

Dear members,

With this newsletter, we would like to inform you about an important development within the ASML Works Council (WC).

The FNV delegation is stepping down from its positions

Approximately three years after the Works Council elections, in which the FNV Metaal trade union list received the trust of many colleagues and secured four seats, the vast majority of the FNV delegation has decided to step down from the Works Council.

This decision was not taken lightly. On the contrary, the involved Works Council members have dedicated themselves over the past years with great commitment and conviction to representing the interests of ASML employees. It is precisely for this reason that the decision to relinquish their seats is a significant and far-reaching step.

Immediate Reason

The immediate reason for the resignation is the advisory opinion recently issued by the ASML Works Council. The FNV delegation cannot agree with either the content of this advice or the manner in which the decision was reached within the Works Council.

According to the departing delegation members, fundamental differences in opinion have emerged regarding the way important decisions are prepared, discussed, and ultimately adopted. This concerns not only the final position taken, but especially the process that preceded it.

The delegation believes that a Works Council can only properly fulfil its legal role when there is room for an open, transparent, and careful consideration of interests, where different viewpoints are seriously taken into account in the decision-making process. The members feel that this was insufficiently the case during the relevant process.

A Matter of Principles

The decision to resign is therefore not based solely on one specific advisory case. It concerns a broader matter of principle. The FNV delegation no longer feels able to take responsibility for a decision-making process in which it has insufficient confidence and with which it cannot identify.

After careful consideration, the involved Works Council members have concluded that relinquishing their seats is the only choice that maintains their integrity and credibility.

Why Now?

We understand that some members may question why this step is being taken now, while the current term of the Works Council expires in December of this year.

Precisely because the remaining period is relatively short, this decision has been carefully considered. However, the involved delegation members believe that, given the recent developments and the manner in which decision-making has taken place, they can no longer credibly fulfil their role within the Works Council.

In their view, remaining in office until the end of the current term without taking action would send the wrong signal regarding the seriousness of the situation that has arisen.

The resignation should therefore be seen as a principled choice and a clear signal about the importance of careful, transparent, and independent employee representation.

Thanks to Our Representatives

FNV Metaal expresses its appreciation for the commitment of the departing delegation members. Over the past three years, they have worked with great dedication on behalf of good employment conditions, employee participation, working conditions, and the interests of all ASML employees.

Their efforts have contributed to critically monitoring company policies, asking important questions, and safeguarding employees' interests within a rapidly growing organization.

What Happens Next?

Although this development represents an important change within employee participation at ASML, FNV Metaal remains fully committed to its members at ASML. The trade union will continue to monitor the situation closely and will remain dedicated to strong and independent employee representation.

With the current Works Council term ending in December, new Works Council elections are approaching. In the coming period, FNV Metaal will consult with its members on the future of employee participation within ASML and on how employees can continue to be strongly represented in the next Works Council term.

In addition, we will engage with members in the coming period to discuss the situation that has arisen, its consequences, and the lessons that can be learned from it.

Together, we will continue working towards a strong position for employees within ASML.

With kind regards,
on behalf of FNV Metaal – BGA ASML

Peter Reniers
FNV Metaal



Disclaimer:

The Dutch version of the text is leading.