiency and climate action - Energy Financials and Non-financials - Non-financial statements - About the non-financial information			

GRI Standard	Disclosure	Section reference	Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
Energy management and carbon footprint - Operations					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	ESG - Environmental - energy efficiency and climate action - Our overall performance in 2023 Financials and Non-financials - Non-financial statements - About the non-financial information			
	305-2 Energy indirect (Scope 2) GHG emissions	ESG - Environmental - energy efficiency and climate action - Our overall performance in 2023 Financials and Non-financials - Non-financial statements - Non-financial indicators - Energy efficiency and climate action - CO ₂ e emissions Financials and Non-financials - Non-financial statements - About the non-financial information			
	305-4 GHG emissions intensity	Financials and Non-financials - Non-financial statements - Non-financial indicators - Energy efficiency and climate action - CO ₂ e emissions Financials and Non-financials - Non-financial statements - About the non-financial information			
	305-5 Reduction of GHG emissions	ESG - Environmental - Energy efficiency and climate action - Our overall performance in 2023 Financials and Non-financials - Non-financial statements - Non-financial indicators - energy efficiency and climate action - CO ₂ e emissions Financials and Non-financials - Non-financial statements - About the non-financial information			

GRI Standard	Disclosure	Section reference	Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
Pollution of air					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our business model - Engaging with our stakeholders Environmental, Social and Governance - Our material ESG sustainability topics ESG - Environmental - Energy efficiency and climate action ESG - Governance - ESG integrated governance - ESG sustainability governance ESG - Governance - ESG integrated governance - Business ethics and Code of Conduct - Encouraging people to speak up Financials and Non-financials - Non-financial statements - Non-financial indicators - Energy efficiency and climate action - CO ₂ e emissions			
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)		305-6 a 305-6 b 305-6 c 305-6 d	Not applicable	ASML does not produce, import or export ODS, therefore this disclosure is currently not applicable to ASML.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Financials and Non-financials - Non-financial statements - Non-financial indicators - Energy efficiency and climate action - CO ₂ e emissions Financials and Non-financials - Non-financial statements - About the non-financial information	305-7 a (i,ii,iii, v, vi.)	Information unavailable/incomplete	For significant air omissions, we only report VOC emissions for our locations in Wilton and the Netherlands. Furthermore, we comply with the relevant legislation concerning NOX emissions for these same locations. Information on the other significant air emissions is not reported, since these were previously not considered material and are not yet measured worldwide. We have performed a materiality assessment in 2023 to reassess the relevance of significant air emissions for all of our locations and concluded that only NOx, H ₂ and VOC are relevant. We will begin to report from 2024.

GRI Standard	Disclosure	Section reference	Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
Energy management and carbon footprint - Product use & downstream impact					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our business model - Engaging with our stakeholders Environmental, Social and Governance - Our material ESG sustainability topics ESG - Environmental - Energy efficiency and climate action ESG - Governance - ESG integrated governance - ESG sustainability governance ESG - Governance - ESG integrated governance - Business ethics and Code of Conduct - Encouraging people to speak up Financials and Non-financials - Non-financial statements - Non-financial indicators - Energy efficiency and climate action - Energy & CO ₂ e emissions			
GRI 302: Energy 2016	302-2 Energy consumption outside of the organization 302-5 Reductions in energy requirements of products and services	Financials and Non-financials - Non-financial statements - Non-financial indicators - Energy efficiency and climate action - Energy Financials and Non-financials - Non-financial statements - About the non-financial information ESG - Environmental - Energy efficiency and climate action - Our overall performance in 2023 Financials and Non-financials - Non-financial statements - Non-financial indicators - Energy efficiency and climate action - Energy Financials and Non-financials - Non-financial statements - About the non-financial information			
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions 305-4 GHG emissions intensity	ESG - Environmental - Energy efficiency and climate action Financials and Non-financials - Non-financial statements - Non-financial indicators - Energy efficiency and climate action - CO ₂ e emissions Financials and Non-financials - Non-financial statements - About the non-financial information Financials and Non-financials - Non-financial statements - Non-financial indicators - Energy efficiency and climate action - CO ₂ e emissions Financials and Non-financials - Non-financial statements - About the non-financial information			

GRI Standard	Disclosure	Section reference	Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
Responsible supply chain and product stewardship					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our business model - Engaging with our stakeholders Environmental, Social and Governance - Our material ESG sustainability topics ESG - Social - Responsible supply chain ESG - Governance - ESG integrated governance - ESG sustainability governance ESG - Governance - ESG integrated governance - Business ethics and Code of Conduct - Encouraging people to speak up Financials and Non-financials - Non-financial statements - Non-financial indicators - Responsible supply chain			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		308-1 a	Information unavailable/incomplete	As ASML reports in line with the 2021 GRI Universal standards as of FY2022 this topic standard is new and there is no process yet in place to be able to fulfill this disclosure requirement. Currently there is no upfront process in place (before entering a contract with ASML) for new supplier screening. There is a limited process in place for existing suppliers whereby both environmental and social criteria are assessed. ASML needs to set up a process to incorporate new supplier screening. We are currently investigating how we can organize ourselves to be able to execute due diligence for new and existing suppliers to be compliant with all (upcoming) mandatory legislative requirements. We anticipate that this will take a couple of years to realize.
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	ESG - Social - Responsible supply chain			

GRI Standard	Disclosure	Section reference	Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
Responsible supply chain and product stewardship					
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria		414-1 a	Information unavailable/incomplete	As ASML reports in line with the 2021 GRI Universal standards as of FY2022 this topic standard is new and there is no process yet in place to be able to fulfill this disclosure requirement. Currently there is no upfront process in place (before entering a contract with ASML) for new supplier screening. There is a limited process in place for existing suppliers whereby both environmental and social criteria are assessed. ASML needs to set up a process to incorporate new supplier screening. We are currently investigating how we can organize ourselves to be able to execute due diligence for new and existing suppliers to be compliant with all (upcoming) mandatory legislative requirements. We anticipate that this will take a couple of years to realize.
	414-2 Negative social impacts in the supply chain and actions taken	ESG - Social - Responsible supply chain			
Talent attraction, employee engagement and retention					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our business model - Engaging with our stakeholders Environmental, Social and Governance - Our material ESG sustainability topics ESG - Social - Attractive workplace for all ESG - Governance - ESG integrated governance - ESG sustainability governance ESG - Governance - ESG integrated governance - Business ethics and Code of conduct - Encouraging people to speak up Financials and Non-financials - Non-financial statements – Non-financial indicators - Attractive workplace for all			

GRI Standard	Disclosure	Section reference	Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
Talent attraction, employee engagement and retention					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Financials and Non-financials - Non-financial statements - Non-financial indicators - Attractive workplace for all - Workforce indicators			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Financials and Non-financials - Non-financial statements - Non-financial indicators - Attractive workplace for all - Benefits which are standard for full-time and part-time employees of the organization but are not provided to temporary employees			
	401-3 Parental leave		401-3 a 401-3 b 401-3 c 401-3 d 401-3 e	Information unavailable/incomplete	As ASML reports in line with the 2021 GRI Universal standards as of FY2022 this topic standard is new and there is no harmonized data collection process yet in place to be able to fulfill this disclosure requirement. Currently there is limited data available as for some countries maternity and paternity is registered as sick leave. Moreover, the available data cannot be consolidated due to different policies that apply to different countries. Similar requirements are needed for CSRD reporting and as part of the CSRD implementation, ASML is putting the measures in place to register the data in a harmonized way and report on this disclosure requirement as part of the phased in approach (after 2025).

GRI Standard	Disclosure	Section reference	Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our business model - Engaging with our stakeholders Environmental, Social and Governance - Our material ESG sustainability topics ESG - Social - Attractive workplace for all ESG - Governance - ESG integrated governance - ESG sustainability governance ESG - Governance - ESG integrated governance - Business ethics and Code of conduct - Encouraging people to speak up Financials and Non-financials - Non-financial statements – Non-financial indicators - Attractive workplace for all - Employee health and safety			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	ESG - Social - Attractive workplace for all - Ensuring employee health and safety			
	403-2 Hazard identification, risk assessment, and incident investigation	ESG - Social - Attractive workplace for all - Ensuring employee health and safety ESG - Governance - ESG integrated governance - Business ethics and Code of Conduct - Encouraging people to speak up			
	403-3 Occupational health services	ESG - Social - Attractive workplace for all - Ensuring employee health and safety			
	403-4 Worker participation, consultation, and communication on occupational health and safety	ESG - Social - Attractive workplace for all - Ensuring employee health and safety			
	403-5 Worker training on occupational health and safety	ESG - Social - Attractive workplace for all - Ensuring employee health and safety			
	403-6 Promotion of worker health	ESG - Social - Attractive workplace for all - Ensuring employee health and safety			

GRI Standard	Disclosure	Section reference	Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
Occupational health and safety					
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESG - Social - Attractive workplace for all - Ensuring employee health and safety ESG - Social - Responsible supply chain ESG - Governance - ESG integrated governance - Product safety			
	403-8 Workers covered by an occupational health and safety	ESG - Social - Attractive workplace for all - Ensuring employee health and safety Financials and Non-financials - Non-financial statements - About the non-financial information			
	403-9 Work-related injuries	ESG - Social - Attractive workplace for all - Ensuring employee health and safety	403-9 b (ii,iii,v)	Information unavailable/incomplete	For contractors (workers who are not employees but whose work and/or workplace is controlled by the organization), no incident rate can be calculated due to a lack of baseline HR data for the hours worked. We report in line with the vast majority / main requirements of GRI 403-9 and we don't believe that providing the rate for this population would provide any more clarity on our numbers reported. The nature of the work performed by the contractor varies as does the length of the contract which means that estimating the hours is impractical and the actual hours worked are difficult to obtain from the contracted companies. In addition to not reporting the rate for contractors, the definition used for high-consequence does not meet the requirements of GRI due to data unavailability. GRI specifies that the definition should include recovery time instead of lost time (while ASML uses days away from work, so lost time). However, this way of reporting is in line with the OSHA international Health and Safety standard.
		Financials and Non-financials - Non-financial statements - Non-financial indicators - Attractive workplace for all - Employee health and safety Financials and Non-financials - Non-financial statements - About the non-financial information			

GRI Standard	Disclosure	Section reference	Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
Occupational health and safety					
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	ESG - Social - Attractive workplace for all - Ensuring employee health and safety Financials and Non-financials - Non-financial statements - Non-financial indicators - Attractive workplace for all - Employee health and safety Financials and Non-financials - Non-financial statements - About the non-financial information			
Training and skills development					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our business model - Engaging with our stakeholders Environmental, Social and Governance - Our material ESG sustainability topics ESG - Social - Attractive workplace for all ESG - Governance - ESG integrated governance - ESG sustainability governance ESG - Governance - ESG integrated governance - Business ethics and Code of conduct - Encouraging people to speak up Financials and Non-financials - Non-financial statements - Non-financial indicators - Attractive workplace for all - Employee engagement			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Financials and Non-financials - Non-financial statements - Non-financial indicators - Attractive workplace for all - Employee engagement	404-1 b	Not applicable	This is a new material topic for the 2023 reporting year. We disclose training by gender. We do not disclose training by employee category but rather by technical training and non-product related training which we deem to be more relevant.

GRI Standard	Disclosure	Section reference	Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
Training and skills development					
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	ESG - Social - Attractive workplace for all	404-2 b	Information unavailable/incomplete	This is a new material topic from the 2023 reporting year. We do provide disclosures related to programs implemented to upgrade employee skills. We do not however disclose assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. We are in the process of preparing for CSRD and where applicable (and in line with required CSRD requirements), we will include for 2024 reporting year.
		Financials and Non-financials - Non-financial statements - Non-financial indicators - Attractive workplace for all - Employee engagement			
	404-3 Percentage of employees receiving regular performance and career development reviews		404-3	Information unavailable/incomplete	This is a new material topic from the 2023 reporting year. Similar requirements are needed for CSRD reporting and as part of the CSRD implementation, we are working on gathering this data to report from 2024 reporting year.
Diversity and inclusion					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our business model - Engaging with our stakeholders Environmental, Social and Governance - Our material ESG sustainability topics ESG - Social - Attractive workplace for all ESG - Governance - ESG integrated governance - ESG sustainability governance ESG - Governance - ESG integrated governance - Business ethics and Code of conduct - Encouraging people to speak up Financials and Non-financials - Non-financial statements-Non-financial indicators - Attractive workplace for all – Diversity and inclusion			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Financials and Non-financials - Non-financial statements-Non-financial indicators - Attractive workplace for all – Diversity and inclusion Corporate Governance - Other Board related matters			

GRI Standard	Disclosure	Section reference	Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
Diversity and inclusion					
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	Financials and Non-financials - Non-financial statements - Non-financial indicators - Attractive workplace for all - Fair remuneration Financials and Non-financials - Non-financial statements - About the non-financial information			
Community engagement					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our business model - Engaging with our stakeholders Environmental, Social and Governance - Our material ESG sustainability topics ESG - Social - Valued partner in our communities ESG - Governance - ESG integrated governance - ESG sustainability governance ESG - Governance - ESG integrated governance - Business ethics and Code of conduct - Encouraging people to speak up			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs 413-2 Operations with significant actual and potential negative impacts on local communities	ESG - Social - Valued partner in our communities ESG - Social - Valued partner in our communities			
Innovation ecosystem					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our business model - Engaging with our stakeholders Environmental, Social and Governance - Our material ESG sustainability topics ESG - Social - Innovation ecosystem ESG - Governance - ESG integrated governance - ESG sustainability governance			

GRI Standard	Disclosure	Section reference	Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
Innovation ecosystem					
Own indicators	R&D Investments (in EUR)	ESG - Social - Innovation ecosystem - Our overall performance in 2023			
	R&D spend as % growth from 2019 base year	ESG - Social - Innovation ecosystem - Our overall performance in 2023			
Quality of life					
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Our business model - Engaging with our stakeholders</p> <p>ESG introduction and materiality - Our material ESG sustainability topics</p> <p>ESG - Social - Responsible supply chain</p> <p>ESG - Governance - ESG integrated governance - ESG sustainability governance</p>			
Other GRI requirements reported, but not linked to material topics					
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	<p>Non-financial statements - Non-financial indicators - Responsible supply chain</p>			