

## GRI content index for 'In accordance' - Core

Our 2016 Integrated Report follows the latest guidelines issued by the Global Reporting Initiative (GRI). This supplement provides details of our compliance with these guidelines.

For our 2016 Integrated Report, we continue to follow the GRI G4 guidelines in accordance with the 'core' option. This means that we need to comply with all the General Standard Disclosures. However, we only need to comply with one Specific Standard Disclosure per material theme. For more information about the GRI and the G4 reporting guidelines, refer to the GRI website at [www.globalreporting.org](http://www.globalreporting.org).

For assurance purposes, GRI compliance has been assessed as part of the external audit procedures for the Integrated Report (IR). See the 'Independent auditor's assurance report' in the ASML Integrated Report 2016 on page 65.

GRI disclosure #		Reference	Page # (in IR) if applicable
<b>GENERAL STANDARD DISCLOSURES</b>			
<b>Strategy and Analysis</b>			
G4-1	<p>a. Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.</p> <p>The statement should present the overall vision and strategy for the short term, medium term, and long term, particularly with regard to managing the significant economic, environmental and social impacts that the organization causes and contributes to, or the impacts that can be linked to its activities as a result of relationships with others (such as suppliers, people or organizations in local communities). The statement should include:</p> <ul style="list-style-type: none"> <li>• Strategic priorities and key topics for the short and medium term with regard to sustainability, including respect for internationally recognized standards and how such standards relate to long term organizational strategy and success</li> <li>• Broader trends (such as macroeconomic or political) affecting the organization and influencing sustainability priorities</li> <li>• Key events, achievements and failures during the reporting period</li> <li>• Views on performance with respect to targets</li> <li>• Outlook on the organization's main challenges and targets for the next year and goals for the coming 3-5 years</li> <li>• Other items pertaining to the organization's strategic approach</li> </ul>	Message from the Presidents	6
<b>Organizational Profile</b>			
G4-3	Report the name of the organization	Cover page  20-F: Part I, Item 4: Information on the company - A. History and Development of the Company	2
G4-4	Report the primary brands, products and services	Our products	14
G4-5	Report the location of the organization's headquarters	Our company	10
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	Our company  20-F: Exhibit 8.1: List of main subsidiaries	10
G4-7	Report the nature of ownership and legal form	20-F: Part I, Item 4: Information on the company - C. Organizational Structure	
G4-8	Report the markets served (including geographic breakdown, sectors served and types of customers and beneficiaries)	Our company and our markets  20-F: Notes to the Consolidated Financial Statements - Note 20. Segment Disclosure	10 & 14
G4-9	<p>Report the scale of the organization, including:</p> <ul style="list-style-type: none"> <li>• Total number of employees</li> <li>• Total number of operations</li> <li>• Net sales (for private sector organizations) or net revenues (for public sector organizations)</li> <li>• Total capitalization broken down in terms of debt and equity (for private sector organizations)</li> <li>• Quantity of products or services provided</li> </ul>	<p>Our company and Non-financial indicators: People</p> <p>Our company</p> <p>Highlights Consolidated Statement of Operations</p> <p>Consolidated Balance Sheets</p> <p>Products and technology</p>	<p>10 &amp; 51</p> <p>10</p> <p>7 &amp; 48</p> <p>49</p> <p>26</p>
G4-10	<p>a. Report the total number of employees by employment contract and gender</p> <p>b. Report the total number of permanent employees by employment type and gender</p>	<p>Non-financial indicators: People</p> <p>Non-financial indicators: People</p>	<p>51</p> <p>51</p>

GRI disclosure #		Reference	Page # (in IR) if applicable
<b>Organizational Profile</b>			
	c. Report the total workforce by employees and supervised workers and by gender	Non-financial indicators: People	51
	d. Report the total workforce by region and gender	Non-financial indicators: People	51
	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	People	31 (section Our flex workers policy)
	f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries)	Non-financial indicators: People	51
G4-11	Report the percentage of total employees covered by collective bargaining agreements	Non-financial indicators: People	51
G4-12	Describe the organization's supply chain	Partners	37
G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain including:	About the report	62
	<ul style="list-style-type: none"> <li>Changes in the location of, or changes in, operations, including facility openings, closings and expansions</li> </ul>	About the report	62
	<ul style="list-style-type: none"> <li>Changes in the share capital structure and other capital formation, maintenance and alteration operations (for private sector organizations)</li> </ul>	Consolidated Balance Sheets	49
	<ul style="list-style-type: none"> <li>Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination</li> </ul>	About the report	62
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization	Business risk and continuity	24
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	Business ethics and compliance, Product safety, Human rights and labor relations, Sustainable relationship with suppliers and Sustainable Development Goals	23, 26, 31, 37 & 58
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: <ul style="list-style-type: none"> <li>Holds a position on the governance body</li> <li>Participates in projects or committees</li> <li>Provides substantive funding beyond routine membership dues</li> <li>Views membership as strategic</li> </ul>	Business ethics and compliance, Human rights and labor relations, Sustainable relationship with suppliers and Stakeholder engagement	23, 31, 37 & 57
<b>Identified Material Aspects and Boundaries</b>			
G4-17	a. List all entities included in the organization's consolidated financial statements or equivalent documents	20-F: Exhibit 8.1: List of main subsidiaries	
	b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report	About the report	62
G4-18	a. Explain the process for defining the report content and the Aspect Boundaries	Materiality assessment	17 & 62
	b. Explain how the organization has implemented the Reporting Principles for Defining Report Content	About the report	
G4-19	List all the material Aspects identified in the process for defining report content	Materiality assessment	17
G4-20	For each material Aspect, report the Aspect Boundary within the organization, as follows: <ul style="list-style-type: none"> <li>Report whether the Aspect is material within the organization</li> <li>If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: <ul style="list-style-type: none"> <li>The list of entities or groups of entities included in G4-17 for which the Aspect is not material or,</li> <li>The list of entities or groups of entities included in G4-17 for which the Aspect is material</li> </ul> </li> <li>Report any specific limitation regarding the Aspect Boundary within the organization</li> </ul>	About the report	62
G4-21	For each material Aspect, report the Aspect Boundary outside the organization, as follows: <ul style="list-style-type: none"> <li>Report whether the Aspect is material outside of the organization</li> <li>If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified</li> <li>Report any specific limitation regarding the Aspect Boundary outside the organization</li> </ul>	About the report	62
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such adjustments	About the report	62
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries	About the report	62

<b>GRI disclosure #</b>		<b>Reference</b>	<b>Page # (in IR) if applicable</b>
<b>Stakeholder Engagement</b>			
G4-24	Provide a list of stakeholder groups engaged by the organization	Materiality assessment and Stakeholder engagement	17 & 57
G4-25	Report the basis for identification and selection of stakeholders with whom to engage	Materiality assessment and Stakeholder engagement	17 & 57
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	Materiality assessment and Stakeholder engagement	17 & 57
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	57
<b>Report Profile</b>			
G4-28	Reporting period (such as fiscal or calendar year) for information provided	About the report	62
G4-29	Date of most recent previous report (if any)	About the report	62
G4-30	Reporting cycle (such as annual, biennial)	About the report	62
G4-31	Provide the contact point for questions regarding the report or its contents	ASML contact information	70
G4-32	a. Report the 'in accordance' option the organization has chosen b. Report the GRI Content Index for the chosen option c. Report the reference to the External Assurance Report, if the report has been externally assured. (GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.)	About the report  Reporting supplement (for GRI Content Index)	62
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 management are involved in seeking assurance for the organization's sustainability report	About the report	62
<b>Governance</b>			
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	Governance	21
<b>Ethics and Integrity</b>			
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 compliance	23

GRI disclosure #	GRI description	GRI sub-heading	Page # (in IR) if applicable
<b>MATERIAL THEMES</b>			
<b>Governance</b>			
<b>Business ethics and compliance</b>			
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, including: <ul style="list-style-type: none"> <li>The mechanisms for evaluating the effectiveness of the management approach</li> <li>The results of the evaluation of the management approach</li> <li>Any related adjustments to the management approach</li> </ul>	DMA	17 & 23
G4-SO7	a. Report the total number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant b. Report the main outcomes of completed legal actions, including any decisions or judgments	Anti-competitive Behavior (Society)	23 & 51 (section Governance)
G4-SO8	a. Report significant fines and non-monetary sanctions in terms of: <ul style="list-style-type: none"> <li>Total monetary value of significant fines</li> <li>Total number of non-monetary sanctions</li> <li>Cases brought through dispute resolution mechanisms</li> </ul> b. If the organization has not identified any noncompliance with laws or regulations, a brief statement of this fact is sufficient c. Report the context against which significant fines and non-monetary sanctions were incurred	Compliance (Society)	Annual Report on Form 20-F: Notes to the Consolidated Financial Statements - Note 18. Legal Contingencies
Please also see G4-56			
Own indicator	We also choose to disclose # of concerns and ethics complaints related to a potential violation of the Code of Conduct and Business Principles		23 & 51 (section Governance)
<b>Business risk and continuity</b>			
	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, including: <ul style="list-style-type: none"> <li>The mechanisms for evaluating the effectiveness of the management approach</li> <li>The results of the evaluation of the management approach</li> <li>Any related adjustments to the management approach</li> </ul>	DMA	17 & 24
Please also see G4-14			
There is no specific GRI indicator for this theme and we approach this theme qualitatively rather than quantitatively so there are no defined indicators for this theme			
<b>Products and Technology</b>			
<b>Innovation</b>			
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, including: <ul style="list-style-type: none"> <li>The mechanisms for evaluating the effectiveness of the management approach</li> <li>The results of the evaluation of the management approach</li> <li>Any related adjustments to the management approach</li> </ul>	DMA	17 & 26 (section Innovation is our lifeblood)
Own indicator	There is no specific GRI indicator for this theme but we report R&D investments		
<b>Knowledge management</b>			
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, including: <ul style="list-style-type: none"> <li>The mechanisms for evaluating the effectiveness of the management approach</li> <li>The results of the evaluation of the management approach</li> <li>Any related adjustments to the management approach</li> </ul>	DMA	17 & 26 (section Knowledge management)
Own indicator	There is no specific GRI indicator for this theme but we report the Technical Competence (TC) and the Function ownership (FO) maturity scores and # of technical training hours per FTE		26 & 51 (section Products and technology)
<b>People</b>			
<b>Talent management</b>			
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, including: <ul style="list-style-type: none"> <li>The mechanisms for evaluating the effectiveness of the management approach</li> <li>The results of the evaluation of the management approach</li> <li>Any related adjustments to the management approach</li> </ul>	DMA	17 & 31 (section Talent management)
G4-LA9	Report the average hours of training that the organization's employees have undertaken during the reporting period, by: <ul style="list-style-type: none"> <li>Gender</li> <li>Employee category</li> </ul>	Training and Education (Labor Practices and Decent Work)	51 (section People) (employee category not deemed material to disclose)
Please also see G4-9 and G4-10			
Own indicator	We also choose to disclose attrition rate of high performers, promotion rate of high performers, employee attrition (%), % DAP completion, % PPM completion, # of scholarships and training hours		31 & 51 (section People)

GRI disclosure #	GRI description	GRI sub-heading	Page # (in IR) if applicable
<b>MATERIAL THEMES</b>			
<b>People</b>			
<b>Sustainable relationship with our people</b>			
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, including: <ul style="list-style-type: none"> <li>The mechanisms for evaluating the effectiveness of the management approach</li> <li>The results of the evaluation of the management approach</li> <li>Any related adjustments to the management approach</li> </ul>	DMA	17 & 31 (section Sustainable relationship with our people)
G4-LA1	a. Report the total number and rate of new employee hires during the reporting period, by age group, gender and region b. Report the total number and rate of employee turnover during the reporting period, by age group, gender and region	Employment (Labor Practices and Decent Work)	51 (section People)
Please also see G4-10			
Own indicator	We also choose to disclose information on average engagement score me@ASML survey and absenteeism (%)		31 & 51 (section People)
<b>Partners</b>			
<b>Sustainable relationship with customers</b>			
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, including: <ul style="list-style-type: none"> <li>The mechanisms for evaluating the effectiveness of the management approach</li> <li>The results of the evaluation of the management approach</li> <li>Any related adjustments to the management approach</li> </ul>	DMA	17 & 37 (section Sustainable relationship with customers)
G4-PR5	Report the results or key conclusions of customer satisfaction surveys (based on statistically relevant sample sizes) conducted in the reporting period relating to information about: <ul style="list-style-type: none"> <li>The organization as a whole</li> <li>A major product or service category</li> <li>Significant locations of operation</li> </ul>	Product and Service Labeling (Product Responsibility)	37 (section Sustainable relationship with customers)
<b>Sustainable relationship with suppliers</b>			
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, including: <ul style="list-style-type: none"> <li>The mechanisms for evaluating the effectiveness of the management approach</li> <li>The results of the evaluation of the management approach</li> <li>Any related adjustments to the management approach</li> </ul>	DMA	17 & 37 (section Sustainable relationship with suppliers)
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'	Procurement Practices (Economic)	10
Please also see G4-12			
Own indicator	We also choose to disclose the # of supplier audits executed, # of suppliers and value of supplier spend and the overall rating score from Supplier Relationship survey		37 & 51 (section Sustainable relationship with suppliers)
<b>Operations</b>			
<b>Employee safety</b>			
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, including: <ul style="list-style-type: none"> <li>The mechanisms for evaluating the effectiveness of the management approach</li> <li>The results of the evaluation of the management approach</li> <li>Any related adjustments to the management approach</li> </ul>	DMA	17 & 42 (section Employee safety)
G4-LA6	a. Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities, for the total workforce (that is, total employees plus supervised workers), by: <ul style="list-style-type: none"> <li>Region</li> <li>Gender</li> </ul> b. Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities for independent contractors working on-site to whom the organization is liable for the general safety of the working environment, by: <ul style="list-style-type: none"> <li>Region</li> <li>Gender</li> </ul> c. Report the system of rules applied in recording and reporting accident statistics	Occupational Health and Safety (Labor Practices and Decent Work)	42 (section Employee safety) & 51 (section Sustainable relationship with our people & Employee safety)  We do not separately disclose contractors or by gender. We do not disclose ODR.  42 (section Employee safety)

GRI disclosure #	GRI description	GRI sub-heading	Page # (in IR) if applicable
<b>MATERIAL THEMES</b>			
<b>Operations</b>			
<b>Operational Excellence</b>			
DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>• The mechanisms for evaluating the effectiveness of the management approach</li> <li>• The results of the evaluation of the management approach</li> <li>• Any related adjustments to the management approach</li> </ul>	DMA	17 & 42 (section Operations)
Own indicator	There is no specific GRI indicator for this theme and this is a new theme so no indicator has been defined yet		
<b>Financial Performance</b>			
<b>Financial Performance</b>			
DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>• The mechanisms for evaluating the effectiveness of the management approach</li> <li>• The results of the evaluation of the management approach</li> <li>• Any related adjustments to the management approach</li> </ul>	DMA	12 (section Our strategy) & 17
G4-EC1	<p>a. Report the direct economic value generated and distributed (EVG&amp;D) on an accruals basis including the basic components for the organization's global operations as listed below. If data is presented on a cash basis, report the justification for this decision and report the basic components as listed below:</p> <ul style="list-style-type: none"> <li>• Direct economic value generated: <ul style="list-style-type: none"> <li>- Revenues</li> </ul> </li> <li>• Economic value distributed: <ul style="list-style-type: none"> <li>- Operating costs</li> <li>- Employee wages and benefits</li> <li>- Payments to providers of capital</li> <li>- Payments to government (by country)</li> <li>- Community investments</li> </ul> </li> <li>• Economic value retained (calculated as 'Direct economic value generated' less 'Economic value distributed')</li> </ul> <p>b. To better assess local economic impacts, report EVG&amp;D separately at country, regional, or market levels, where significant. Report the criteria used for defining significance.</p>	Economic Performance (Economic)	<p>48 (section Summary of financial statements) &amp; 51 (section Community involvement)</p> <p>Please also see Annual Report on Form 20-F: Notes to the Consolidated Financial Statements - Note 19. Income Taxes, Note 20. Segment Disclosure and Note 21. Selected Operating Expenses and Additional Information</p> <p>We do not separately disclose (in all instances) the information by country, region or market level.</p>