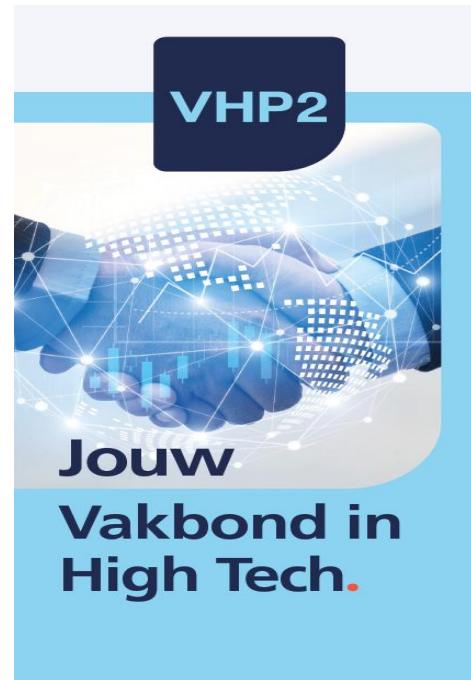


# VHP2-Meeting: Reorganization ASML

Februari 5th 2026





Martijn van den Heuvel (representative works council)



Maarten van Gestel (ASML representative VHP2)



Casper Vaandrager (negotiator VHP2)



- What is VHP2?
- Reorganization ASML:
  - Role Works Council
  - Role Unions
- What is a social plan?
- Q&A
- Let your voice be heard



# VHP2: the union for professionals in the high-tech sector

For your cla, specific labourconditions ASML, VHP2-lunches etc



vhp2

# Reorganization ASML

## Timeline ASML

28-1-2026: Request for advice (art 25 WOR)  
regarding an **intended** decision to reorganize

1-4-2026: ASML wants an advice of the Works Council  
and an agreed social plan with unions

1-7-2026: New ASML-organization implemented



# Reorganization: The Works Council

**Role Works Council: “*To assess the usefulness and necessity of the reorganization!*”**

- Asking questions to the managing board
- Are there alternatives? What are the scenarios?
- Onboarding expertise (organizational/legal/communication)
- Monitoring negotiations ASML-Unions
- Process of 2 a 3 months (average)>Advice



ASML makes final decision in which the Works Council's advice is considered. A Legal dispute arises if ASML will reorganize without advice of Works Council or contrary to the advice without any reasoning

# Reorganization: The unions

**Role Unions:** “*To safeguard employees' interests by negotiating a social plan that defines severance pay, outplacement support, and redeployment measures.*”



**Priority 1: No forced redundancies!**

**Priority 2: Minimize the time span of uncertainty!**



# Reorganization: Social Plan

- Priorities: No forced redundancies and minimize timespan of uncertainty!
- Other possible topics in a social plan:
  - Severance pay/Termination payment
  - Voluntary leave
  - Voluntary departure scheme (employees make way to create positions for others)
  - Financial compensation for -legal-advice
  - Pensions (in relation to new pensionscheme 1-1-2027)





# LET YOUR **VOICE** BE HEARD!

- Join a union
- Send your questions/opinions to the works council and unions
- Speak up on Viva Engage



- € 222 per year
- If you become a member before April 1 2026
  1. The first 3 months are free, and ASML reimburses the membership fee 2026 retroactively from April through December 2026!
  2. If legal aid is needed in first year: Extra fee of € 598,95 incl. VAT per case. See our conditions [juridische bijstand](#) and [lidmaatschappen](#)



## KEY FIGURES

- Our office: HTC 84
- [www.vhp2.nl](http://www.vhp2.nl) 040-2116222
- [info@vhp2.nl](mailto:info@vhp2.nl) / 06-33988354