

SOCIAL PLAN ASML*

** This document is a translation of the Dutch text of the Social Plan, in case of any deviation, the Dutch text prevails*

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Introduction

In front of you is ASML's Social Plan. Together, we, ASML and the unions, have laid down in this plan how we want to deal with changes within ASML in the coming years, the resulting organizational changes and the related personnel consequences.

This Social Plan forms part of ASML's HR policy and sets out the social and financial measures designed to mitigate any adverse effects on you in the event of organizational changes.

The underlying principle of this Social Plan is that we wish to continue to offer our employees prospects for the future. The parties have drawn up this Social Plan to prevent compulsory redundancies as far as possible and to support employees whose roles are being made redundant in their transition from one role to another. These employees are given priority for internal vacancies. If redeployment in a suitable role is not successful within the foreseeable future, they are additionally entitled to a professional guidance and placement program provided by an Outplacement Agency engaged by ASML. This Social Plan also regulates the financial consequences of the termination of the employment contract through the award of a severance payment.

The Social Plan sets out the process and conditions of redeployment. If, in extreme cases, redeployment proves impossible and your employment is terminated, this Social Plan sets out how your severance payment will be calculated and which provisions apply. In this Social Plan, we use the informal 'you' form as much as possible.

1. Definitions

ASML:	Your legal employer in the Netherlands.
Basic monthly salary:	Your final, fixed, agreed salary which is paid monthly without any other wage components.
Business unit:	The sector within ASML in which you are employed at the time of potential redundancy.
Collective Labor Agreement:	The collective labor agreement(s) applicable to ASML.
Discontinued role:	A role that will no longer appear in the new organizational structure.
Employee:	You, the person employed by ASML under a employment contract .
Employment status:	The uninterrupted period during which you have been employed as at the reference date for the mirroring, at ASML or its legal predecessor(s), including any period of temporary employment (in the same role), to be taken into account in the mirroring principle in accordance with the Dutch Dismissal Decree and Implementation Rules (Ontslagregeling en Uitvoeringsregels).
Exchangeable role:	Roles that are mutually comparable in terms of role content, required knowledge, skills and competencies, and whose temporary or permanent nature is equivalent in level and remuneration.
Go-live date:	The date of ASML's organizational change.
Mirroring principle:	This principle determines the order of redundancy in the event of role cuts within a particular exchangeable role category. In the case of mutually exchangeable roles, the employee with the shortest employment will be dismissed first in each age group. The principle does not apply if a unique role or an entire category of exchangeable roles disappears.
Mobility Center:	ASML's Mobility Center, which supports employees in their search for a new role.
Monitoring committee:	The committee referred to in Appendix 4 of this Social Plan, which oversees the correct application of this Social Plan in individual cases.
Monthly salary (for employees in salary grades 1 to 9):	Your last, fixed, agreed basic monthly salary on the last day of the employment contract, plus only the following wage components (calculated per month, all of course only if applicable to you): • holiday allowance • fixed shift allowance, including on-call allowance • standby allowance (average over last 12 months); • overtime allowance (average over last 12 months) • 13th month • the profit distribution paid to you (average amount over last three distribution periods) • Company Emergency Team (BHV) allowance
Monthly salary (for employees in salary grades 10 and above):	Your last, fixed, agreed basic monthly salary on the last day of the employment contract, plus only the following wage

	components (calculated per month, all of course only if applicable to you): • Company Emergency Team (BHV) allowance • the average STL bonus paid to you (short-term incentive bonus, average amount over the last three distribution periods).
Notice:	Written confirmation that your position is being discontinued and that you are therefore potentially made redundant.
Notice period:	The term stipulated in the employment contract or the statutory notice period to be observed by ASML to terminate the employment contract.
Organizational change:	Any organizational change within ASML during the term of this Social Plan.
Organization, new:	The organization of ASML after the Go live date.
Orientation interview:	The interview that the Mobility Center conducts with you in which ambitions and opportunities for a suitable role are discussed.
Outplacement:	The facility offered by ASML to the definitive redundant employee by a specified service provider, under the direction of the Mobility Center.
Parties:	The signatories of this Social Plan.
Personal allowance:	The gross amount to be received by you monthly due to classification in a lower salary grades, as stipulated in this Social Plan.
Place-maker scheme:	The provision in the Social Plan for employees who does not have the status of potentially redundant, but wish to terminate employment with ASML with the result that a potentially redundant employee working in the same exchangeable role can be redeployed internally.
Redeployment, external:	ASML offering support to you with the aim of you finding a new role with another employer.
Redeployment, internal:	If you accept a suitable role within ASML.
Redeployment period:	The period that starts on the date you are declared potentially redundant and runs until the termination date.
Redundant, definitive:	You are definitive redundant if it has been determined and communicated to you in writing that there are no redeployment opportunities in your own business unit.
Redundant, potentially:	You are potentially redundant if it has been determined and notified to you in writing that your current post is to be discontinued.
Reference date:	The verifiable date for the application of the mirroring principle, to be determined by ASML.
Severance payment:	The benefit ASML pays to you at the end of your employment contract. The severance payment will be paid once, no later than 1 month after the termination date and will be calculated as shown in this Social Plan.
Settlement Agreement (VSO):	A written agreement as referred to in article 7:900 (and those following) of the Dutch Civil Code, concluded between ASML and an employee, in which it is agreed that the employment contract will end on a specific date and in which the arrangements regarding the

termination of the employment contract by mutual consent are recorded.

Significantly changed role:	A role that, as a result of an organizational change, is not exchangeable with the role before the organizational change in terms of the content of the role, the knowledge, skills and competencies required for the role, and the temporary or structural nature of the role and role level and remuneration level - in accordance with article 13 of the Dutch Dismissal Regulation.
Suitable role:	A role that, in terms of role content, required knowledge, skills, required competencies, role level and remuneration, is reasonably considered to match your education, experience and your abilities. Moreover, a role is also suitable if the role differs from your former role by a maximum of 1 role grade and/or if you can be made suitable for the role within a maximum of 6 months. A role is considered unsuitable if the commuting time within the Netherlands exceeds 1.5 hours (one way, based on the fastest route), unless the current commuting time already exceeds 1.5 hours (one way), or the employee does not consider this as a problem.
Tech/IT Transformation:	The organizational change referred to in the request for advice dated 28 January 2026 (Tech) and 20 February 2026 (IT) regarding the proposed decision to change ASML's organizational structure.
Termination date:	The date your employment contract ends. This takes into account the applicable notice period, which starts as soon as you sign the settlement agreement.
Transitional allowance:	The current statutory transitional allowance referred to in Section 7:673 of the Dutch Civil Code.
Unique role:	A role held by only one employee in the organization in the Netherlands that is not mutual exchangeable with another role within the organization.
UWV:	UWV stands for "Uitvoeringsinstituut Werknemersverzekeringen", the Dutch Employee Insurance Agency.
Years of service:	The number of full years you worked continuously for ASML (and its legal predecessor). For the determination of continuous employment and years of service, we follow the applicable laws and regulations. This means that a pro rata calculation applies for the remaining months and days.

2. General provisions

2.1 Agreement between parties

The following parties have entered into this Social Plan together.

- I. ASML Netherlands B.V., based in Veldhoven, The Netherlands;
- II. ASML Trading BV, based in Veldhoven;
- III. Cymer BV, based in Veldhoven;

and

- IV. FNV Metaal, based in Utrecht;
- V. CNV Vakmensen, based in Utrecht, Netherlands;
- VI. De Unie, based in Culemborg, The Netherlands;
- VII. VHP2, based in Eindhoven

2.2 When does this Social Plan apply?

- This Social Plan applies to you if you have an employment contract for an indefinite period of time with ASML and are employed in salary grades 1 to 16 and if your role is being discontinued as a result of an organizational change as a result of which (potential) redundancy has been announced during the term of this Social Plan.
- If you have a fixed-term employment contract and it is not renewed due to an organizational change, the provisions of this Social Plan do not apply to you. However, you can make use of the Mobility Center's outplacement assistance during the remaining time of your employment contract pursuant to article 7.1 of this Social Plan. If you have a non-EU nationality and have to leave the Netherlands due to the expiry of a residence permit, you can also use Article 13 of this Social Plan.
- This Social Plan does not apply to you if you are employed in a temporary capacity or seconded employee. The Social Plan also does not apply if the employment contract ends for reasons other than business economic and/or organizational business reasons (e.g. as a result of dysfunction, for an urgent reason, an end due to two years of incapacity for work, a termination at your own initiative, reaching the Dutch state pension age).

2.3 Duration of this Social Plan

- This Social Plan was agreed for the duration of 2 years and runs from 1 June 2026 to 1 June 2028. On 1 June 2028, this Social Plan ends automatically. No notice of this is required. If any rights arose for you during the term of this Social Plan, because you were declared definitive redundant during that period, they will remain in force after the termination date.
- This Social Plan replaces previously agreed social plans and, for the duration of this Social Plan, replaces the "Regulation on reassignment due to organizational and/or business economic conditions" as agreed with the Works Council in 2014.

2.4 Consultation in the event of changes

- If, during the period of validity of this Social Plan, drastic changes and/or unforeseen circumstances take place at ASML or, for example, relevant changes in legislation and regulations that affect the implementation of this Social Plan and, in particular, the associated costs, ASML and the trade unions will consult in a timely manner about amending this Social Plan and finding a solution acceptable to all parties.

2.5 Tax settlement

- All payments mentioned in the Social Plan are gross payments unless expressly stated otherwise. ASML deducts the legally required amounts from salary. Payments are made tax-free only insofar as tax and/or social security legislation does not preclude this.

2.6 No accumulation with the transitional allowance

- The parties have agreed that the severance payment includes the statutory transitional allowance.

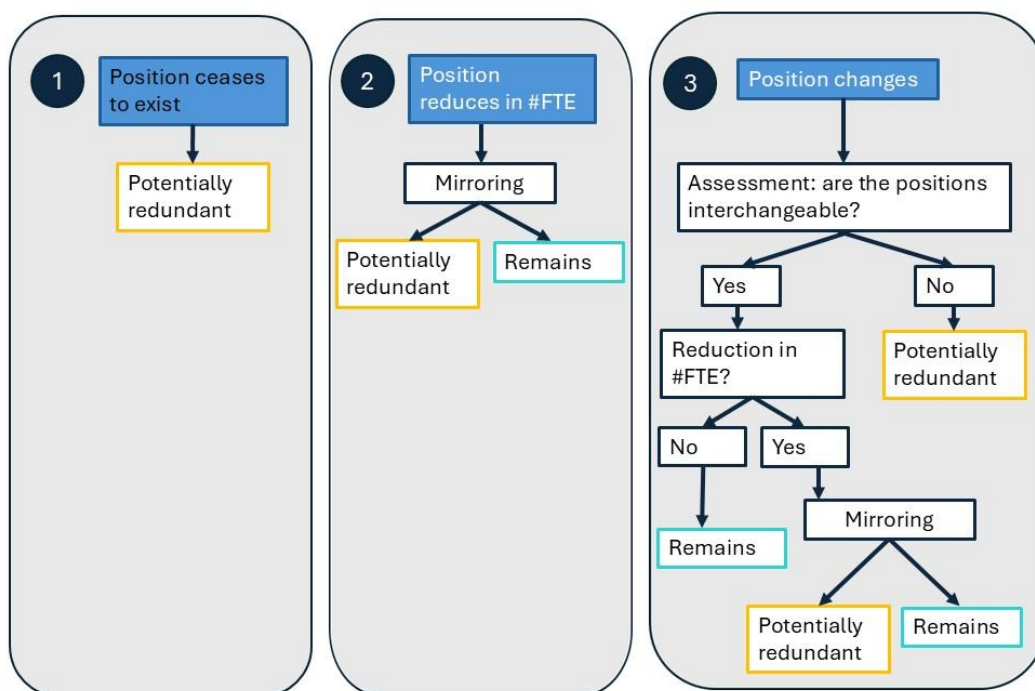
3. When might you be made redundant?

You are **potentially redundant** if you have been given written notice of potential redundancy in one of the following three situations:

- Your (unique) role is discontinued and will not be reinstated in the new organization
- Your role becomes redundant because there is a reduction in the number of roles within your role group or a group of mutual exchangeable roles. You then become (potentially) redundant based on the mirroring principle.
- Your role changes significantly and that change is such that the new role is no longer considered mutual exchangeable with your old role.

An existing role may be slightly modified in the new organizational change, but the scope, content, responsibilities and salary level of the role remain the same, so that the new role is considered exchangeable with your old role. If that is the case, the principle: 'the employee follows the work' applies. You will then not become (potentially) redundant.

The process is shown schematically below:



3.1. Notice of potential redundancy

- If you become potentially redundant as a result of an organizational change, you will be informed via a personal conversation, as well as in writing (notice).
- During the period of (potential) redundancy, you will continue to work in your current role.

3.2. Voluntary redundancy scheme

- ASML may open a voluntary redundancy scheme for potentially redundant employees during the term of this Social Plan. ASML may limit the application of this scheme in time and with regard to the maximum number of employees who can use this scheme within the relevant role category.
- For the Tech/IT Transformation, criteria will be drawn up for the application of the voluntary redundancy scheme (**Appendix 1**).

4 Internal redeployment

4.1 Internal redeployment

- From the date you are declared potentially redundant, the redeployment period starts. This redeployment period lasts 9 months (including the applicable notice period). Different arrangements apply to the Tech/IT Transformation (see **Appendix 1**).
- During this redeployment period, ASML is obliged to actively investigate whether redeployment to another vacant, suitable internal role within a reasonable period of time within the entire group is reasonable for you, all in accordance with applicable laws and regulations. During the redeployment phase, you are also expected to play an active role.
- From the date of notice, vacancies in the new organization will also be published on the internal careers website, and you will be able to apply for them online.
- As part of 'Matching', your possible interest and suitability for a role will be identified through "interest mapping".
- If you are (potentially) redundant, you will be given priority for vacancies within ASML.

4.2 First, redeployment within the same business unit

- First, a suitable role is sought within the area affected by the reorganization (own business unit).
- In principle, as an internal applicant, you must meet the specified role requirements. If you do not yet fully meet the specified requirements, you may still be appointed if ASML is satisfied that you will be able to meet the requirements within six months. This will be decided after your application by the manager of the relevant department, in consultation with a more broadly constituted interview panel.
- When several potentially redundant employees have applied for the same available role, ASML determines which employee is most suitable based on the recruitment procedure.
- ASML will explain the outcome of this procedure to you upon request. If you feel that the procedure was not followed carefully, you can submit your objection to the monitoring committee.

4.3 Followed by redeployment within entire ASML

- Once it is clear that there are no internal redeployment opportunities for you within your own business unit, ASML will inform you that you are being made definitive **redundant**. Following this formal notification, you will be given the status of "definitive redundant employee".
- If you are not selected for a suitable new role within your business unit's new structure, you will be required to attend an orientation meeting to discuss your ambitions and options in more detail. During this interview, we will discuss which vacancies are widely available within ASML and which vacancies might be considered suitable by you and ASML.
- If any suitable vacant roles arise at a later date, you will have priority to apply for them until the end of your employment contract.

4.4 Offer of suitable role

- The basic principle is that if, after applying, you are offered a suitable role, you are expected to accept it. This fits with ASML's principle of supporting employees from role to role as much as possible.

- An offer of a suitable role will be made to you in writing. Within 5 working days, you will let us know in writing whether you accept the offer.
- If you are redeployed to a role with a lower salary grade, the regulation on Employment Conditions after redeployment from article 5 of this Social Plan applies.
- If you are redeployed, you will receive written confirmation of this. You lose the status of (potentially) redundant employee at the time of redeployment. Moreover, being placed in a suitable role results in the agreements in any settlement agreement already agreed upon lapsing and your employment being continued.

4.5 Failure to accept offer of suitable role

- You may refuse the offer of a suitable role once. If you do not accept the offer of a suitable role a second time, the following steps apply:
 - You must contact HR for consultation within (at the latest) 5 working days of receiving the offer. You then let us know in writing why you do not want to accept the offer.
 - ASML will organize a meeting to determine whether the role is indeed unsuitable. ASML will provide a written summary of the consultation. ASML will respond on the suitability no later than 5 working days after this meeting. If ASML stands by its view that the role is suitable, you can submit your objection to the monitoring committee within 5 working days. If the monitoring committee considers that you may reasonably be required to accept the offered role, you will be given 5 working days to still accept the role offer.
 - ASML will then apply to the UWV for a redundancy permit on your behalf. You can also choose to still accept the offer, but only if ASML has not already withdrawn the previous offer of a suitable role by then.
 - If ASML withdraws the offer after the advice of the monitoring committee, the Social Plan will continue to apply to you in full.
 - If you refuse a suitable role, it could negatively affect your entitlement to unemployment benefits (WW benefits). ASML does not provide compensation for these consequences.

4.6 Flowcharts

- ASML has included a visual flowchart of the notice and placement procedure as **Appendix 2**. A flowchart on potential redundancy, definitive redundancy, suitable role, external redeployment and termination procedure is attached as **Appendix 3**.

5 Employment conditions after redeployment

5.1 Role in higher salary grades

- Upon redeployment in a higher salary grade, you will receive a promotion increase in accordance with existing ASML Netherlands promotion rules.

5.2 Role in lower salary grades

- If you are classified in salary grades 1 to 9, the following applies:
 - If your current salary is lower than the maximum salary in the new salary grade associated with your last formal appraisal*, you will keep your current salary. This will result in a higher Relative Salary Position in the new salary grade.
 - If your current salary is higher than the maximum salary in the salary grade corresponding to your most recent formal appraisal* , you will be placed on the maximum salary in the new salary grade corresponding to your most recent formal appraisal*. All other emoluments will be adjusted to the new salary grade from the date of your placement.
 - The difference between the old and new fixed income (12 x monthly salary, holiday allowance, 13th month) is paid monthly as personal allowance.
 - Collective and individual salary increases under the applicable collective labor agreement and merit increases are set at the new basic monthly salary. These increases are deducted from the personal allowance.
- If you are classified in salary grades 10 and above, the following applies:
 - If you are working in salary grade 11 and above and you are assigned to salary grade 10 and above, your basic monthly salary remains nominally the same in the new salary grades. STI, LTI and all other emoluments will be adjusted to the new salary grades from the date of classification.
- In each of the cases described above, you will immediately be subject to the secondary benefits of the new role.

* As defined in the staff guide; this assumes at least a 'successful in-role' appraisal.

6 Place-maker scheme

- Within the exchangeable roles category, a place-maker scheme applies. If, following the mirroring principle, you have not been identified as (potentially) redundant but would nevertheless like to leave the company to make way for a colleague in the same exchangeable role who may be made redundant, you may notify ASML of this within 10 working days of being informed in writing that you have not been identified as (potentially) redundant as a result of the mirroring principle. This can be done under the following conditions:
 - As a place-maker, you can only qualify for this scheme if there is a potentially redundant colleague who has a role that is exchangeable with yours;
 - If the (potentially) redundant colleague can remain because a place-maker has come forward, they are not obliged to stay. In that case, the (potentially) redundant colleague remains (potentially) redundant as referred to in this Social Plan.
 - ASML will agree to this request unless there are compelling reasons not to do so. If ASML does not agree, you can submit your objection to the monitoring committee within 7 working days
 - The severance payment will be determined in accordance with chapter 8 of this Social Plan. This severance payment is then set at 80% of this amount. The place-maker employee is not entitled to the signing payment (art. 8.7) or any other additional payments or facilities under the Social Plan.
 - If you take advantage of this arrangement, ASML will initiate the signing of a settlement agreement with you, pursuant to which your employment contract will be terminated, taking into account the applicable notice period. However, you cannot leave before the Go-live date.
 - The non-competition and non-solicitation clauses are retained in principle. However, you can request to be exempted from this with your HR manager who will coordinate with Legal & Compliance.
 - The other provisions of the Social Plan do not apply to the place-maker employee.

7 External redeployment

7.1 Outplacement

- From the moment you are declared definitive redundant, ASML will support you in finding a new role or starting your own business. This is coordinated by the Mobility Center.
- ASML, through an outplacement agency appointed by ASML, offers support in identifying opportunities outside the group for a career switch or redeployment with third parties (relations outside the group). You are also free to choose, in advance, a certified outplacement agency recommended by the trade unions – namely DI from the trade unions, De Vakbeweging or Toekomstproof – instead of the outplacement agency designated by ASML. ASML is making up to €1,500 (excluding VAT) available to facilitate this outplacement.
- Invoice processing for the outplacement agency should be completed before the end of employment. This does not rule out the possibility that the support provided to you by an external agency may continue for some time afterwards; this may therefore take place outside the scope of your employment.
- You may take part in an outplacement program for a maximum of six months from the date of your final redundancy. If you have worked at ASML for more than 20 years, this period is extended to 12 months.
- You can contact the Mobility Center for questions about training, education, retraining and outplacement.
- Participation in an outplacement program is voluntary. ASML does not pay out the outplacement budget to you in cash, not even in part.

7.2 Budget for external training/education

- ASML provides a budget for external training/education. A budget of €5,000, excluding VAT, has been set aside for this purpose per definitive redundant employee. The budget cannot be exchanged for a cash payment and is awarded on the advice of the Mobility Center, provided that the training promotes mobility. To do this, you must submit a written request, stating your reasons, to the Mobility Center.
- Invoice processing must be completed before the end of the employment contract.
- In case of training or guidance by a third party, billing for this should be done through the Mobility Center. The cost of the external redeployment process will not be deducted from your severance payment.

8. Termination policy

8.1 Procedure

- ASML will initiate the procedure to terminate your employment contract after you become definitive redundant. During the notice period, the redeployment period of up to 9 months continues, and a suitable role can still be found. The employment contract with ASML will preferably be terminated by means of a settlement agreement. When determining the termination date, the applicable notice period is taken into account.
- If you are still redeployed internally before the termination date of the employment contract, the agreements already made in the settlement agreement will lapse.
- You will receive the agreed severance payment at the final settlement.

8.2 The severance payment

- If this Social Plan applies to you, upon termination of your employment contract, you will be paid a severance payment. This severance payment is calculated as of the termination date of the employment contract.
- The severance payment is based on one month's salary per year of service worked. Remuneration for part-time staff is calculated on the basis of their percentage of full-time working hours.

8.3 Minimum severance payment

- The severance payment will always be at least 4 monthly salaries.

8.4 Additional payment

- Depending on your age as at the termination date, you may be entitled to one or more additional month's salary in accordance with the overview below (not cumulative), in addition to the above severance payment:
 - From 50 years of age: 1 month salary
 - From 53 years of age: 2 months' salary
 - From 56 years of age: 3 months' salary
 - From 60 years of age: 4 months' salary

8.5 Maximum payment

- The maximum payment you can receive under Articles 8.2 to 8.4 of this Social Plan is €400,000, or a maximum of 24 monthly salaries if higher than €400,000.

8.6 Maximum payment in the event of a cap under the Dutch State Pension (AOW)

- Your severance payment will never exceed your loss of income (reasonably foreseeable) up to your expected state pension age unless the statutory transitional allowance is higher. We determine this as of the termination date. "Loss of income" means the sum of your monthly salaries multiplied by the number of full months until the day you reach state pension age.
- If your maximum payment is capped and you voluntarily continue your participation in the PME pension, the premium you owe will be reimbursed by ASML. You must submit a claim to ASML for this (including supporting documents).

8.7 Signing payment

- If you unconditionally sign the settlement agreement provided by ASML under this Social Plan within 10 working days of receipt, do not exercise your statutory right to rescind the settlement agreement, and the employment contract actually ends, you will receive a signing payment equal to your basic monthly salary. This is subject to a minimum amount of €5,000 and a maximum amount of €10,000. This payment will be paid out at the final settlement.

9. No agreement on the settlement agreement

- If you receive a settlement agreement from ASML with a termination proposal, you have 10 working days to sign it. If you fail to do so, and thus fail to submit a signed copy of the settlement agreement (in person or via digital signature) within that deadline, ASML will apply to the UWV for a redundancy permit. Upon receipt of that authorization, your employment contract will be terminated by notice.
- If ASML terminates the employment contract after permission from the UWV and the employment contract therefore ends later than the termination date as stated in the offered settlement agreement, you will receive the severance payment minus the monthly salary paid after the termination date as stated in the offered settlement agreement. The other provisions of the Social Plan continue to apply in full, except for the signing payment.

10. Found another role earlier than termination date

- If, after signing the settlement agreement and you want to work somewhere else (outside ASML) or work for yourself and earn money doing so before the termination date, you will notify ASML immediately in writing. If this date is before the start date of the new organization, it can only be done with ASML's approval.
- Your employment contract then ends on this earlier date (the effective date with another employer) by mutual consent. You will then no longer be entitled to salary and other (fringe) benefits from that date.
- You remain entitled to the severance payment included in the settlement agreement.

11. Other provisions

11.1 Exemption from work, secondary activities and return of company property

- In principle, you continue to work in your original role until your role comes to an end on the Go-live date and your work stops. After that, you will be excused from your work (garden leave). This will be done while you continue to receive your monthly salary. Net expense payments will no longer be paid to you during the exemption from work.
- You may not perform work for third parties or as a self-employed person during an exemption from work without ASML's written consent.
- You may, as long as you are employed by ASML, continue to use the resources and equipment made available to you. However, ASML may decide to restrict your access to certain IT services. In the event of a new role within ASML, we will make new arrangements in this regard.

11.2 Job interview

- From the date of potential redundancy, you will have the opportunity to focus on finding a new job, in consultation with your manager. If you want to make job application visits, you will be able to take time off with pay - after consultation with ASML.

11.3 Holidays

- The holidays and ADV days you have accrued and not taken will be paid to you at the final settlement. The following exception applies: if you are on garden leave, you will not accrue any further holiday entitlement or ADV days during this period.

11.4 Legal, financial and tax advice

- If you are declared definitive redundant, you may seek legal advice at ASML's expense up to a total maximum amount of €1,250 excluding VAT and including any office costs. These costs can only be reimbursed upon submission of a claim. If you can claim legal assistance under a legal expenses insurance policy or through a trade union, you are also entitled to this payment.
- Financial advice can be obtained through the Metalektro sector (Financially Fit).
- Tax advice for cross-border workers falls under the legal budget.

11.5 Insurance and pensions

- Upon termination of the employment contract, the employee's possible participation in collective insurance schemes, such as the collective health insurance with Zilveren Kruis (including any contribution by ASML for the employee's and any family members' supplementary package) and the Anw gap insurance, will end.
- Your participation in the pension scheme with PME and, if applicable, Zwitserleven will end on the expiry date. You have, under certain conditions, the option to continue your current pension provision with PME voluntarily and (except for the situation described in Article 8.6) at your own expense. You will need to contact the PME pension fund yourself. More information about this can be found at www.pmepensioen.nl.

11.6 Final statement

- Within one month of the termination date, ASML will make a final payment comprising your salary and all other outstanding fringe benefits and allowances, less any debts and/or financial obligations you may have, unless otherwise specified (such as the profit-sharing payment and STI).
- Any outstanding debts, a negative leave balance, damage to company property, and parking and/or traffic fines will be deducted from the final settlement.

11.7 Study costs

- Any repayment obligations arising from a study agreement shall lapse upon termination of employment.

11.8 Shares/variable remuneration

- The LTI (Long-Term Incentives) awarded in the year of departure is calculated on a pro rata basis, as is the case with retirement. Other LTI awards will vest on the date specified in the award letter.
- If you are employed in salary grades 1 to 9, any payment based on the (pro rata) profit-sharing scheme included in the staff guide will be made at the usual time (February after the calendar year in which you leave employment).
- If you work in salary grades 10 and above, you are eligible for a (pro rata) STI in accordance with the applicable scheme (*Performance Related Variable Pay (STI) Plan Europe*). If no individual performance appraisal has been carried out, the individual's performance will be set to 'Successful in role'. Payment will be made as defined in the scheme (within three months of the implementation period, i.e. no later than March after the year of leaving employment).

11.9 Certificate and References

- At your request, ASML will provide a positively worded certificate and ASML will give you a positive reference at the end of employment.

11.10 Post-contractual terms

- You remain bound by post-contractual clauses after the termination date, including the confidentiality clause, intellectual property and non-solicitation. This means that you do not and will not in any way disclose to anyone any matters and data which are confidential, which you know about through your work at ASML and which you also knew or should have known were confidential. This concerns ASML and also ASML-affiliated companies.
- ASML will not enforce the non-competition and non-solicitation clauses against you (these will lapse). An exception applies to employees in 'core engineering competencies', sales and sourcing roles:
 - ASML will enforce the non-competition clause insofar as it relates to companies classified as competitors. In the case of these companies, employees may still be granted permission to join their workforce. This is for the consideration of ASML (Legal & Compliance).
 - Any agreed non-solicitation clause shall cease to apply in respect with the suppliers. As regards competitors and customers, you may still be granted permission to join the company. This is for the consideration of ASML (Legal & Compliance). You can always submit a negative assessment from ASML (Legal & Compliance) to the monitoring committee for review.

- If your non-competition and non-solicitation clauses are upheld, the period during which you are bound by these clauses will be reduced from 12 to 9 months, starting from the termination date of your employment.

11.11 Invention awards program

- If a patent has been filed on your invention or an invention to which you contributed, you are eligible for a payment under the Invention award program even after the employment contract has ended. This also applies to publications and trade secrets. The provisions of the Invention award program continue to apply.

11.12 Anniversary bonus

- You will receive an anniversary bonus at the final settlement if this anniversary occurs within 6 months of the termination date (for 12.5 years of service) or 12 months after the termination date (for 25 and 40 years of service).

11.13 Lease car

- If you have a lease car that can also be used privately, you can use it until the termination date. You will then return it, equipped with all accessories, to ASML in good condition. If you use your lease car solely for business purposes, you will return the lease car to ASML in good condition, complete with all accessories, on the last working day before your leave. Return of the lease car and accessories will take place in the manner prescribed by ASML. ASML will continue to cover the usual running costs during this period. In addition, ASML will bear any costs or penalties due to the earlier return of the lease car and indemnify you against such costs and/or penalties. If you have any remaining personal contribution for the lease car, this will lapse at the end of your employment contract.

11.14 Condition for re-employment

- If you rejoin ASML within six months of the termination date, your employment will be deemed to have been continuous in terms of seniority. In that case, the entitlement to the severance payment will lapse. If it has already been paid, you will be liable to repay it, less the loss of income in monthly salaries for the period during which your employment was interrupted.
- If you rejoin ASML after six months from the termination date, your employment will be deemed to have been interrupted in terms of seniority. The severance payment does not need to be repaid.

12. Monitoring committee

- A monitoring committee will be established as part of this Social Plan. The monitoring committee's task is to oversee, and contribute to, the implementation of this Social Plan in such a way that the interests of the persons concerned are safeguarded as effectively as possible, both in letter and in spirit. The regulations are attached to this Social Plan as **Appendix 4**.

13. Repatriation package International Local Hire

- If you have a non-EU nationality and you joined ASML as an International Local Hire and you have to leave the Netherlands because your employment contract ends due to an organizational change, in addition to the elements in this Social Plan, you are also entitled to the repatriation package that is attached to this Social Plan as **Appendix 5**.
- You will also be offered the opportunity to remain employed by ASML for a longer period of time in exchange for surrendering (part of) the severance payment awarded, as set out in article 8.2 of this Social Plan. If you wish to take advantage of this opportunity, the following conditions apply:
 1. The termination date can be extended for a maximum of 4 consecutive calendar months.
 2. If the original termination date is after the first day of the calendar month, the period of 4 consecutive months may be extended by the remaining days of the month in question.
 3. If you choose to remain employed for longer, for each additional month your severance payment will be reduced by 1.2 x your monthly salary.
 4. Extension of employment can only take place to the extent that the severance payment awarded is sufficient.
 5. You are exempt from work during the extension.
 6. In accordance with Article 11.3 of the Social Plan, you do not accrue any holiday or days in lieu during the period of exemption.
 7. The months by which employment is extended do not count towards the determination of the severance payment.

14. Hardship clause

- If, in your view, the application of this Social Plan leads to an outcome that is clearly unreasonable in your individual circumstances, you may, after first attempting to reach a solution with your line manager, submit this dispute in writing to the monitoring committee as soon as possible after it arises. The monitoring committee will advise ASML whether it should deviate from the Social Plan or not. ASML will decide within 10 working days of receiving the advice of the monitoring committee. ASML will not deviate from the advice unless there are compelling reasons for doing so and will communicate its decision, with reasons, to you, the monitoring committee, your supervisor and the HR department. In all cases not covered by this Social Plan, action will be taken in accordance with the spirit and intention of this Social Plan.

16. Signature

- On behalf of ASML in Veldhoven, dated **DATE** 2026:

J. Stienen

Bestuurder ASML Netherlands B.V.

- On behalf of FNV Metaal in Utrecht:

P. Reniers

Trade union executive FNV Metaal

- On behalf of CNV in Utrecht:

R. Biesmans

CNV trade union executive

N. Engmann – van Eijbergen

Head of the Industry Sector

- On behalf of De Unie in Culemborg:

S. Holterman

Trade union executive De Unie

R. Castelein

Chair De Unie

- On behalf of VHP2 in Eindhoven:

C. Vaandrager

Trade union executive VHP2

Appendix 1 Explanation of implementation of Tech/IT Transformation

1. Introduction

- This document explains the implementation of Tech/IT Transformation.

2. Tech/IT Transformation

- The Tech/IT Transformation will be carried out in several phases. All employees are simultaneously given notice of potential redundancy. From then on, you will be covered by the Social Plan and the redeployment period will start. The reference date for the mirroring is the date of the Bestuurder's decision.

You ARE potentially redundant If:

1. Your role no longer exists at all

In this situation, the role will cease to exist in the new organization. This means that you and – if applicable – several other colleagues holding this role may become potentially redundant.

In this situation, *the mirroring principle* is NOT relevant.

2. Your exchangeable role remains, but the number of colleagues holding that role is reduced

The role still exists in the new organization, but there will be fewer colleagues holding it. This means that some of the colleagues in this role are made potentially redundant.

In this situation, the mirroring principle must be applied to *determine which employee(s) is/are potentially redundant*.

The mirroring principle is applied to exchangeable roles within the company. A role is exchangeable if it is similar in terms of content, knowledge, skills and competencies, and similar in terms of level and remuneration.

3. Your role changes significantly and that change is such that the new role is no longer considered exchangeable with your old role.

In this situation, the role in the new organization lapses because your new role has changed so much that you cannot argue that this new role is still the same as your old role.

3. The notice of potential redundancy at the Tech/IT Transformation

From the date you are declared potentially redundant, the redeployment period starts. As you are covered by the **Tech/IT Transformation**, your employment contract will end on 1 May 2027, or later if the notice period applicable to you extends beyond 1 May 2027.

For the Tech/IT Transformation, the 9-month period mentioned in article 4.1 of the Social Plan does not apply.

If you become potentially redundant, you will be invited for an interview with your manager and/or HR BP. In this interview, you will be told that you are potentially redundant, the reason for this and what redeployment options are available.

As part of the interest mapping, an overview of all roles is shared, but not yet a complete overview of all redeployment opportunities

Prior to this interview, an initial check was done by ASML through interest mapping.

After the recruitment interview, you will be informed about the selection process for the new roles in your own business unit.

4. The selection process for the Tech/IT Transformation

The selection process for the **Tech/IT Transformation** is carried out in 3 successive stages of selection. The waved approach allows managers to participate in selecting the level below them.

- The first wave is the N-2 selection (e.g. Heads of Product, Head of Value Stream) and will take place following the decision by the Bestuurder.
- The second wave is N-3 selection (e.g. MDU Leads, Delivery Lead).
- The third wave is the N-4/5 selection (e.g. DTL, Domain Owner, Engineers).

You can apply for roles within approximately one salary grade of your current level.

For wave N-2 & N-3, you can apply for up to 3 roles; invitations for interviews are based on screening.

For wave N-4 & N-5, you give 3 preferences but apply once. You will be interviewed if you meet the minimum requirements (employee-centric approach).

During the holiday period from 13 July to 23 August 2026, there will be a ‘freeze period’ and no selection will take place.

If there is a potential redeployment vacancy available, but also for one or more other (potentially) redundant employees, or if there are more employees for whom the role might be suitable than there are places available in the role, a selection process will be followed to determine which employee or employees the role is most suitable for.

Selection interviews – suitability

- If you are (potentially) made redundant, you will be given priority for vacancies within ASML.
- If a role is potentially suitable, you will be invited for a selection interview.
- The selection interview will assess whether the role is *actually suitable* for you and, if there is more than one (potentially) redundant employee for whom the role may be suitable, for which employee the role would be *most suitable*.
- The period of selection interviews is approximately 2 to 3 weeks, but this may be shorter or longer depending on the number of employees eligible for a particular role.

Redeployment position offered

If selected, you will receive an offer for the role. The salary and other terms of employment corresponding to the new role will be confirmed to you by letter. This will be done in accordance with the agreements in the ASML Social Plan.

If you are not selected, the arrangements in the Social Plan will be followed.

5. Voluntary departure for Tech/IT Transformation

Introduction

Article 3.2 of the ASML Social Plan 2026–2028 (the “Social Plan”) provides that criteria will be established for the Tech/IT Transformation with respect to the application of the voluntary departure arrangement for employees who are potentially redundant. This voluntary departure arrangement sets out the further terms and conditions governing participation in the arrangement.

Who is eligible for the voluntary departure arrangement

If you have an indefinite-term employment agreement with ASML and, based on your educational background and prior work experience, believe that you will not meet the minimum requirements for positions in the new organization, you may submit a request for voluntary departure.

You may only make use of this voluntary departure arrangement after submitting an application and receiving written approval from ASML management.

ASML may withhold its approval, including, without limitation, where ASML determines that continuation of the employment agreement is necessary for business operations and the desired continuity of the organization. The final determination as to whether an employee qualifies for the voluntary departure arrangement will solely be made by ASML (EVP D&E or EVP IT & Data). If, in your opinion, there is a decision by ASML that is not or insufficiently motivated, you have the opportunity to submit this to the Monitoring Committee for review.

Who is **not** eligible for the voluntary departure arrangement

- You have a fixed-term employment agreement.
- Your employment contract is being terminated for another reason, including unsatisfactory performance, two consecutive years of incapacity for work, and/or urgent cause.
- You have already a settlement agreement to terminate employment by mutual consent.
- You are incapacitated for work, for as long as such incapacity continues.

Severance compensation

If your employment contract is terminated by mutual consent pursuant to the voluntary departure arrangement, you will receive a severance payment in accordance with Article 8.2 of the Social Plan. The articles 8.3 up to and including 8.6 of the Social Plan also applies.

Other provisions

The other provisions of the Social Plan also apply, with the exception of chapters 4 (internal redeployment) and 7 (external redeployment) and article 8.7 (signing payment).

Non-compete and non-solicitation clauses

The non-compete and non-solicitation clauses will, in principle, remain in effect. You may, however, submit a request to be released from these obligations to their HR manager, who will coordinate the request with Legal & Compliance.

Termination date

When determining the termination date at ASML, the statutory notice period is at least taken into account where the termination date will not be before May 1, 2027. However, you cannot leave before the Go Live date.

Procedure for the voluntary departure arrangement

If you are considering participation in this arrangement, a first opportunity for application occurs within 10 days after being identified as potentially redundant.

A second window of opportunity is offered within 10 working days after the end of the summer break (August 24 until September 4, 2026).

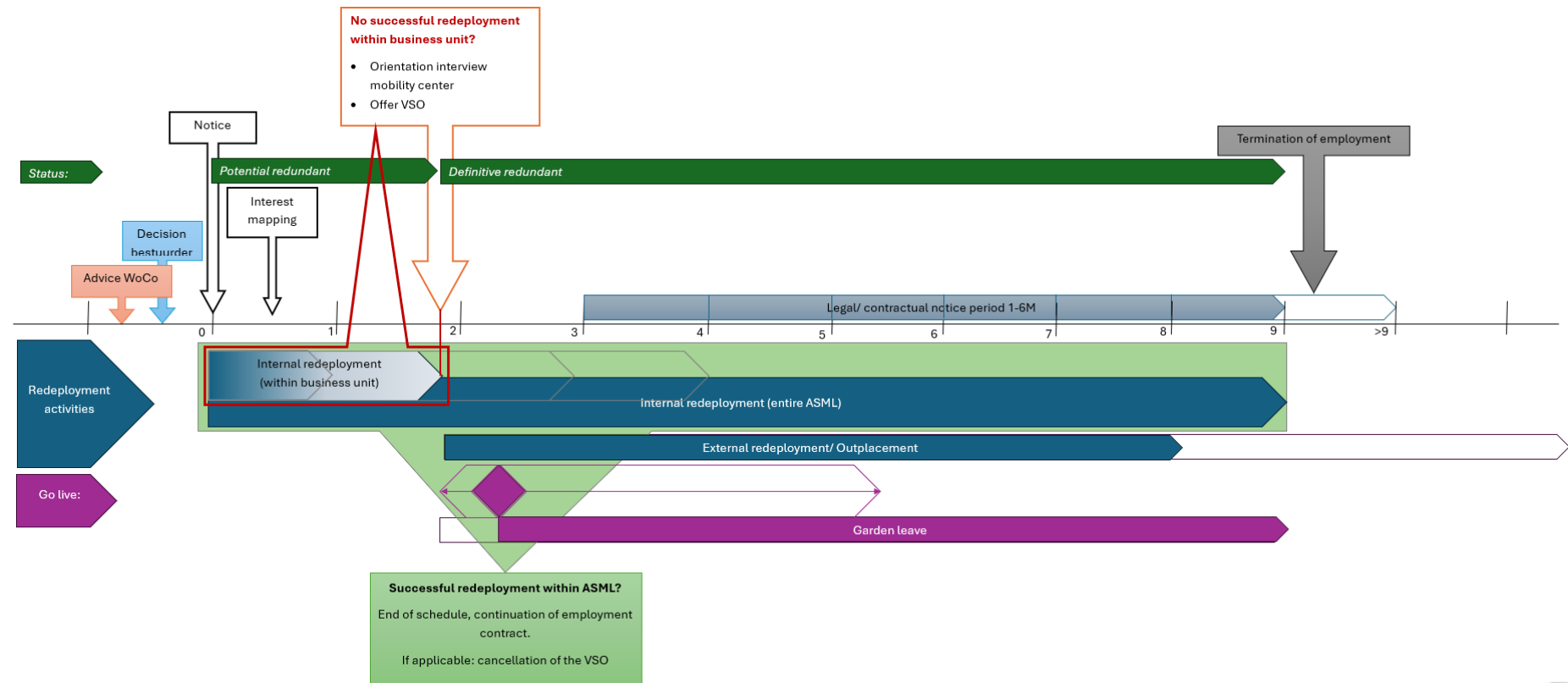
You need to submit your application within these time windows. You may obtain the application form from HR. After submission of the form, HR will align next steps with you on formal processing of the request.

Settlement agreement

Any agreement made with you under this arrangement will be set forth in writing in a settlement agreement and provided to you. Following ASML's approval of the application, HR will invite you and discuss the draft settlement agreement. You must then confirm in writing within 7 working days whether or not you agree to the termination of the employment agreement.

[Type here]

Appendix 2 Flow chart notification and placement procedure



If you are covered by the **Tech/IT Transformation**, your employment contract will end on 1 May 2027 or later if the notice period applicable to you extends beyond 1 May 2027.

Appendix 3 Flow charts for potential redundancy, definitive redundancy, suitable role, external redeployment and termination procedure

1. Flowchart: potential redundancy



2. Flowchart: definitive redundancy

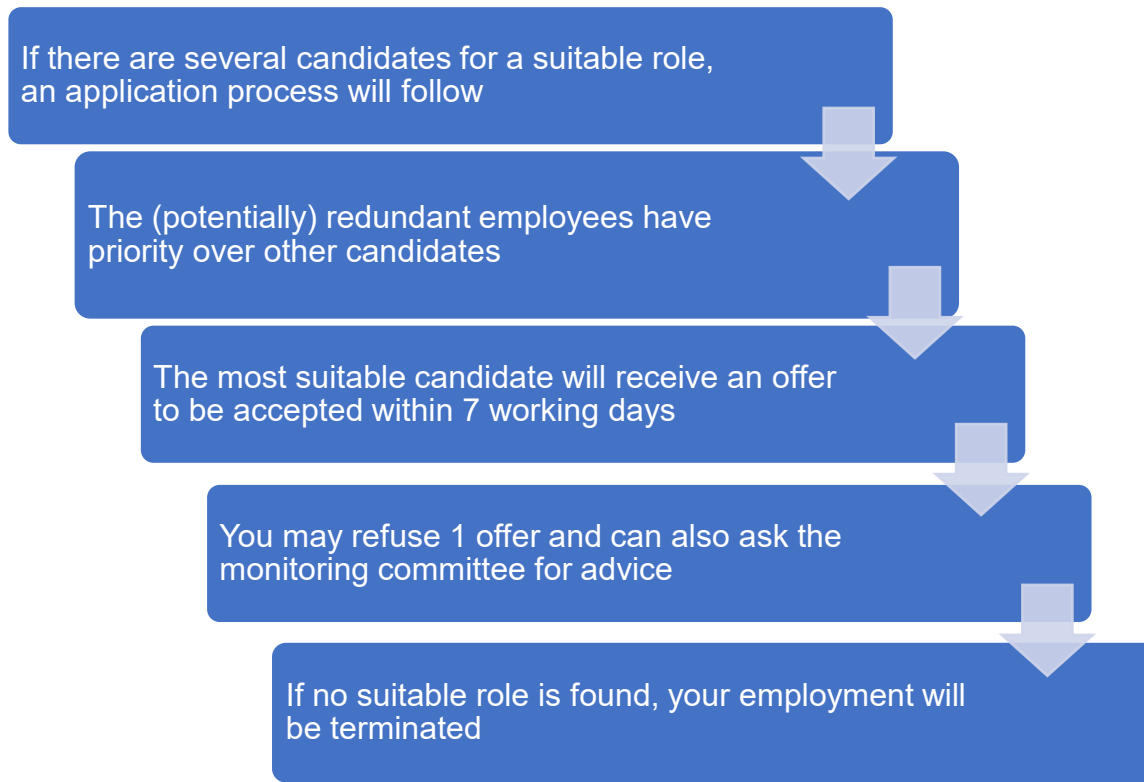
If it is clear that there are no internal redeployment opportunities for you within your own business unit, ASML will inform you that you will become definitive redundant.

A mandatory orientation interview follows to discuss the completed interest mapping in more detail.

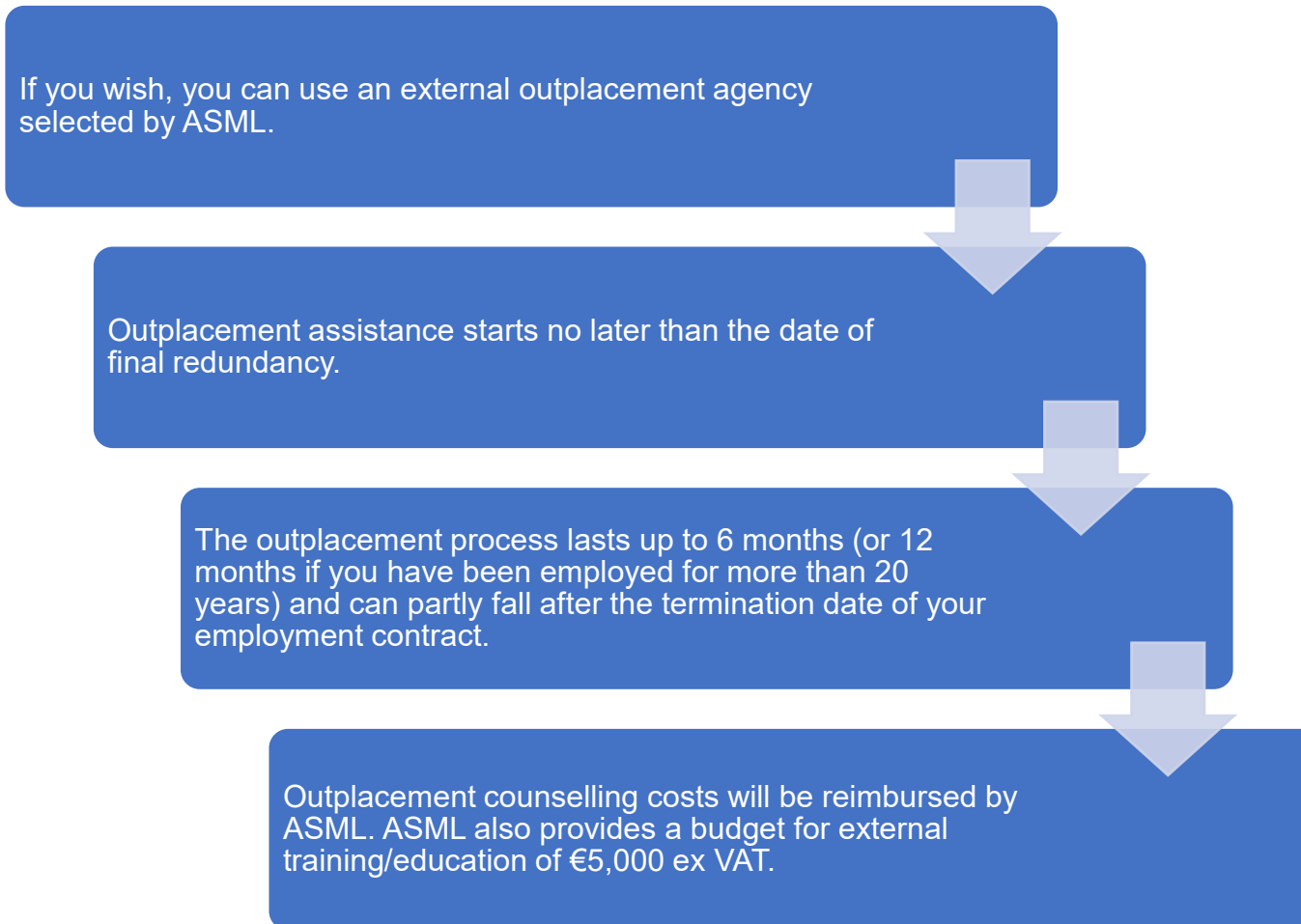
You will have the opportunity to apply for other suitable roles within ASML

You will, in principle, continue working until date start of new organization (Go Live date)

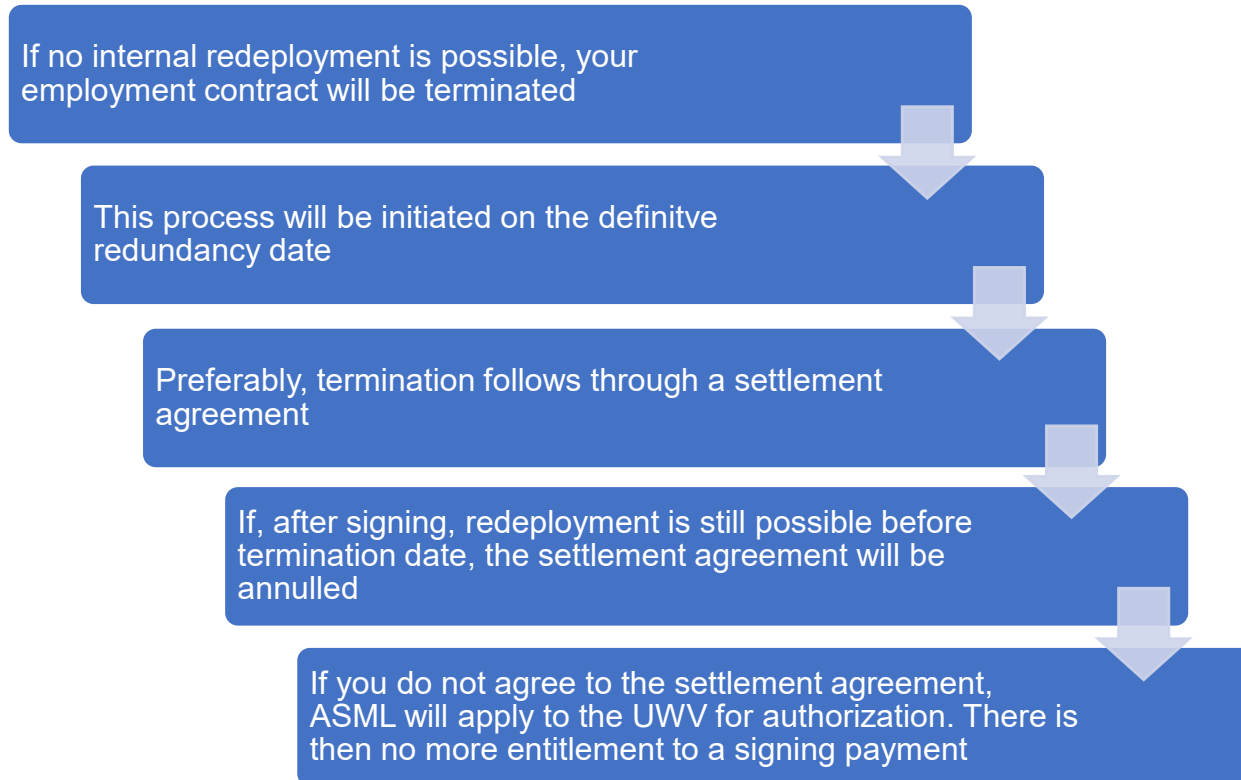
3. Flowchart: suitable role



4. Flowchart: external redeployment



5. Flowchart: termination procedure



Appendix 4 Monitoring committee

a. A monitoring committee will be set up to ensure that this Social Plan is correctly applied in individual cases.

b. The monitoring committee consists of five members. Two members are appointed by ASML, two by the employee organizations. The four members jointly elect an independent chairman as the fifth member.

The secretariat of the monitoring committee shall be managed by an official appointed by ASML.

c. The general task of the monitoring committee is to check that the rules and procedures of the Social Plan are properly followed. As an employee, you can also address the monitoring committee if you believe that ASML is not properly applying the rules and/or procedures described in this Social Plan. Furthermore, the monitoring committee has several specific tasks described in this Social Plan, such as the careful conduct of the selection procedure (Art. 4.2), the non-acceptance of a suitable role offer (Art. 4.4), the place-makers' scheme (Art. 6), the non-competition clause (Art. 11.10) and the hardship clause (Art. 14).

Disputes regarding 'interchangeability' and 'mirroring' are for appraisal by UWV and will not be handled by the monitoring committee

d. If an employee appeals, the monitoring committee will meet as soon as possible. If an employee has submitted a request to the Monitoring committee, ASML's actions will not be postponed and deadlines set for the employee will not be extended.

e. The monitoring committee shall determine its own procedure, subject to the following: a complaint must be submitted in writing;

- the sessions of the monitoring committee are not public;
- the monitoring committee is authorized to permit the employee concerned and representatives of ASML to appear at the hearing;
- the adversarial principle is applied, whereby both the employee and ASML are given the opportunity to review and respond to each other's views;
- the complainant may be assisted in the handling of the complaint;

f. The monitoring committee will make every effort to issue its opinion as soon as possible, but no later than 15 working days after an employee has submitted his/her objection in writing, unless the monitoring committee needs more time. The monitoring committee decides by majority vote.

g. The monitoring committee's opinions carry substantial weight. If ASML decides to deviate from the advice of the monitoring committee, that decision will be notified to the person(s) concerned in writing and with reasons. The monitoring committee will receive a copy of this.

h. The members of the monitoring committee are obliged to maintain the confidentiality of all personal and business information that comes to their knowledge while performing their duties.

i. Personal data will only be provided to the monitoring committee if the employee consents to this disclosure. This also applies to personal data that the Monitoring committee provides to ASML.

j. ASML shall provide the monitoring committee with the facilities necessary to properly perform its duties. Any expenses incurred by the monitoring committee in connection with the performance of its duties - including expenses of individual members of the monitoring committee - shall be borne by ASML.

Appendix 5 International Local Hires (ILH) Europe Provisions

Social Plan Supplement - International Local Hires (ILH) Europe Provisions

The package below sets out the details of the repatriation package as mentioned in Article 13.

If your right of residence in the Netherlands may end when your employment ends (e.g. as a holder of a skilled migrant permit or EU Blue Card), you will be entitled to the provisions listed below.

A case-by-case assessment of your residence status will take place for you and your accompanying family in a 30-minute consultation call with the immigration provider. Your individual situation, including risks and possible pathways, will be reviewed. This includes short- and long-term options to maintain legal stay in the Netherlands. If no options to maintain legal stay are available, the benefits package in option 1 applies. In other cases, option 2 applies.

Option 1: You cannot stay in the Netherlands

Benefit	Amount / Support	Eligibility
Pre-return to country from where the employee was hired Preparation & Removal		
General immigration consultation	If no options to maintain legal stay are available, or if you decide to return to your home country, you can select the following benefits in this table.	You (and your family members if they need assistance)
Monitoring of IND-requirements	Guidance on statutory timelines: 3-month search period for HSM, document requirements and implications if conditions are no longer met.	You (and your family members if they need assistance)
Support for return to home country	Guidance when residence permit cannot be maintained: explanation of timelines, required actions and legal considerations for departure.	You (and your family members if they need assistance)
Travel to Home Location	According to ASML Worldwide Travel Policy (instructions will be provided)	You (with your family)
Shipment of household goods	Assistance for land/sea shipment up to: 20ft container for family size 1 (single) and 2 (couple/single+child) 40ft container for family size 3 and above Assistance for air shipment up to: - a volume to a cost that is maximum the cost of land/sea shipment If shipment is not utilized, an one-off gross allowance of EUR 12,500 will be granted for intercontinental moves and EUR 5,750 for continental moves.	You (with your family)
Storage (in Transit)	Up to 60 days of storage (in transit).	You (with your family)
Excess Baggage	20 kg per person if shipment of household goods is utilized. 60 kg per person if shipment of household goods is not utilized.	You (with your family)
Compensation & taxation		
Tax support	Assistance for the annual income tax return filing in the Netherlands for the year the employment contract ended.	You

Option 2: You can potentially stay in the Netherlands; If this is not possible, option 1 (see above) applies.

Benefit	Amount / Support	Eligibility
Immigration support		
Information package on next steps from an immigration perspective	Depending on the options available resulting from the consultation call (for example: permanent residence pathway information, or case based long term options).	You (and your family members if they need assistance)
Change of purpose application	Support with the application for a change of residence purpose, including assistance with the documentation and guidance during the initial application procedure for changing to a different residence permit.	You (and your family members if they need assistance)
Support for Civic Integration (Inburgering)	Information on eligibility, DUO (Dienst Uitvoering Onderwijs) registration steps, exam components and guidance on preparation. Includes referral to trusted course providers.	You (and your family members if they need assistance)
Civic Integration Course Options (External)	6-8 week intensive course providing fast-track preparation for civic integration exams, including language training, knowledge of Dutch society and exam practice, with structured lessons and instructor guidance	You (and your family members if they need assistance)

No Cash in Lieu

The above offered benefits and support are not exchangeable for money. For benefits and support not or partially utilized, no compensation will be provided to you.

Assistance by ASML and through Service Providers

Several items of the ILH benefits and support package are provided through preferred external service providers appointed and contracted by ASML. These service providers are fully instructed by ASML on the underlying details of the benefits offered to you.

You will be contacted directly by the service providers to receive the agreed support, to further clarify benefits if needed and to explain related processes. The service providers are your first point of contact on these benefits.

Other items of the ILH benefits and support package are provided directly to you by ASML. Below is an overview of who provides which services.

Support	Netherlands
Immigration Services	ASML/ EY
Shipping of household goods	SIRVA BGRS
Cash Allowances	ASML
Tax support	Tax manager + EY

All benefits and support must be used within twelve (12) months of your end-of-employment date, with the exception of the tax return services.

Shipment Household Goods

If you choose to utilize shipment assistance, ASML will cover the costs for the shipment, insurance and storage in transit (max. 60 days) of the allowed volume of household goods (depending on family size as outlined in the overview). The shipment will take place by the shipment provider appointed and contracted by ASML.

Included in the costs covered are the following:

- packing and loading of household goods in the Home Country;
- pick up at the origination point;
- overland and overseas transportation;
- shipping documentation and related fees;
- customs and import duties upon expatriation;
- delivery in the Host Country; regular customs and import duties not including alcohol, tobacco, healthcare products etc. (apart from those bought according to duty free limits);
- replacement value insurance based on the declared value of the goods.

ASML does not pay for the transportation of (but not limited to):

- animals and pets, including quarantine arrangements;
- items which are unreasonable to ship due to local import restrictions, such as articles of explosive nature and weapons.

Consequently, if it fits in the allowable shipping size and if it is legally permitted to export, ASML covers the regular transportation costs. Note that if certain goods due to their nature require additional costs, like extra/specific insurance for example, this is for your account.

Whether to ship goods of high (emotional) value, is up to you and also covered by above rule.

ASML cannot be held responsible for any loss and/or damage of any goods. Also when there is a delay in the delivery of the goods for whatever reason, ASML cannot be held responsible and will not support in any temporary solution till arrival of the goods.

Furthermore, for any personal shipment arrangements ASML cannot be held responsible.

Storage (in Transit)

In principle it is expected that packing and loading starts two weeks after your employment contract ends. You are free to deviate from this standard approach but ASML only covers 60 days of storage in transit costs, exceeding days (above 60) are for your own account.

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