

Dear representatives of the trade unions, dear Arjan, Colette, Hans, Karin and Suat,

In the past period, Signify and the trade unions have discussed the outlines of a new collective labour agreement on several occasions.

During the consultations of 9 February 2023, trade unions and Signify achieved a result after negotiations. The result after negotiations consists of the following elements.

1. CLA Signify

Period

The CLA has a term of 12 months, period 01.07.2022 until 30.06.2023.

Reward

- A salary increase of 6% as of 1 January 2023 with a minimum of EUR 2,880 on a full-time annual basis;
- A one-off payment 2022 of EUR 1,600 gross on a full-time basis with first payroll. Non pensionable.
- As of 1 January 2023, the payment of the annual incentive will no longer be pensionable.

People Performance Management (PPM)

The formal PPM rating is taken out of the PPM process. This puts the focus even more on the development of employees. In relation to this, our final offer is that the salary guarantee agreed during the implementation of the Hay grades (see article 5.6.4 of the current CLA) is no longer dependent on the PPM rating. This means that all employees who fall under this guarantee receive a salary increase based on market zone 1 during 2023, the last year of the agreement.

Employee Share Purchase Plan

The a la carte scheme stipulates that the employee can participate in the Employee Share Purchase Plan. The conditions of this share purchase plan will be adjusted as follows as of 1 May 2023.

- Participation can take place from the first day of employment (currently: from 6 months of employment).
- After the end of the employment contract, it is no longer necessary to sell the shares after 6 months or transfer them to your own account; that is only necessary after 5 years.

Sustainable employability

- Continuation of the existing Dare to Start program.
- Free time and leave:
In accordance with the applicable legislation, the following applies to vacation days accrued from 1 January 2023:
 - Statutory holidays must be taken no later than the end of the first six months following the year in which they were accrued. After that, unused statutory vacation days will expire;
 - Excess of statutory holidays must be taken within 5 years following the year in which they were accrued. If the excess of statutory holidays have not been enjoyed within 5 years after they have been accrued, they will expire.

As a transition measure, the employee will take the balance of vacation hours from previous years up to and including 2022 accrued and not yet enjoyed on 1 January 2023, within 5 years.

- In 2023, it will be reduced to a maximum balance of 800 hours
- In 2024, it will be reduced to a maximum balance of 600 hours
- In 2025, it will be reduced to a maximum balance of 400 hours
- In 2026, it will be reduced to a maximum balance of 200 hours
- In 2027, it will be reduced to a maximum balance of 0 hours

Collective days off

Signify may set a maximum of 3 days off after approval of the Works Council for all employees or a group thereof. Collective days off are fixed before 1 January (Article 8.8.4).

Follow-up

CLA parties have agreed to have intensive discussions with each other in the coming period about the remuneration of temporary workers.

2. Workplace principles

Flexible working is possible with the agreement of management based on the globally applicable Signify workplace principles. Employees can request to work from home through Workday. Rejection is only possible with an argument. If the employee does not agree with this, objections can be lodged with an objection committee that has yet to be set up. This committee makes a binding decision.

3. Central Social Plan

The Central Social Plan as currently applicable will be extended until 31 December 2023.

Procedural arrangements

- Parties will meet as soon as possible for a new collective labour agreement from 1 July 2023.
- Parties will make agreements with each other in the autumn about a more up-to-date Social Plan.
- Parties will put the practice around workplace principles and organizational culture on the agenda during their six-monthly consultations.

We would like to hear the outcome of your member consultation, no later than 3 March 2023

On behalf of Signify Netherlands BV,

Jetske van Kilsdonk

HR Business Partner Nederland