

Dear members,

FNV Metaal, together with CNV, De Unie and VHP2, has reached an agreement with ASML on a draft Social Plan. After intensive negotiations, there is now a negotiation result. In this newsletter we explain the main points.

### Avoiding forced layoffs as much as possible

The main goal of this Social Plan is to avoid forced layoffs as much as possible. ASML will first look at whether employees can continue working in another role within the company. If a job disappears or changes significantly, the employee will be informed verbally and in writing (potentially redundant). After this, the employee will receive priority for internal vacancies. There will also be a voluntary replacement arrangement. Employees who can keep their job may voluntarily leave their position so that a redundant colleague can take over the role. The employee who leaves voluntarily will receive 80% of the termination payment. (Social Plan protocol)

### Main agreements

- The Social Plan will run for two years and starts on 1 June 2026.
- The plan applies to employees with a permanent contract in salary grades 1 up to and including 16.
  - Some arrangements also apply to employees with a temporary contract.
  - The redeployment period is 9 months from the moment an employee becomes potentially redundant. (For the Tech and IT transition, employees may stay employed until 30 April 2027)

### Support in finding new work

If redeployment within ASML is not possible, employees will receive support in finding another job. This support will be provided through the internal mobility center and Randstad RiseSmart. There is a training budget available of up to €5,000 excluding VAT.

The support period is:

- up to 6 months for most employees;
- up to 12 months for employees with 20 or more years of service.

### Compensation when leaving

Employees leaving the company will receive:

- 1 gross monthly salary for every year worked at ASML;
- with a minimum of 4 monthly salaries.

There is also an extra payment based on the following scale:

- from age 50: 1 extra monthly salary;
- from age 53: 2 extra monthly salaries;
- from age 56: 3 extra monthly salaries;
- from age 60: 4 extra monthly salaries.

The maximum compensation is:

- €400,000 gross;
- or 24 monthly salaries if that amount is higher.

Employees who sign the settlement agreement within 10 working days will also receive an extra payment of:

- at least €5,000 gross;
- and at most €10,000 gross.

### What is included in the monthly salary?

For employees in salary grades 1 up to and including 9, the gross monthly salary includes:

- the fixed gross monthly salary;
- holiday allowance;
- fixed shift allowance, including hours bank allowance;
- standby allowance (average over the last 12 months);
- overtime allowance (average over the last 12 months);
- 13th month payment;
- profit-sharing payment (average over the last 3 payment periods);
- emergency response allowance (BHV allowance).

For employees in salary grade 10 and higher, the gross monthly salary consists of the fixed gross monthly salary plus the agreed salary components under the Social Plan.

### Extra support

Every employee has a budget of €1,250 excluding VAT for legal, financial or tax advice.

[Read the full negotiation result](#)

### What happens next?

This is currently an agreement on the main points. ASML and the trade unions will now work this out into a full draft Social Plan.

After that, FNV Metaal members will receive the draft plan and can vote on it. Your vote is important.

### Support from union representatives

The FNV Metaal union representatives at ASML have discussed the result. They believe the most important arrangements are sufficiently covered and that the plan offers a fair basis for employees affected by the reorganisation.

As soon as the draft Social Plan is ready, you will receive more information about the information meeting and member consultation, including the voting procedure.

Kind regards,

FNV Metaal — BGA ASML

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FNV Metaal



### Disclaimer:

This English translation is provided for information purposes only. In case of differences or interpretation issues, the Dutch version of the text is leading.