



**AGM ASML Holding N.V.**  
**March 24, 2010**

**Additional Information**

*In relation to agenda Item 8b*

*Proposal to adopt the updated Remuneration Policy (version 2010) for the Board of Management*

Below is an overview of ROAIC ranking of ASML compared to its peer group, and corresponding vesting levels under the Long Term Incentive ("LTI") Plan, as included in the proposed Remuneration Policy (version 2010) for the Board of Management.

ASML's Board of Management will receive as LTI 0% of base salary in case the ROAIC achieved ranks in the bottom position (10/11) of the peer group, and in case they do not achieve the qualitative target.

ASML's Board of Management will receive as LTI 80% of base salary in case the ROAIC achieved ranks in the middle position (6) of the peer group, and in case the qualitative target is achieved.

ASML's Board of Management will receive as LTI 146.25% of base salary in case the ROAIC achieved ranks in the top 3 of the peer group, and in case the qualitative target is overachieved.

The ROAIC score is ultimately calculated and awarded after a three year period, and is evaluated on an annual basis.