

VODAFONEZIGGO Collective Labour Agreement (CLA) 2022

Version 1.0
16 December 2022



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The undersigned

Werkgeversvereniging WENB with its registered office in Arnhem,

and

Vakbond De Unie with its registered office in Culemborg

DECLARE

That they have entered into the following VodafoneZiggo Collective Labour Agreement, effective from 1 January 2022 up to and including 31 December 2023.

Thus agreed in Arnhem, 16 December 2022

Werkgeversvereniging WENB

De Unie

.....
K. van Aalten

.....
R. Castelein

Definitions List

A number of terms are used in this Collective Bargaining Agreement (CLA). The meaning of those definitions is shown in this list of definitions. In so far as terms have not been defined below, the legal definitions apply. In the event of contradictions between the definition below and the legal definition, the latter will prevail.

DEFINITIONS	
Employment contract	The employment contract is agreed in writing. An employment contract is an agreement between employer and employee, in which the employee undertakes to perform work for a number of hours per week in the employment of the employer.
CLA	Collective Bargaining Agreement. A CLA is an agreement regarding employment conditions concluded between an employer or an employers' organization and one or more employees' organizations (trade unions).
Daily wage	<p>Your daily wage is what you earn on average per day. To calculate the daily wage, the Employee Insurance Agency UWV starts from the wage for the purposes of wage tax/national insurance contributions (<i>sv-loon</i>). This is the wage on which you also pay taxes and social security contributions. The daily wage is bound by a legal maximum. See www.uwv.nl.</p> <p>Maximum daily wage A maximum daily wage applies to the calculation of the benefits from the Sickness Benefits Act, the Unemployment Insurance Act, the Invalidity Insurance Act and the Work and Income (Capacity for Work) Act and the Work and Care Act. If your salary (converted to a daily wage) exceeds the maximum daily wage, the UWV will base the above-mentioned benefits on the maximum daily wage.</p> <p>The Ministry of Social Affairs and Employment sets the maximum daily wage twice a year. It does so on 1 January and 1 July. Also see: www.uwv.nl</p>
Public holidays	New Year's Day, Easter Sunday and Easter Monday, Ascension Day, Whit Sunday and Whit Monday, Christmas Day and Boxing Day, King's Day, the 5th of May in the anniversary years and the extra holidays granted on the instructions of the government with retention of salary. Work may be performed on public holidays only if the business interests so dictate.
Basis for continued payment (during illness, workplace accident and pregnancy and maternity leave)	<p>The salary, plus (in so far as applicable):</p> <ul style="list-style-type: none"> • the Benefit Budget (including 8% holiday allowance); • the average monthly compensation in money for on-call duty (section 10) for the preceding period of twelve months; • the compensation in money for continuous shift work (section 9); • the average monthly irregular hours allowance (section 7) for the preceding period of twelve months.
Chain provision	<p>The chain provision is a succession of temporary contracts. This means that a contract for an indefinite period of time arises if the employer and the employee:</p> <ul style="list-style-type: none"> • conclude more than three successive temporary contracts; and/or • use successive temporary contracts for more than three years. <p>In this context, successive contracts are deemed to exist if the interval between the contracts is six months or less.</p>
Works Council	The Works Council is a consultative and participation body within a company, consisting of employees that consult with VodafoneZiggo about the corporate policy and the interests of employees, on behalf of the staff.
Suitable work (in the event of incapacity for work)	According to the law, suitable work is: "... all work suited to the strength and abilities of the employee unless acceptance may not be

DEFINITIONS	
	<p>required from him for reasons of a physical, mental or social nature" (Article 7:568a Dutch Civil Code).</p> <p>This should be work that can reasonably be assigned to the employee, taking into account the employee's employment history, employment pattern (for example not from day shift to shift work), education, limitations, distance to work, wage value etc.). Preferably, the job level of the work offered to the employee should be as similar to the former job level as possible. In that case, the work may certainly be deemed suitable. However, in practice, it may not be possible to assign the employee to a position that is in line with the former job level, for example in the event of incapacity for work. In that case, VodafoneZiggo may require more concessions from the employee with regard to the suitability of the work.</p>
Relative Salary Position (RSP)	Your RSP is the percentage of your actual salary compared to the standard salary of the salary scale applicable to you or your guaranteed salary (standard).
Restructuring	A change in or to the organization within the meaning of Article 25(1) of the Works Councils Act (<i>Wet op de ondernemingsraden</i>). In those situations, VodafoneZiggo will request the Works Council to issue a formal opinion.
Salary	Unless stated otherwise, salary is the amount that is awarded to the employee every month on the basis of the classification in a job cluster and a salary scale. The salary does not include 8% holiday allowance. The salary scales are included in section 27. The salary is also deemed to include a labour market allowance as set out in section 32.
Work Location	Your work location, or the place where you normally perform your work, is laid down in your employment contract. The work location of employees who work in the shop is linked to a region.
TW method	<p>There are different methods of job evaluation. In this CLA, it has been agreed that the Global Grading System of Willis Towers Watson will be used. This method comprises three separate steps:</p> <ol style="list-style-type: none"> 1) determining the top grade of the organization to determine the 'ceiling'; 2) classifying the jobs in a salary scale; 3) classifying the jobs in a global grade. <p>This method involves two career paths: one for management positions (with a focus on managing others) and one for jobs with an individual contribution. In principle, both groups of jobs can arrive at the same level. For each job, the applicable career path is determined first and then what kind of job it is.</p> <p>After that, the job level (global grade) is determined, in which the following seven factors are taken into account:</p> <ul style="list-style-type: none"> • required professional knowledge; • required knowledge of the organization and the market; • type of leadership; • level of problem resolution; • type of influence; • degree of influence (on which part of the organization does the job have influence); • required social skills.
Hourly wage	1/174 part of the salary and for employees with a position belonging to the job cluster Retail 1/165.
Holiday hours	Statutory holiday hours are based on the provision from the Dutch Civil Code: every employee is entitled to four weeks of holiday per year, i.e. four times your weekly working hours.

DEFINITIONS	
Variable <u>remuneration</u>	A conditional remuneration of which the benefit's height depends on the aims and achievements on individual, team and/or corporate level.
<u>Leave hours</u>	Every employee can purchase leave hours in excess of the statutory minimum. In addition, leave hours in excess of the statutory minimum can be accrued by working overtime.
Vodafone	'Vodafone' must be understood to refer to: Vodafone Libertel B.V.
Employer	One of the companies that are part of VodafoneZiggo Group Holding B.V. and that are affiliated with the WENB.
Employee	All persons employed by VodafoneZiggo on the basis of an employment contract in salary scales TW1 up to and including TW12 or in the Ziggo salary scales 1 up to and including 12 (applicable until 1 January 2023). Interns, holiday workers, trainees and those who work temporarily for VodafoneZiggo in the context of a work/education project are excluded from this.
Ziggo	'Ziggo' must be understood to refer to: Ziggo B.V. and Services Employment B.V.

Introduction

1. FOREWORD

The objective of the VodafoneZiggo CLA is to support both VodafoneZiggo and employees in obtaining and maintaining the strongest possible position on the labour market in the coming years. Central to this is:

- customer satisfaction;
- efficient and flexible operations;
- an effective balance between work and private life;
- readiness, training and employability;
- employee satisfaction.

The parties to the CLA attach importance to maximum flexibility and transparency in the employee benefits package for the employee. This CLA therefore offers the employee ample opportunity to decide on the concrete details of the employee benefits package himself.

Introduction

2. BASIC PRINCIPLES CLA

Parties to the CLA and affiliated companies

This CLA was concluded by the trade union De Unie and the employees' association WENB.

The following parties, which are part of VodafoneZiggo Group Holding B.V., are affiliated with the employees' association WENB:

- Ziggo B.V.
- Ziggo Services Employment B.V.
- Vodafone Libertel B.V.
- VodafoneZiggo Employment B.V.

Term and scope of this CLA

This CLA runs from 1 January 2022 up to and including 31 December 2023.

Employees who had an employment contract with Vodafone Libertel B.V. on 30 June 2019 who have not yet accepted the CLA cannot join this CLA.

Only the companies mentioned above fall under the scope of this CLA.

Standard CLA, deviations sometimes allowed

The provisions of this CLA are of a standard nature unless determined otherwise in the relevant provision. VodafoneZiggo may not deviate from the provisions of this CLA. However, where this CLA so allows, this CLA may be deviated from to the benefit of the employee, and this CLA is of a minimum nature.

This CLA delegates specific subjects or their elaboration to the Works Council, so that VodafoneZiggo and the Works Council can make further agreements on that regard in the VodafoneZiggo company schemes. Company schemes and individual arrangements may never be less than what has been agreed in the CLA.

In addition, a performance-based contract may be concluded for employees who hold a position that is classified in TW grades 10, 11 and 12 (see section 3). Where company schemes are applicable, these will be agreed with the Works Council.

Availability of the CLA

VodafoneZiggo will make this CLA available via internet and intranet. If it is not possible for you to read the CLA online, you can ask VodafoneZiggo for a paper version of the CLA, free of charge.

Definitions List

Terms are used in this CLA that have been further defined in the glossary. We refer to that glossary for an explanation of those terms.

My work

3. EMPLOYMENT CONTRACT

The starting point is that you will receive an employment contract for an indefinite period of time, unless otherwise agreed.

Target group

This applies to all employees.

Description

You have an employment contract for an indefinite or definite period of time. VodafoneZiggo may agree on a probationary period with you in the employment contract. If nothing has been laid down in this regard, no probationary period applies.

Temporary workers

After working a consecutive period of 12 months as a temporary worker, temporary workers who perform well will be offered an employment contract for an indefinite period of time if a permanent job is available at that time. If the consecutive temporary employment period is less than 12 months, the temporary worker may be offered an employment contract for a definite or indefinite period of time. The temporary employment period and the employment contract for a definite period of time together may not exceed 12 months. After that, the temporary worker will be offered an employment contract for an indefinite period of time, provided that the temporary worker performs at least 'as agreed' and a permanent job is available.

Temporary workers with first-line customer contact

In positions with first-line customer contact, temporary workers will be used for a consecutive period of no more than 12 months. Following the temporary employment period, one or more employment contract for a definite period of time may be offered. VodafoneZiggo and the Works Council have jointly established which positions this regards.

Chain provision

If you have an employment contract for a definite period of time, the statutory chain provision applies to your contract. If you have been employed as a temporary worker prior to entry into employment, your temporary employment period is not taken into account in the chain.

Performance-based contracts

Performance-based contracts can be concluded as from TW10. With performance-based contracts, the provisions regarding the following terms and conditions of employment in the CLA can be rendered inapplicable or replaced by special agreements:

- variable or other remuneration and special allowances;
- training and development;
- non-competition and non-solicitation clauses;
- notice period.

Non-competition clause, non-solicitation clause and confidentiality clause

The new employment contracts will not contain a non-competition clause unless VodafoneZiggo deems such necessary. In that case, the clause will be agreed separately with you.

All new employment contracts will include a non-solicitation clause. The purport of the non-solicitation clause is that the employee after termination of the employment contract with VodafoneZiggo may not distort VodafoneZiggo's business relationships and may not recruit employees of VodafoneZiggo during the first year after termination of the employment contract.

All new employment contracts will include a standard confidentiality clause and penalty clause.

Termination of the employment contract

Both you and VodafoneZiggo may terminate the employment contract early. In principle, termination is subject to the statutory notice period. For you, the current statutory notice period is always one calendar month. For VodafoneZiggo, it depends on the term of your employment, namely:

- one month with employment for a term of up to five years;
- two months in the event of employment for a term between five and ten years;
- three months in the event of employment for a term between ten and fifteen years;
- four months in the event of employment for a term of fifteen years or more.

VodafoneZiggo requires permission from the UWV to terminate your employment contract and may deduct the UWV procedure time from the notice period. However, if you agree with the termination of the employment contract by VodafoneZiggo, or your employment contract is terminated during the probationary period, or you are dismissed with immediate effect, no notice period applies and the UWV's permission is not required.

A notice period that differs from the statutory notice period also may have been agreed with you in writing. This contractual notice period may not be more than six months. If a notice period that is longer than the statutory notice period has been agreed with you, that same longer period also applies to VodafoneZiggo. If you and VodafoneZiggo have agreed on a notice period that is shorter than the statutory notice period, that shorter period applies only to you. In that event, VodafoneZiggo must still observe the statutory notice period.

End of the employment contract

The employment contract ends by operation of law when you reach the state pension age.

Working after you reach the state pension age

Employees that enter or re-enter employment with a contract for a definitive period of time after they have reached the state pension age are subject to the provisions of the Dutch Working Beyond State Pension Age Act (*Wet werken na de AOW-gerechtigde leeftijd*) <https://wetten.overheid.nl/BWBR0037099/2016-07-01>>.

Other duties

You are obliged to (temporarily) perform work other than your normal work, if VodafoneZiggo considers this desirable and necessary in the interests of the company. The request must be reasonable, and it must concern suitable work.

My work

4. WORKPLACE AND MOBILITY

You perform your work where you are needed. Your employment contract will state your formal work location. If your work location changes, this will be confirmed to you.

Target group

This applies to all employees.

Description

The customers are at the core of the business operations. All activities are tailored to that. That is why VodafoneZiggo facilitates you to work wherever it is needed, through the mobility policy and agreements on flexible working.

Travelling to and from work

VodafoneZiggo facilitates the travelling required for work. You are free to decide how your travel from home to work.

The time spent travelling to and from work at the beginning and end of the day does not count as working time. This is different if you travel directly from your home address to an **external** work location (work location = place of residence). In this case, a maximum of 30 minutes at the beginning and at the end of the day are considered your own time. The remaining travel time is considered working time.

Relocation

If you must move in the interest of the company, you will be compensated for the costs.

Connected Working allowance

If you are part of the Connected Working target group (as described in the company scheme) and you have signed the corresponding work-from-home agreement, this CLA entitles you to a Connected Working allowance. You will then receive a net monthly allowance of EUR 21.00 (on the basis of full-time employment) to defray the costs of an internet connection.

More information on the mobility policy, flexible working and moving house can be found in the company schemes.

My time

5. WORKING HOURS

The working hours are on average 40 hours per week in the event of full-time employment. The average of 40 hours is calculated over a period of 13 weeks: the maximum is a work week of 45 hours, the minimum a work week of 35 hours. For employees holding a position that falls in job cluster Retail, an average work week of 38 hours is considered full-time employment.

Target group

This applies to all employees.

Description

The employment contract states your average working hours per week. You can agree on different weekly working hours with your manager. If you agree on different weekly working hours, this will be a change of your employment contract. Your manager will take into account your individual interest, the interest of the company, as well as several statutory provisions as stated, for example, in the Dutch Flexible Working Act (*Wet flexibel werken*) and the Dutch Civil Code.

If you work part-time, i.e. less than an average of 40 hours per week or 38 hours per week for the job cluster Retail, the rights arising from this CLA will be calculated in proportion to the length of the work week, unless provided otherwise in the text devoted to the relevant topic.

A full working day comprises an average of 8 hours. It is not possible to agree on structurally more working hours per day. Individual, existing and demonstrable agreements for employees that work, for example, 4x9 hours, will be respected.

My time

6. WORKING HOURS

The normal working hours are from Monday to Saturday from 07:00 hours to 22:00 hours. For some positions, work is also performed on Sundays and public holidays, or at different times.

Target group

This applies to all employees.

Description

VodafoneZiggo will establish working hours schemes for each business unit in consultation with the Works Council. These will take into account the business operations, the job offer and the Dutch Working Hours Act (*Arbeidstijdenwet*). Work schedules will be made for regularly changing working hours. Where possible, you have direct influence on the composition of your work schedule. Your manager will determine your working hours in consultation with you. In doing so, your manager will strive to achieve a good balance between your individual interest, the interest of the team and that of the company.

My time

7. IRREGULAR HOURS

For contract hours that you work according to the schedule at times that differ from the normal working hours, you will receive an irregular hours allowance (*onregelmatigheidstoeslag* - ORT) on top of your regular salary.

Target group

This applies to employees who work their contract hours according to the schedule at different times than the normal working hours. Separate rules apply to additional hours and overtime (see section 8) and for activities in continuous shift work (section 9). This scheme does not apply to employees that hold a position that falls under the job cluster Retail.

Description

The normal working hours are from Monday to Saturday from 07:00 to 22:00. If you work within this period, you will not receive an irregular hours allowance for this work. You will receive an irregular hours allowance for scheduled work outside of these normal working hours. The irregular hours allowance is considered compensation for the inconvenience.

Amount of the irregular hours allowance

The irregular hours allowance is a percentage of the hourly wage applicable to you. The irregular hours allowance includes the holiday allowance, sustainable employability contribution and any other remuneration components. The percentages listed in the table include the ORT awarded on holiday leave.

If your job is classified in salary scales TW1 through TW11 (or Ziggo salary scales 1 through 10, up until 1 January 2023), you will receive the ORT allowance in accordance with the table below.

Table

ORT	07:00 – 22:00	22:00 – 07:00
Monday through Saturday	-	113%
Sundays and public holidays	113%	113%

If your position is classified in salary scale TW12 (or Ziggo salary scale 11 or 12, up until 1 January 2023), you will receive 113% ORT only for the hours between 00:00 and 07:00 during which you perform scheduled work.

Every hour worked will be compensated once only. If an hour worked outside of the normal working hours counts as overtime work, the overtime allowance applies (see section 8).

My time

8. OVERTIME

If VodafoneZiggo asks you to work longer than the working hours agreed with you, you will be compensated for that.

Target group

This applies to employees who perform work on the instructions of VodafoneZiggo in excess of the agreed average working hours.

Description

If overtime work is necessary, your manager may instruct you to work overtime. Your manager must inform you of this in advance and in a timely manner.

Time off in lieu of overtime

In consultation with your manager, you can take the hours you have worked overtime on a different day or in a different week. This is based on the following rules:

- time off in lieu of overtime must be taken within 13 weeks on the instructions of your manager;
- overtime hours that are not taken within 13 weeks can be compensated in two ways:
 1. in money: you can have the hours paid out;
 2. in time: you can add the hours to your Leave Budget. In that case, an hour of leave will be added to the Leave Budget for each hour, and you will be paid the allowance. If your Leave Budget has reached the maximum number of hours, the overtime hours will be paid out.

Overtime remuneration

Overtime is compensation for full-time and part-time employees for the extra hours worked in excess of the applicable contract hours, if time off in lieu of overtime within 13 weeks has proved impossible.

You will receive overtime remuneration:

- if you have worked more than 45 hours in one week, for the hours that you worked in excess of 45 hours; or
- if you have worked more than 520 hours in a period of 13 weeks (or, if your average work week is less than 40 hours, pro rata, namely 13 times your average weekly working hours).

The remuneration includes the holiday allowance, sustainable employability contribution and any other remuneration components. The percentages stated in the table also include the overtime remuneration for holiday leave awarded.

If your job is classified in salary scales TW1 through TW11 (or Ziggo salary scales 1 through 10, up until 1 January 2023), you will receive remuneration in accordance with Table 3 below.

Table

Overtime remuneration	07:00 – 22:00	22:00 – 07:00
Monday through Saturday	40%	113%
Sundays and <u>public holidays</u>	113%	113%

If your job is classified in salary scale TW12 (or Ziggo salary scales 11 or 12, up until 1 January 2023) you will receive night-work remuneration of 113% only for the hours between 00:00 and 07:00.

My time

9. CONTINUOUS SHIFTS

If you work in continuous shifts, you will receive a continuous shifts allowance.

Target group

This applies to employees who work in continuous shifts.

Description

Some departments operate 24 hours a day. At these departments, your working hours are based on five continuous shifts. When working in five continuous shifts, according to the work schedule you work in the morning, afternoon or night on all days of the week (including Sundays and public holidays).

Night shift work is subject to special rules under the Dutch Working Hours Act (*Arbeidstijdenwet*). For example, after a series of three or more night shifts, you are not allowed to work for at least 46 hours.

Your preferences will be taken into account as much as possible in preparing the schedule.

Amount of the allowance

The amount of the allowance is a percentage of the hourly wage applicable to you. The allowance depends on the applicable schedule. The allowance is determined in accordance with the table below.

Table

Allowance	00:00 – 07:00	07:00 – 19:00	19:00 – 22:00	22:00 – 24:00
Monday through Friday	44%	-	20%	44%
Saturday	44%	44%	44%	44%
Sundays and public holidays	111%	111%	111%	111%

If you work according to a fixed schedule, you will receive a fixed allowance. The fixed allowance for continuous 5-shift work in a fixed 10-week schedule is 31.25%. The allowance includes the holiday allowance, sustainable employability contribution and any other remuneration components.

My time

10. ON-CALL DUTY

If you are assigned to on-call duty, you must be available on call. You will receive compensation for this.

Target group

This applies to employees who are on on-call duty because of their position.

Description

On-call duty means that you are on call and available outside working hours. You are scheduled for on-call duty. If you are scheduled for duty, you must be continuously available, be able to be at work within a reasonable period, and, of course, you may not be under the influence of alcohol or drugs. Depending on the situation, you will perform your activities at home or at location.

If the company doctor has established that there are medical reasons that (temporarily) prevent you from being on on-call duty, you will (temporarily) not be scheduled for on-call duty. In that event, you will not be compensated for this. If there are other, compelling personal circumstances that prevent you from participating in on-call duty, your manager may decide, in consultation with you, that you are (temporarily) not scheduled for on-call duty. In that event, you will not be compensated for this.

Fee

The remuneration includes the holiday allowance, sustainable employability contribution and any other remuneration components. This includes the remuneration for on-call duty over holiday leave awarded. The compensation is increased by the CLA increases (section 28).

Allowance per hour	1 January 2022 to 1 January 2023	1 January 2023 through 30 June 2023	As from 1 July 2023
Monday through Saturday	EUR 1.94	EUR 1.98	EUR 2.04
Sundays and public holidays	EUR 3.86	EUR 3.94	EUR 4.06

If your position is classified in salary scales TW1 through TW11 (or Ziggo salary scales 1 through 10, up until 1 January 2023), you will receive an allowance for the hours worked for which you were called. The amount of that allowance is the same as the compensation for overtime (see section 8).

If your job is classified in salary scale TW12 (or Ziggo salary scales 11 or 12, up until 1 January 2023), you will receive night-work allowance if you are called in during on-call duty. The amount of the allowance equals the compensation for overtime (see section 8).

My time

11. PHASE-OUT SCHEME TIME-LIMITED ALLOWANCES

If you were entitled to the irregular hours allowance, continuous shifts allowance or on-call allowance for a specific period of time, and you no longer receive the relevant allowance on a structural basis at a given point in time as a result of a change of position or a decision by VodafoneZiggo, under certain conditions you qualify for a phase-out scheme.

Target group

This applies to every employee who has been entitled to the irregular hours allowance, continuous shifts allowance or on-call allowance for at least two years without interruption. A period of illness is not considered an interruption.

Description

You are entitled to the phase-out scheme if you no longer receive an irregular hours allowance, continuous shift work allowance or on-call allowance:

- because you will take on a different position within VodafoneZiggo without irregular hours allowance, continuous shift work allowance and/or on-call allowance, or;
- if you can no longer work on irregular hours, in continuous shift work or on-call duty for medical reasons established by the company doctor, or;
- if VodafoneZiggo, for the relevant position, no longer schedules employees to work at irregular hours, or discontinues the continuous shift work or on-call duty for the relevant position.

Explanation: if you are entitled to a specific allowance or remuneration in your current position and you switch to a different position that is subject to different remuneration, then you will be entitled to a phase-out allowance while the new remuneration will immediately be paid in full in addition to the phase-out allowance.

Duration of the phase-out scheme

The period in which you were entitled to the relevant allowance or remuneration without interruption is the starting point. For each period of six months worked, you are entitled to one month of phase-out allowance, up to a maximum of 60 months.

Amount of the allowance based on the phase-out scheme

The basis for calculating the amount of the (descending) allowance is the average allowance that you have received in the last 12 months. The phase-out period is divided into 3 equal parts:

1. in the first period, you will receive a phase-out allowance of 75% of the basis;
2. in the second period, you will receive a phase-out allowance of 50% of the basis;
3. in the third period, you will receive a phase-out allowance of 25% of the basis.

If you are going to work less in the period in which you are entitled to the phase-out scheme, the allowance will be calculated in proportion to your new working hours.

My time

12. PUBLIC HOLIDAYS

On recognized public holidays, as stated in this CLA, work will only be performed at VodafoneZiggo if this is necessary in the interest of the company. You may choose to work on Ascension Day and Whit Monday and then take those days off at another time.

Employees with a fixed employment pattern will receive continued payment for the hours that they would normally have worked. Employees with a variable employment pattern will receive an allowance in addition to their salary to compensate for missed leave.

A. PUBLIC HOLIDAY SCHEME

Target group

This applies to employees with a variable employment pattern.

Description

On public holidays, you will have leave with retention of salary. Employees with a fixed employment pattern (full-time or part-time) have leave on public holidays and will work the normal hours agreed on the other days of the relevant week.

If your employment pattern is variable, the number of paid public holiday leave hours will be determined for each public holiday. In this context, the average number of hours that you have worked on the relevant day (Monday to Sunday) in the 13 weeks prior to the public holiday is taken into account. This average amount of hours (rounded up to full hours) will be granted as paid public holiday leave. You then either work the normal amount of hours in the week in which the public holiday occurs and receive public holiday remuneration, or you take leave.

Leave hours and sick hours are fully taken into account as hours worked in determining the average hours worked.

Payment

The public holiday remuneration is paid out together with the salary of the next month at 108% of the hourly wage applicable at that time. This means that you can buy leave hours on a cost-neutral basis, if so desired.

B. EXCHANGING PUBLIC HOLIDAY LEAVE

VodafoneZiggo is pleased to offer the option to take holidays off that are not the same as the traditional public holidays referred to in the CLA.

Target group

This applies to all employees.

Description

The recognised public holidays of Ascension Day and Whit Monday are flexible and can be used as days of leave.

You can always choose to take these days off on the days they occur, but you may also opt to work on one or both of these days and then take the hours off at another time within the same calendar year in order to celebrate a holiday or just as a regular day off.

This exchange is done via time-for-time to keep it cost-neutral. Naturally, it is important for you to do this in consultation with your manager.

If you choose to work and you are not bound by a schedule, you will not be entitled to the irregular hours allowance (ORT) as described in section 7 of this CLA.

My time

13. HOLIDAYS

The right to statutory holiday leave is regulated in the Dutch Civil Code. You will receive the statutory holiday leave in hours. You can use the Benefit Budget to buy additional leave hours. Statutory holiday leave cannot be added to the Leave Budget (section 15).

Target group

This applies to all employees.

Description

If you have an employment contract for an average of 40 hours per week, you will receive 160 hours of holiday leave per year. If your work week is less than an average of 40 hours, you will receive hours of holiday leave on a pro rata basis. If your employment contract starts or ends in the course of a calendar year, your statutory holiday leave for that year will also be determined on a pro rata basis. You must register the holiday leave taken in VodafoneZiggo's leave system.

Application

You may take three consecutive weeks of holiday at least once a year. Your manager will take your wishes into account, but may reject your request for holiday if this will put the company's interests at stake.

Illness and holiday

You still accrue holiday leave while you are ill. If you are ill, you must make agreements with your manager on the taking of holiday, in which the company doctor's advice will also be taken into account. You will be exempted from rehabilitation obligations during that holiday.

Ill during set holiday

If you become ill during your holiday, you must report this in the prescribed manner. For the that period you are ill, you can have the hours of holiday leave that were already registered returned to you. In order to do so, however, the rules of conduct in the event of illness must be observed. These rules of conduct are included in the Absence due to Illness Rules [<link>](#).

Expiry period

The Dutch Civil Code provides an expiry period, which is meant as an incentive for employees to take holiday, also in the event of a long-term illness. You must use the statutory hours for holiday leave within six months after the end of the calendar year in which they were accrued (i.e. before 1 July of the next calendar year). If you do not use these hours of holiday leave within this period, they expire. This also applies if you are ill.

The hours of holiday leave not taken will not expire if, in all reasonableness, you were unable to take holiday in any way. You must coordinate this with your manager in good time.

The expiry period does not apply to any leave hours that you bought in excess of the statutory entitlement (see sections 14 and 15 in this regard).

Set-off or repayment

If you leave the company in the course of the year, the statutory holiday leave accrued for that year will be re-determined on the basis of the period that you were employed. If you still have hours of statutory holiday leave left on that basis, these will be paid out to you on the basis of the hourly wage applicable to you on the date your employment ends plus 8% holiday allowance, unless otherwise agreed. If you have taken more hours of statutory holiday leave than to which you were entitled, these hours of holiday leave will be charged to you at the hourly wage applicable to you on the date your employment ends plus 8% holiday allowance. VodafoneZiggo is entitled to set off any amount owed by you against your final salary payment and/or other amounts you are owed from VodafoneZiggo.

My time

14. BUYING LEAVE HOURS

You can buy leave hours in excess of the statutory entitlement.

Target group

This applies to all employees.

Description

If you want more leave in any year, you can buy extra leave hours.

Buying extra leave hours (up until 1 January 2023)

You can use the Benefit Budget to buy a maximum of 320 extra leave hours per calendar year (in the event of full-time employment). Employees with a job in the job cluster Retail can buy a maximum of 304 extra leave hours in the event of full-time employment.

Buying extra leave hours (starting on 1 January 2023)

Starting on 1 January 2023, you can use the Benefit Budget to buy a maximum of 480 extra leave hours per calendar year in the event of full-time employment. Employees with a job in the job cluster Retail can buy a maximum of 456 extra leave hours in the event of full-time employment.

The value of a leave hour is calculated by increasing your hourly wage by 8% holiday allowance.

You must take the extra leave hours bought no later than in the calendar year following the year in which you bought them, unless you have indicated that you want to add the hours to your Leave Budget for a longer period of time. Hours bought that were not taken in time or added to the Leave Budget will be repaid to you at the hourly wage applicable at that time plus 8% holiday allowance.

For more details, please refer to the company schemes.

My time

15. LEAVE BUDGET AND BONUS LEAVE

You may save up leave hours for a specific purpose. In doing so, you are saving up time.

If you reach the age of 60 during your employment with VodafoneZiggo, you will be eligible for bonus leave.

A. LEAVE BUDGET

Target group

This applies to all employees.

Description

You might want to take sabbatical leave, parental leave or care leave at some point in the future. All these types of leave are unpaid. By saving leave hours in the Leave Budget for that purpose, you can ensure that you are paid in full or in part during these periods of leave. You can put up to 4,000 leave hours (100 weeks) in your Leave Budget on the basis of full-time employment. Employees with a position in the Retail job cluster may put up to a maximum of 3,800 leave hours in the Leave Budget. For employees who work part time, the maximum is calculated pro rata.

Application

You fill your own Leave Budget by adding:

- leave hours that you have bought;
- overtime allowance in time.

The hours you add to your Leave Budget are recorded separately in the administrative accounts. You can use these saved-up hours for sabbatical leave (see section 25), a period of parental leave (see section 19) or a period of care leave (see sections 20 and 21). You can also use your Leave Budget to reduce all or part of your working hours in the period immediately prior to your regular or early retirement.

When your employment ends, the unused hours in your Leave Budget will be paid out based on the hourly wage applicable to you at that time, plus an 8% holiday allowance.

B. BONUS LEAVE

Target group

All employees who are 60 years and older during the term of this CIA and who have themselves already saved a minimum of 480 hours of leave (on a full-time basis) in the Leave Budget.

Description

VodafoneZiggo will grant bonus leave one time. This bonus will be added to your Leave Budget. In order to be eligible for bonus leave, you must already have been an employee on 1 November 2022.

The bonus leave consists of 184 hours of leave (23 days of leave) in the event of full-time employment. The underlying rationale for this is that this 184 hours of leave will allow you to work a half day less per week in the year prior to the date you reach state pension age. In combination with the leave you have saved yourself, that might mean, for example, that you could work a whole day less per week.

Employees who have already reached age 60 on 1 January 2022 may have saved fewer hours of leave. In that case, they will receive bonus leave hours (30 days of leave on a full-time basis) once they have saved 240 hours of leave.

Employees who are age 64 or older in 2022 will receive bonus leave immediately, without any additional conditions.

Employees who participate in the de Ziggo PRES scheme (part of the company schemes, applicable to a closed group) will not receive bonus leave. They will already be working less prior to their retirement date through that scheme.

Bonus leave will not be granted if you entered VodafoneZiggo's employ again after reaching state pension age.

My time

16. PREGNANCY AND MATERNITY LEAVE

Pregnancy and maternity leave are regulated by the Dutch Work and Care Act. The main points of this Act are summarised below. The text of the Act always takes precedence over this summary.

Target group

This applies to all female employees.

Description

You may take pregnancy and maternity leave in the period before and after your give birth. You may take maternity leave at the earliest six weeks and at the latest four weeks before the expected delivery date. You are free to choose. Pregnancy leave ends on the day you give birth.

Maternity leave starts on the first day after you give birth. In any event, the maternity leave lasts ten weeks. Once you have given birth, you have to notify your manager of this as soon as possible.

Duration

The minimum term of your pregnancy and maternity leave is 16 weeks.

- If your child is born before the expected delivery date, your pregnancy leave will be shorter than planned. In that case, your maternity leave will be longer. The total period of leave is 16 months.
- If your child is born after the expected delivery date, your pregnancy leave will be until the day you give birth. The following maternity leave is ten weeks. In that case, the period of leave is a minimum of 16 weeks.
- If you are pregnant with more than one child, your pregnancy leave will be extended by a maximum of four weeks. This means that the pregnancy leave starts ten to, at the latest, eight weeks before the expected delivery date.
- If your child is admitted in hospital for medical reasons during the maternity leave, the maternity leave is extended by the amount of days it is in hospital, calculated starting from the eighth admission day until the last day of the maternity leave. The leave can be extended by a maximum of ten weeks.

Requests

You have to notify your manager at least three months before the expected date of birth of the date at which you want the maternity leave to start. Request proof of pregnancy from your general practitioner or midwife. This is a form or letter in which the expected date of birth is indicated. You must retain this proof in your own administrative records until one year after the end date of your leave. The UWV may ask for it.

Taking your maternity leave in parts

You may also take your maternity leave in parts. This can be done starting from the sixth week of the maternity leave. The leave must be taken within a period of 30 weeks after you have given birth. A request for spreading out the leave must be submitted within three weeks after you have given birth. VodafoneZiggo may only deny this request due to substantial business interests.

Passing of maternity leave

If the employee passes away on the day she gives birth or during maternity leave, her partner is entitled to the remaining part of the maternity leave on full pay. The partner must notify VodafoneZiggo of the mother passing away and of the leave within two days following her demise.

Income

During the leave you will receive benefits and a supplement up to 100% of the basis for the continued payment of wages. The UWV pays these benefits to VodafoneZiggo. VodafoneZiggo then continues to pay your salary.

Rules in the event of illness

The rules for sick reports and notification of recovery also apply during the pregnancy and maternity leave.

You are entitled to six to four weeks of pregnancy leave in the period immediately prior to the expected delivery date. If you decide to have the leave start later than six weeks before this date and you fall ill, then the pregnancy leave starts immediately.

My time

17. PARTNER'S BIRTH LEAVE AND ADDITIONAL BIRTH LEAVE

Maternity leave and birth leave are governed by the Work and Care Act. The main points of this Act are summarised below. The text of the Act always takes precedence over this summary.

Your partner may take leave during and after you give birth. Your salary will continue to be paid during the leave.

Target group

This applies to all employees.

Description

If your partner is giving birth, you are entitled to leave in order to attend it. This birth leave only applies to the day of the birth. After the birth, you will be entitled to five days' paid birth leave on the basis of full-time employment. For part-time employees, this leave is calculated pro rata. Pursuant to this CLA, you will also be entitled to two extra days of paid leave and you can opt to take additional birth leave.

Duration of leave	Comments / conditions
One day	Based on the Dutch Work and Care Act, You are entitled to leave granted so you can be present during the birth, so it is on the day of the birth itself. If the birth is on a day off, you are not entitled to this leave.
Five days	Based on the Work and Care Act (Wazo), you are entitled to five days of paid birth leave (on the basis of a full-time employment contract). If your partner gives birth at home, you must take the birth leave within four weeks after the birth. If your partner gives birth in hospital, you must take the birth leave within four weeks after the baby has come home. You can also spread out this leave over these four weeks. You have to notify VodafoneZiggo in a timely manner of whether and when you wish to take this birth leave.
Two days	Based on this CLA, you are entitled to two additional days of paid birth leave in addition to the statutory birth leave. These two days have to be used within two months after the birth.
5 weeks	Based on the Work and Care Act, partners may take up to a maximum of 5 weeks (on a full-time basis) of additional birth leave . During the leave, instead of salary you will receive benefits from the UWV amounting to 70% of your salary (up to a maximum of 70% of the statutory maximum daily wage). VodafoneZiggo will supplement your statutory birth leave benefits to 100% of your salary. You can take the additional birth leave within six months after the birth of the child. You can also take the first five days of birth leave before you take additional birth leave.

Rules in the event of illness

The rules for reporting illness and recovery also apply during the leave. If you fall ill during your leave, you can still use these days of leave at a later date, within the period in which the leave is being taken.

My time

18. ADOPTION LEAVE AND FOSTER CARE LEAVE

Pregnancy and maternity leave are regulated by the Dutch Work and Care Act. The main points of this Act are summarised below. The text of the Act always takes precedence over this summary.

Target group

This applies to all employees.

Description

If you adopt a child or take in a foster child, you are entitled to unpaid leave. The consequences of unpaid leave are explained in section 26. You are entitled to six weeks of adoption leave or foster care leave. You may take this leave starting from four weeks before the child enters your family. The leave will last until no more than 22 weeks after the arrival of your child. You have to take this leave within this period of 26 weeks. Foster parent may also take this leave if the child's registered address is your home address.

Requests

If you want to take leave because you are going to adopt a child or take in a foster child, you must notify VodafoneZiggo of this at least three weeks in advance. You and VodafoneZiggo will jointly handle the application for the benefit at the UWV. You are responsible for meeting the applicable requirements for awarding and retaining the benefits.

Duration of leave

You can take a period of leave of up to six consecutive weeks within the period of 26 weeks, or you may spread this leave out over a period of 26 weeks. VodafoneZiggo may only deny your request to spread out your leave due to substantial business or service interests.

If you adopt more than one child at a time or take in more than one foster child at a time, you are entitled to only one period of up to six times the weekly working hours.

Income

No salary is paid during the period of leave. However, you may be eligible for benefits from the UWV. For the amount and the duration of the benefits for adoption and foster care, please see the website of the UWV. If you are receiving these benefits, you must take your six weeks of leave consecutively. If you adopt more than one child at a time or take in more than one foster child at a time, you are only entitled to the benefits for adoption and foster care for one child.

Rules in the event of illness

The rules for reporting illness and recovery also apply during the leave. If you fall ill during your leave, you can still use these days of leave at a later date, within the term of 26 weeks.

My time

19. PARENTAL LEAVE

Parental leave is regulated by the Dutch Work and Care Act. The main points of this Act are summarised below. The text of the Act always takes precedence over this summary.

Target group

This applies to all employees.

Description

Parental leave only applies for children up to the age of 8 years. You can take parental leave for your biological child or for your adopted child. If you have two or more biological children or adopted children, you may take leave more than once. You can also take two periods of leave successively. If you marry or begin living with someone who has biological children or adopted children, you can take parental leave for one of these children.

You must take this paid parental leave in the first year of the child's life.

Duration

You may take up to 26 times your average working time per week as parental leave. The right to parental leave lapses once the child is eight years.

Implementation

You must coordinate how you will use your parental leave with VodafoneZiggo. VodafoneZiggo may change your parental leave arrangements, after consultation with you, until four weeks at the latest before your leave starts, due to substantial business or service interests.

Income

Since 2 August 2022, there has been a statutory right to nine weeks of paid parental leave for the full number of hours worked each week. During this parental leave you will receive a benefit amounting to 70% of your daily wage (up to a maximum of 70% of the statutory maximum daily wage).

In order to provide employees with extra support while they combine their jobs with their care responsibilities, VodafoneZiggo will supplement this parental leave benefit up to 100% of the salary, up to the maximum daily wage). This is also the basis for establishing the Benefit Budget and the basis for variable remuneration.

The remaining period of parental leave will be unpaid. You can finance all or part of this additional period of parental leave by using leave hours from your Leave Budget (see section 15). The consequences of unpaid leave are explained in section 26.

Notifying us of parental leave

If you want to take parental leave, you must notify your manager of this at least two months in advance and submit an application thereto through the HR system.

Rules in the event of illness

The rules for reporting illness and recovery also apply during the leave. If you are ill, the originally arranged end date for the leave will not change and you will not be paid while you are ill. However, you can indicate to your manager that you want to temporarily adjust the parental leave.

My time

20. SHORT-TERM CARE LEAVE

Short-term care leave is regulated by the Dutch Work and Care Act. The main points of this Act are summarised below. The text of the Act always takes precedence over this summary.

Target group

This applies to all employees.

Description

You are entitled to short-term care leave if your partner, your child, a blood relative in the first or second degree, someone who is part of your household, or someone with whom you have a social relationship is ill and it is reasonably necessary for you to take care of them. If you meet the criteria, you can consecutively take long-term care leave.

Requests

You must notify your supervisor in advance if you wish to take short-term care leave. When doing so, you must indicate:

- the reason for the leave;
- on what days you want to take the leave;
- the duration of the leave.

Your manager may ask you to plausibly demonstrate the necessity of the care. VodafoneZiggo may only deny your request for short-term care leave due to substantial business interests. You must also apply for the short-term care leave in the HR system.

Duration

You may take short-term care leave for up to two times your average weekly hours a maximum of two times per twelve months. This period of twelve months starts on the first day of the leave.

Income

You will receive 70% of your salary and 70% of the Benefit Budget. However, if your salary per day exceeds the maximum daily wage, you will receive 70% of the maximum daily wage. In that event, the Benefit Budget is also calculated based on the maximum daily wage. You will never receive less than the statutory minimum wage and holiday allowance applicable to you.

Payment

You will receive the salary to which you are entitled during your short-term care leave in the customary manner as part of the monthly salary payment.

Rules in the event of illness

The rules for reporting illness and recovery also apply during the leave. You can use days on which you were ill during the leave at a later date.

My time

21. LONG-TERM CARE LEAVE

Long-term care leave is regulated by the Dutch Work and Care Act. The main points of this Act are summarised below. The text of the Act always takes precedence over this summary.

Target group

This applies to all employees.

Description

You are entitled to long-term care leave if someone from your direct environment, such as your partner, your child, a blood relative in the first or second degree, someone who is part of your household, or someone with whom you have a social relationship, is in need of care. You are entitled to long-term care leave if you want to take care of someone who is life-threateningly ill. You can also apply for long-term care leave if someone from your environment is ill or in need of care for a longer period of time. On the condition that the care is necessary.

Implementation

- You are entitled to long-term care leave for each event.
- For every period of twelve consecutive months the leave is up to six times your average working hours per week. You must discuss the details of this with your manager.
- If the situation regarding the care changes, you can enter into consultation with your manager regarding adjusting, interrupting or ending the leave.

Requests

Applications for long-term care leave must be submitted to your manager in writing and at least two weeks in advance. In doing so, you must indicate:

- the reason for the leave and the nature of the relationship with the person requiring care;
- when you want the leave to commence and which days of the week you will take the leave;
- the duration of the leave;
- if possible, include a doctor's statement. Your manager may ask you to plausibly demonstrate the necessity of the care.

VodafoneZiggo may only deny your request for long-term care leave in event of substantial business interests. You must apply for the long-term care leave through the HR system.

Income

No salary is paid during the period of long-term care leave. The consequences of unpaid leave are explained in section 26.

Rules in the event of illness

The rules for reporting illness and recovery also apply during the leave. You can use days on which you are sick during leave at a later date.

My time

22. EMERGENCY LEAVE

Emergency leave is regulated by the Dutch Work and Care Act. The main points of this Act are summarised below. The text of the Act always takes precedence over this summary.

Target group

This applies to all employees.

Description

You are entitled to emergency leave in certain situations. This concerns situations in which you are compelled to immediately take leave due to unforeseen or personal circumstances.

Below are a few examples of situation in which you would be eligible for emergency leave:

- someone in your family passes away and you have to make arrangements (see section 23);
- you have to quickly find someone that can look after or take care of a sick family member;
- you have an urgent and unforeseen doctor's or hospital appointment that cannot reasonably be scheduled outside of working hours, or your partner, your child, a blood relative in the first or second degree, someone who is part of your household, or someone who you have a social relationship with, has one and they required assistance;
- you have to call a plumber because a water mains burst;
- your partner has gone into labour (see section 17);
- you meet the statutory requirements, unless the emergency is your own fault or due to negligence on your part.
- so you can vote for elections, unless you can vote outside of working hours.

Requests

Due to their nature, emergency leave cannot be applied for in advance. If you are unable to come to work or have to leave work due to an emergency, notify your manager of this as soon as possible and state the emergency. Afterwards, it will be determined in consultation whether an emergency has indeed occurred.

Duration of leave

You are entitled to leave for a short and fair amount of time up to one day.

Income

Your salary will continue to be paid during this emergency leave.

My time

23. EXTRAORDINARY LEAVE

If someone close to you passes away, you are entitled to extraordinary leave in the following situations.

Target group

This applies to all employees.

Description

Extraordinary leave is granted based on the table below.

Situation (from 2023 onwards)	Duration of leave
In the event of the death of: <ul style="list-style-type: none">• Partner• Child	From the day of passing until the day after the burial or cremation with a minimum of four days.
In the event of the death of someone you love, such as: <ul style="list-style-type: none">• a parent, parent-in-law or foster parent;• a grandparent, or your partner's grandparent;• son-in-law or daughter-in-law;• brother, sister, brother-in-law or sister-in-law;• grandchild;• friend;• colleague.	Four days including the day of the burial or cremation, or, if you have to make arrangements for the burial or cremation, from the day of passing up to and including the day after the burial or cremation.

The table above will apply starting on 1 January 2023. Until that date, extraordinary leave will be granted based on the table below:

Situation (2022)	Duration of leave
In the event of the death of: <ul style="list-style-type: none">• Partner• Child	From the day of passing until the day after the burial or cremation with a minimum of four days.
In the event of the death of: <ul style="list-style-type: none">• a parent, parent-in-law or foster parent• a grandparent, or your partner's grandparent• son-in-law or daughter-in-law• brother, sister, brother-in-law or sister-in-law• grandchild	Two days including the day of the burial or cremation, or, if you have to make arrangements for the burial or cremation, from the day of passing up to and including the day after the burial or cremation.

Requests

You must request extraordinary leave from your manager. If you are not eligible for extraordinary leave and you want to attend a funeral, you will have to take general leave. Your manager will usually award general leave requested for this purpose.

Income

Your salary will continue to be paid during your extraordinary leave.

My time

24. SPECIAL LEAVE

Your manager can grant you special leave in special circumstances.

Target group

This applies to all employees.

Description

In special circumstances that are not covered by other forms of leave, you can request special leave from your manager. The manager will then make an individual assessment. The extent to which a combination of other forms of leave and a balance of leave hours can provide a solution will also be examined.

Requests

You must apply for special leave through your manager. The arrangements that are made are recorded.

Income

Special leave may be either paid or unpaid leave. The manager will decide. The consequences of unpaid leave are explained in section 26.

My time

25. SABBATICAL LEAVE

You can take sabbatical leave in consultation with your manager.

Target group

This applies to all employees.

Description

You can take sabbatical leave once every five years. This is a consecutive period of unpaid leave of at least four weeks and -subject to conditions- at most six months.

Requests

You can only take sabbatical leave after consulting you manager. A request for sabbatical leave must be submitted to your manager in a timely manner. VodafoneZiggo may only deny your request for sabbatical leave due to substantial business interests. If there are any, your manager will consult you on what alternative solutions are possible within a reasonable period of time.

Income

You are not entitled to a salary during a period of sabbatical leave. If you use the balance of the Leave Budget for sabbatical leave, then you will receive a salary for those days. The consequences of unpaid leave are explained in section 26.

My time

26. CONSEQUENCES UNPAID LEAVE

In situations of unpaid leave, there may be various consequences. These are described here.

Target group

This applies to all employees.

Description

Unpaid leave could occur in various situations, namely:

- adoption and foster care leave;
- parental leave (except for the period of paid parental leave, see section 19);
- long-term care leave;
- special leave;
- sabbatical leave.

The table below shows the consequences of unpaid leave in terms of employment conditions.

Salary*	You will not receive salary for the hours of your unpaid leave.
Benefit Budget*	You will not receive the Benefit Budget for the hours of your unpaid leave.
Pension*	The employer's contribution is either for your own account or will be discontinued. This depends on your pension scheme.
Bonus*	The basis for calculating your bonus will be lower.
Allowances (i.e. stand-in allowance, labour market allowance, continuous shift work allowance)*	You will not receive allowances for the hours of your unpaid leave.
Connected Working allowance	You will not receive this allowance for the hours of your unpaid leave.
Company car	See company schemes.
Telephone	See company schemes.
Mobility allowance	See company schemes.

In addition to the above consequences, unpaid leave may affect your potential social security benefits and allowances. We recommend that you seek sound advice in this regard.

*If you want to make use of the types of leave mentioned above, you may also elect to buy and use leave hours (see section 14). In this event, the aforementioned consequences in terms of employment conditions do not apply.

My income

27. SALARY

The most important part of your remuneration is the fixed gross salary. Your salary and the salary perspective depend on the job cluster to which your position has been assigned and the weight of your position.

Collective salary increases are agreed in the CLA and apply to all employees to whom this CLA applies.

If you work part-time, your salary will be calculated in proportion to the agreed working hours.

Target group

This applies to all employees.

Job Assessment

The employer establishes the job weight on the basis of job assessment. The amount of the salary and the salary perspective depend on your position and your job cluster (see below). The Willis Towers Watson method (TW method) is used to classify all positions.

Job clusters

There are four different job clusters:

- Office & Technology
- Sales
- Customer Services
- Retail

Each job cluster has its own salary table.

A distinction has been made between these four job clusters, because in Dutch practice there is usually a distinction between these job clusters in terms of remuneration. The Total Target Cash was compared with the remuneration market. Total Target Cash is the sum of the salary, 8% holiday allowance and the on-target level of variable remuneration.

Classification

The classification of your position and the job cluster that applies to your position will then lead to classification in a TW grade and a corresponding salary table. Each salary table consists of a salary scale per TW grade.

Salary tables

The amounts in the salary tables are based on a full-time employment of 40 hours per week (job cluster Retail: 38 hours). In the event of fewer working hours, the amounts apply pro rata. The amounts in the salary tables are exclusive of 8% holiday allowance.

The salary tables are adjusted with the collective salary increases. In the event of a collective salary increase, all amounts are arithmetically rounded off to two decimals.

The salary table states for each salary scale:

- *Standard salary*: the salary you can earn over time (100% of the scale).
- *Minimum salary*: the minimum salary you earn in a certain position in the scale. The minimum salary is 70% of the standard salary and is the starting point for appointments to a new position. This can be deviated from in a positive sense if you have already gained the necessary experience in similar positions. The salary is never lower than the statutory minimum wage.
- *Progressive salary*: the progressive salary is 110% of the standard salary.

Extra increase to salary tables for the four job clusters as of 1 December 2022

An extra increase in the amounts in the salary tables for the four job clusters will be implemented as of 1 December 2022 in order to bolster our job market position. The percentages of this extra increase are:

- **Office & Technology: 5%**
- **Sales: 2%**
- **Customer Services: 5%**
- **Retail: 2%**

All amounts are rounded to two decimal places.

VodafoneZiggo salary tables as from 1 January 2022

All amounts in the tables below are in euros.

Office & Technology

TW grade	Monthly salary excl. 8% holiday allowance		
	70%	100%	110%
12	3934.43	5620.61	6182.67
11	3401.84	4859.78	5345.75
10	2904.00	4148.57	4563.42
9	2547.95	3639.93	4003.92
8	2348.92	3355.60	3691.16
7	2146.81	3066.87	3373.56
6	1972.16	2817.37	3099.11
5	1833.29	2618.99	2880.89
4*	1725.00	2434.58	2678.04

Sales

TW grade	Monthly salary excl. 8% holiday allowance		
	70%	100%	110%
12	3674.53	5249.33	5774.26
11	3312.33	4731.89	5205.08
10	2731.17	3901.67	4291.84
9	2426.01	3465.73	3812.31
8	2200.29	3143.27	3457.60
7	1979.90	2828.43	3111.27
6	1759.51	2513.58	2764.95
5*	1725.00	2336.60	2570.26

Customer Services

TW grade	Monthly salary excl. 8% holiday allowance		
	70%	100%	110%
11	3296.78	4709.68	5180.65
10	2734.48	3906.40	4297.04
9	2347.63	3353.75	3689.13
8	2078.23	2968.89	3265.78
7	1936.87	2766.96	3043.65
6	1824.39	2606.27	2866.90
5*	1725.00	2445.58	2690.14

Retail (based on a 38-hour work week)

TW grade	Monthly salary excl. 8% holiday allowance		
	70%	100%	110%
11	2838.69	4055.27	4460.80
10	2302.18	3288.83	3617.71
9	2045.81	2922.59	3214.85
8	1887.27	2696.10	2965.72
7*	1725.00	2458.81	2704.69
6*	1725.00	1999.87	2199.86
5*	1725.00	1725.00	1897.00

*Statutory minimum wage:	01/01/2022	1725.00
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* The employee's monthly salary is not lower than the statutory minimum wage and the monthly salary in the table will be adjusted if it changes.

VodafoneZiggo salary tables as of 1 December 2022 (including increase tables)

All amounts in the tables below are in euros

Office & Technology

TW grade	Monthly salary excl. 8% holiday allowance		
	70%	100%	110%
12	4131.15	5901.64	6491.80
11	3571.94	5102.77	5613.05
10	3049.20	4356.00	4791.60
9	2675.35	3821.93	4204.12
8	2466.37	3523.38	3875.72
7	2254.15	3220.21	3542.23
6	2070.77	2958.24	3254.06
5	1924.96	2749.94	3024.93
4	1789.42	2556.31	2811.94

Sales

TW grade	Monthly salary excl. 8% holiday allowance		
	70%	100%	110%
12	3748.02	5354.32	5889.75
11	3378.57	4826.53	5309.18
10	2785.79	3979.70	4377.67
9	2474.53	3535.04	3888.54
8	2244.30	3206.14	3526.75
7	2019.50	2885.00	3173.50
6	1794.70	2563.85	2820.24
5*	1756.20	2383.33	2621.66

Customer Services

TW grade	Monthly salary excl. 8% holiday allowance		
	70%	100%	110%
11	3461.61	4945.16	5439.68
10	2871.20	4101.72	4511.89
9	2465.01	3521.44	3873.58
8	2182.13	3117.33	3429.06
7	2033.72	2905.31	3195.84
6	1915.61	2736.58	3010.24
5	1797.50	2567.86	2824.65

Retail (based on a 38-hour work week)

TW grade	Monthly salary excl. 8% holiday allowance		
	70%	100%	110%
11	2895.47	4136.38	4550.02
10	2348.23	3354.61	3690.07
9	2086.73	2981.04	3279.14
8	1925.01	2750.02	3025.02
7*	1756.20	2507.99	2758.79
6*	1756.20	2039.87	2243.86
5*	1756.20	1759.04	1934.94

*Statutory minimum wage:	01/07/2022	1756.20
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* The employee's monthly salary is not lower than the statutory minimum wage and the monthly salary in the table will be adjusted if it changes.

VodafoneZiggo salary tables as of 1 January 2023 (including increase tables)

All amounts in the tables below are in euros

Office & Technology

TW grade	Monthly salary excl. 8% holiday allowance		
	70%	100%	110%
12	4213.77	6019.67	6621.64
11	3643.38	5204.83	5725.31
10	3110.18	4443.12	4887.43
9	2728.86	3898.37	4288.21
8	2515.70	3593.85	3953.24
7	2299.23	3284.61	3613.07
6	2112.18	3017.40	3319.14
5	1963.46	2804.94	3085.43
4*	1934.40	2607.44	2868.18

Sales

TW grade	Monthly salary excl. 8% holiday allowance		
	70%	100%	110%
12	3822.99	5461.41	6007.55
11	3446.14	4923.06	5415.37
10	2841.50	4059.29	4465.22
9	2524.02	3605.74	3966.31
8	2289.18	3270.26	3597.29
7	2059.89	2942.70	3236.97
6*	1934.40	2615.13	2876.64
5*	1934.40	2431.00	2674.10

Customer Services

TW grade	Monthly salary excl. 8% holiday allowance		
	70%	100%	110%
11	3530.84	5044.06	5548.47
10	2928.63	4183.75	4602.13
9	2514.31	3591.87	3951.06
8	2225.78	3179.68	3497.65
7	2074.39	2963.42	3259.76
6	1953.92	2791.31	3070.44
5*	1934.40	2619.22	2881.14

Retail (based on a 38-hour work week)

TW grade	Monthly salary excl. 8% holiday allowance		
	70%	100%	110%
12	3234.14	4620.20	5082.22
11	2953.38	4219.11	4641.02
10	2395.19	3421.70	3763.87
9	2128.46	3040.66	3344.73
8	1963.51	2805.02	3085.52
7*	1934.40	2558.15	2813.97
6*	1934.40	2080.67	2288.74

*Statutory minimum wage:	01/01/2023	1934.40
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* The employee's monthly salary is not lower than the statutory minimum wage and the monthly salary in the table will be adjusted if it changes.

VodafoneZiggo salary tables as from 1 July 2023

All amounts in the tables below are in euros

TW grade	Monthly salary excl. 8% holiday allowance		
	70%	100%	110%
12	4340.18	6200.26	6820.29
11	3752.68	5360.97	5897.07
10	3203.49	4576.41	5034.05
9	2810.72	4015.32	4416.85
8	2591.17	3701.67	4071.84
7	2368.21	3383.15	3721.47
6	2175.54	3107.92	3418.71
5	2022.36	2889.09	3178.00
4*	1934.40	2685.66	2954.23

TW grade	Monthly salary excl. 8% holiday allowance		
	70%	100%	110%
12	3937.68	5625.25	6187.78
11	3549.53	5070.75	5577.83
10	2926.75	4181.07	4599.18
9	2599.74	3713.91	4085.30
8	2357.86	3368.37	3705.21
7	2121.69	3030.98	3334.08
6*	1934.40	2693.58	2962.94
5*	1934.40	2503.93	2754.32

Customer Services

TW grade	Monthly salary excl. 8% holiday allowance		
	70%	100%	110%
11	3636.77	5195.38	5714.92
10	3016.48	4309.26	4740.19
9	2589.74	3699.63	4069.59
8	2292.55	3275.07	3602.58
7	2136.62	3052.32	3357.55
6	2012.54	2875.05	3162.56
5*	1934.40	2697.80	2967.58

Retail (based on a 38-hour work week)

TW grade	Monthly salary excl. 8% holiday allowance		
	70%	100%	110%
12	3331,17	4758,81	5234,69
11	3041.98	4345.68	4780.25
10	2467.05	3524.35	3876.79
9	2192.32	3131.88	3445.07
8	2022.42	2889.17	3178.09
7*	1934.40	2634.89	2898.38
6*	1934.40	2143.09	2357.40

*Statutory minimum wage:	01/07/2023	not yet known
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* The employee's monthly salary is not lower than the statutory minimum wage and the monthly salary in the table will be adjusted if it changes.

Transitional arrangement for Ziggo employees salary scales (up until 1 January 2023)

The salary tables with Ziggo salary scales as shown below apply to the employees of Ziggo (already employed on 30 June 2019), classified into the Ziggo salary scales 1 through 12 (up until 1 January 2023).

The provisions apply as long as and to the extent that you are working in your current position. In the event of a voluntary transfer to another, higher-ranked position, you will be placed in the job cluster and salary scale belonging to your new position as of the effective date of the appointment. This transitional arrangement will lapse at that time. An exception is the situation in which you take the next step on the career ladder within the same position, as 'junior – medior – senior'.

The Ziggo salary scales 1 through 12 are indexed in accordance with the collective salary increases.

Transitional arrangement for Ziggo employees salary scales (starting on 1 January 2023)

As of 1 January 2023, the Ziggo scales will lapse and they will be replaced by a personal guarantee.

If you are a former Ziggo employee who is still classified in a Ziggo scale on 31 December 2022, then the TW grade corresponding to your position will apply starting on 1 January 2023. As of that date, you will receive a personal salary guarantee regarding both the standard salary (100%) and the progressive salary (110%) in your Ziggo scale that applied as at 31 December 2022, increased by the collective salary increase of 2% to be implemented starting on 1 January 2023 (see section 28). This guarantee will continue to apply until you have been classified in a TW scale that offers a better perspective than the progressive salary in your Ziggo scale that applied as at 31 December 2022. The personal guarantee will be increased by future CLA increases, so that guarantee will retain its value.

Ziggo salary table starting on 1 January 2022 up until 31 December 2022

	70%	100%	110%
12	4,907.83	7,011.19	7,712.31
11	4,282.02	6,117.17	6,728.89
10	3,758.55	5,369.36	5,906.30
9	3,310.39	4,729.13	5,202.04
8	2,941.19	4,201.70	4,621.87
7	2,628.28	3,754.69	4,130.16
6	2,342.42	3,346.32	3,680.95
5	2,145.76	3,065.37	3,371.91
4	1,978.34	2,826.20	3,108.82
3	1,849.67	2,642.38	2,906.62
2*	1,741.47	2,487.81	2,736.59
1*	1,701.00	2,359.34	2,595.27

* The employee's monthly salary is not lower than the statutory minimum wage and the monthly salary in the table will be adjusted if it changes.

My income

28. CLA INCREASE

During the term of this CLA, you will receive two collective salary increases.

Target group

This rule applies to every employee.

Salary increase

Starting on 1 January 2023, your salary will be increased by 2% plus a nominal amount of EUR 75 per month (based on full-time employment). This collective increase will amount to at least EUR 135 gross per month (based on full-time employment).

Starting on 1 July 2023, your salary will be increased by 3%.

The salary scales in the CLA will be adjusted as follows:

- All salary scales in the CLA will be increased by 2%, applicable for the first time from 1 January 2023.
- All salary scales will then be subsequently increased by 3% as from 1 July 2023.

These increases will also be applied to any personal salary guarantee (standard salary and progressive salary) you have received.

The salary tables can be found in section 27.

One-off payment

If you were employed on 1 November 2022, you will receive a one-off net payment of EUR 500 in December 2022. This one-off payment will be multiplied by any part-time factor applicable on 1 November 2022.

If you were employed on 1 January 2023, you will receive a one-off net payment of EUR 500 in January 2023. This one-off payment will be multiplied by any part-time factor applicable on 1 January 2023.

Allowances and remunerations

A number of allowances and remunerations will be increased during the term of this CLA:

- by 2% starting on 1 January 2023,
- by 3% starting on 1 July 2023.

The allowances and remunerations eligible for this increase are:

- the on-call allowance
- the harmonisation allowance
- the pension contribution
- the stand-in allowance

My income

29. INDIVIDUAL SALARY GROWTH

Your annual individual salary increase depends on your Relative Salary Position (RSP)¹. Each year, the salary is increased as per 1 January by a nominal amount depending on a percentage of the standard salary in the TW scale that applies to you. Your salary will grow within your position and salary scale until the progressive salary of 110% is achieved.

Target group

This applies to all employees, with the exception of employees that work for Vodafone Group. A separate scheme of Vodafone Group applies to this group, which can be found on the VodafoneZiggo intranet.

Individual salary increase

The individual salary increase as of 1 January depends on your Relative Salary Position (RSP) on 31 December of the previous year. The salary will grow within the position and salary scale until the progressive salary of 110% is achieved. An RSP of 110% is the maximum. In addition, the collective salary increase in its current form will continue to apply. The individual salary increase is comprised of a nominal amount that is based on a percentage of the standard salary (100%) in the TW salary scale that applies to your position.

1. With an RSP lower than 100%, the percentage of your individual salary growth is 2% of the standard salary 2%.
2. With an RSP of 100% or more, the percentage of your individual salary growth is 0.5% of the standard salary.

An interim salary increase may also be awarded discretionarily on an individual basis up to a maximum of 110% of the salary scale for your position.

Relative Salary Position (RSP)

The RSP is calculated by dividing your current salary by the standard salary (100%) in the TW scale that applies to your position. If you have a personal salary guarantee, then the RSP will be calculated on the basis of the standard salary (100%) of that guarantee.

Deviating situations

In any event, the following applies:

- If you entered employment in the last quarter of the current calendar year (i.e. on 1 October or later), your salary will not be increased as of 1 January of the next calendar year.
- If you entered employment in the course of a calendar year, your individual salary increase for that year will be calculated pro rata.

My income

30. SALARY GROWTH IN THE EVENT OF PROMOTION AND HORIZONTAL TRANSFER

Your salary can also grow as a result of a promotion. A promotion is considered a promotion if you are appointed to another position with a higher TW grade after you have applied for an in-house job on your own initiative. Your salary will be increased, unless you have a personal guaranteed salary that is higher than the standard salary for your new position.

Target group

This applies to all employees.

Description

In the event of a promotion, your current salary is immediately increased by 6% of the standard salary of the new salary scale. You are also entitled to an increase in promotion if you are appointed to the same position at a medior or senior level with a higher TW grade after you have applied for a job.

The new salary amounts to at least 70% and no more than 110% of the new standard salary. This means that the new salary, after the promotion increase, will be increased to the minimum salary or will be capped at the progressive salary. If you are promoted to a position that differs by more than two TW grades from your previous position, your salary increase of 6% will be determined on the basis of the standard salary of two salary scales higher.

If a higher on-target bonus percentage applies to the new salary scale, it will be applied as from the date of promotion. This also applies if you have a personal guaranteed salary. If a lower on-target bonus percentage applies, this percentage will be applied as from the new calendar year. As from the date of promotion, the bonus targets associated with the new position will apply.

Salary growth in the event of horizontal transfer

Your salary can also increase in the event of a horizontal reassignment within the organization. If you are horizontally reassigned to another position with the same TW grade, after you have applied for an in-house job on your own initiative, you will be eligible for a salary increase of 2% of the standard salary of the salary scale for the new position.

The new salary will amount to no more than 110% of the standard salary. This means that after the increase the new salary will be capped at the amount of the progressive salary.

If a higher on-target bonus percentage applies to the new position, it will be applied from the date of appointment. If a lower on-target bonus percentage applies, this percentage will be applied as from the new calendar year. As from the date of appointment, the bonus targets associated with the new position will apply.

My income

PLACEMENT IN A LOWER-RATED POSITION

There are various reasons why you might be assigned to a lower position in a lower salary scale. If you are reassigned to a lower position as a result of a reorganization, the Redundancy Scheme applies.

Target group

This applies to all employees.

Description

If you are employed and are appointed to a lower job level in a lower salary scale after you have applied for a job on your own initiative, you will be placed in the salary scale that belongs to the lower position. Your current salary will be immediately reduced by 6% of the standard salary in the lower salary scale.

If your new position differs by two or more TW grades from your previous position and your salary is more than 110% of the new standard salary after reduction, then your salary will be reduced in two steps, of six months each, to this 110%:

1. six months after the commencement date of your new position, the new salary will be reduced by 50% of the difference between your salary and the progressive salary of the new scale.
2. twelve months after the commencement date of your new position, your new salary will be lowered to the level of the progressive salary of the new scale.

If a higher on-target bonus percentage applies to the new position, it will be applied from the date of appointment. If a lower on-target bonus percentage applies, this percentage will be applied as from the new calendar year. As from the date of appointment, the bonus targets associated with the new position will apply.

If you are 58 years of age or older and are placed in a lower position with an equal number of working hours per week after you have applied for an in-house job on your own initiative, you can request VodafoneZiggo to continue your pension accrual on the basis of the pensionable income of your former position. VodafoneZiggo will comply with this request.

My income

32. SALARY SUPPLEMENTS

Target group

This applies to all employees.

Stand-in allowance

Standing-in means that you completely substitute for a colleague in a higher-ranked position (up to two TW grades higher) on a temporary basis when asked to do so by your manager. You will receive a stand-in allowance for this.

The stand-in allowance applies if the following conditions are met:

- standing-in fully means that you assume all the responsibilities associated to this position, unless otherwise agreed with you.
- the standing-in is temporary and takes place for a period of at least one month and a maximum of twelve months;
- the standing-in takes place at the instruction of the direct manager of the jobholder whose position is stood in for; the stand-in allowance will be applied for and approved in advance.

The stand-in allowance is equal to 6% of the standard salary of the next higher scale and is paid monthly as a gross amount in proportion to your contract hours. The stand-in allowance is not pensionable and does not constitute part of the base for calculating the Benefit Budget or the bonus payment. The stand-in allowance is increased if a collective salary increase is agreed in the CLA. You will keep your current on-target bonus percentage. The stand-in allowance will lapse as soon as the standing-in ends.

Labour market allowance

Based on the labour market situation, you may receive a supplementary labour market allowance on top of your salary. This could be done, for instance, to attract or retain someone for a vacancy that is difficult to fill. The labour market allowance is awarded incidentally and therefore no rights can be derived from it.

The labour market allowance is temporary and is granted for a maximum period of 12 months. Before the end of this period, your manager will assess, in consultation with HR, whether the allowance is still necessary for a subsequent period of twelve months.

The labour market allowance is a fixed amount that depends on your working hours and is paid out monthly. The labour market allowance is not increased when a collective salary increase is agreed in the CLA. The labour market allowance is pensionable and affects the calculation of other wage components.

My income

33. VARIABLE REMUNERATION

VodafoneZiggo wants to encourage and reward you for your direct contribution to the results of VodafoneZiggo and, by doing so, increase your personal involvement. That is why you are entitled to a variable remuneration in addition to the fixed gross salary. The amount of this remuneration depends on the results achieved at the company level, at the team level and/or at the personal level.

A number of subjects are important for determining the variable remuneration. These subjects can be found in the table below, indicating where they are described in more detail.

Subject:	Described in:
Amount of the on-target variable remuneration	CLA
Individual performance factor and calculation of the <u>variable remuneration</u> payment	CLA
Type of targets variable remuneration per job cluster	company regulations
Upper and lower limits	company regulations
Special circumstances	company regulations

Target group

This applies to all employees, with the exception of employees that work for Vodafone Group. A separate scheme of Vodafone Group applies to this group, which can be found on the VodafoneZiggo intranet.

Amount of the variable remuneration

The percentage of variable remuneration is determined per job cluster in the salary scales. This is the percentage of variable remuneration, calculated on the base, that is paid if the targets set are achieved. The percentage of variable remuneration per job cluster and salary scale is shown below.

Salary scale	Office/ Technology	Sales	Customer Services	Retail
4	8%			
5	8%	15%	6%	6%
6	8%	15%	6%	10%
7	8%	15%	6%	10%
8	8%	15%	6%	12%
9	8%	20%	8%	15%
10	8%	20%	8%	15%
11	10%	20%	8%	15%
12	10%	25%		15%

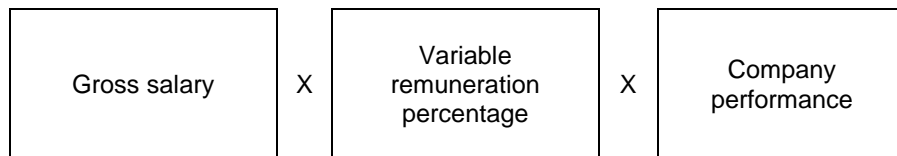
Variable remuneration based on company objectives

Every year (before 1 April), VodafoneZiggo will inform you and the Works Council about the achievement of the company objectives for the previous year and the objective(s) for the calendar year in question. The company objectives may be financial objectives, but also objectives relating to production, logistics, commerce, personnel, or research and development, for example.

Amount of the payment based on company objectives

The payment of the variable remuneration based on company objectives is calculated on the basis of the sum of the gross salary earned including holiday allowance in the relevant year, the percentage of variable remuneration as laid down in the salary scale, the realization of company targets set by VodafoneZiggo, and the individual performance factor.

The bonus payment is calculated as follows:

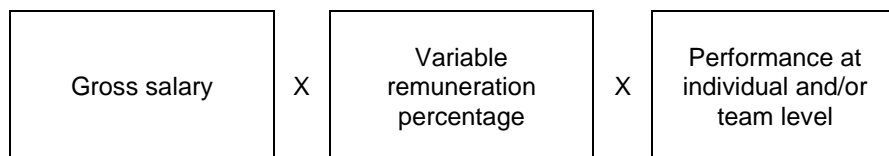


You are entitled to the payment determined if you were employed by VodafoneZiggo on 31 December of the year in question. Moreover, you are only eligible for payment if you joined the company on or before 1 December of the year in question. Further details on the implementation of the variable remuneration can be found in the company regulations.

Amount of the payment based on individual and/or team objectives

The variable remuneration based on objectives at the individual and/or team level will be paid every month, quarter or six months. The payment is calculated on the basis of the sum of the gross salary earned including holiday allowance in the relevant period, the percentage of variable remuneration as laid down in the salary scale, the realisation of the team and/or personal objectives as set by the management.

The bonus payment is calculated as follows:



Pension accrual

The variable remuneration is taken into account in determining the pensionable salary.

Transitional arrangement for Ziggo employees

Are you a former Ziggo employee who still had a Ziggo scale on 1 January 2022? Then the on-target percentages will continue to apply according to the bonus group you are part of, as shown in the table below. The underlying targets and the moments of payment are determined on the basis of the job cluster that you are part of.

The amount of the variable remuneration includes the Profit-Related Bonus. The on-target variable remuneration is the percentage of variable remuneration, calculated on the base, that is paid if the targets set are achieved.

In the event of a promotion to a position in a higher TW scale, and starting on the effective date of your appointment, you will be entitled to the on-target bonus percentage that this section of the CLA indicates corresponds to that TW scale. This transitional arrangement will lapse at that time.

Description of bonus groups and amount of on-target variable remuneration

Bonus group	Description	On-target variable remuneration
Employee	All employees except those categorised in the Management, Sales employee and Sales Manager bonus groups.	5,09%
Management	Executive positions that, in hierarchical and operational terms, bear final responsibility and have a measurable influence on company-critical KPIs.	9,26%

Sales employee	Employee who make a direct contribution to sales activities and for whom sales and customer retention is a measurable objective	11,11%
Sales manager	Employees who are primarily responsible for sales activities and for whom generating sales and maintaining turnover are the most important objectives	18,52%

The bonus is calculated on the basis of the (gross) salary earned including holiday allowance in the relevant bonus period, the percentage of variable remuneration and the realisation as determined by VodafoneZiggo.

Further details on the implementation of the variable remuneration can be found in the company regulations.

Do you participate in the ABP or PNO Media Pension Scheme? If so, the variable remuneration counts towards the pension accrual of 3.0% of the salary if the results correspond exactly to the set company objectives. The actual percentage of variable remuneration that is included in the pension accrual may be higher or lower, depending on the extent to which the company objectives have been achieved.

My income

34. BENEFIT BUDGET

The Benefits Budget is a gross amount that you receive every month in addition to your gross salary. The Benefit Budget gives you the opportunity to give substance to your employment conditions according to your own needs. You decide for yourself what you want to spend the Benefit Budget on. You can also choose to have the Benefit Budget paid out in full or in part on a monthly basis. You can use it to buy products in the Benefit Shop or you can reserve an amount for use or payment at a later time.

Target group

This applies to all employees.

Description

This CLA offers you the discretion and opportunity to determine the substance of your employment conditions yourself. The Benefit Budget gives you the necessary financial leeway for this. For example, you can decide for yourself how many hours of leave you want.

The framework for the options are laid down in the CLA and are further elaborated in the company regulations and the regulations of the Benefit Shop.

The Benefit Budget offers you:

- more *freedom of choice*: you receive a monthly allowance, the destination of which you decide for yourself
- more *moments of choice*: you can make monthly adjustments to your own employment conditions package
- more *options*: you can choose from a wide range of products that provide tax benefits in a number of cases

You can spend your Benefits Budget on products including the following:

- additional hours of leave (to be taken immediately, for example to be used during parental leave, or for a shorter work week in a certain period)
- additional pension
- tax-friendly exchange of study expenses
- trade union dues

You may also opt to reserve your Benefit Budget.

If you choose to reserve the Benefit Budget (which may be useful if you want to make a larger expenditure at a later time), then you choose the moment of payment/withdrawal yourself. One exception: in the month of December, the outstanding amount will be paid out to you automatically.

If you do not choose to spend the Benefit Budget on one of the available products, the amount will be paid out to you on a monthly basis, after deduction of income tax and national insurance contributions and premiums.

Implementation

The Benefit Budget is a gross amount available to you on a monthly basis. This is a fixed percentage of 14.95% of your salary, including an 8% holiday allowance. The Benefit Budget automatically grows with your salary.

Sustainable employability

Sustainable employability is a broad concept. For some, the focus is on the work-life balance; for others, it is on personal growth and development. Moreover, this can change per person over time. By means of the Benefit Budget, the employer enables you to interpret personal sustainable employability as you see fit.

Pension accrual and social security

The Benefit Budget is not part of the pensionable income. You only accrue pension on the holiday allowance. If you accrue pension with ABP and PNO Media, the "premium release pension contribution" (0.75% of the Benefit Budget) is also pensionable.

If you have the Benefit Budget paid out immediately or at a later time, you will pay income tax and national insurance contributions and premiums on its gross value. This means that the Budget will also be part then

of the income that any social insurance benefit will be based on (such as unemployment benefit and benefit under the Work and Income (Capacity for Work) Act).

Ziggo minimum holiday allowance

- The minimum holiday allowance applies to former Ziggo employees who were already employed on 30 June 2019. The minimum amount for an employment contract for a 40-hour week is EUR 207.82 per month (salary level as at 1 October 2021)

The minimum holiday allowance will be discontinued with effect from 1 January 2023.

Was your salary on 31 December 2022 lower than EUR 2,597.75 gross based on a 40-hour work week? If so, you will receive a one-off gross amount in compensation for the discontinuation. The amount of this compensation will be based on the future income lost as a result of the discontinuation and will vary from person to person.

My health

35. CONTINUED PAYMENT OF WAGES DURING ILLNESS

If you are ill and therefore unable to work, your salary will continue to be paid, in full or in part, during the first two years of illness. This also applies to some allowances and benefits. The definition of the base for continued payment of wages (see definitions) explains which allowances and benefits this includes.

Target group

This applies to all employees.

Description

If you are ill for a prolonged period of time and are therefore unable to work, the continued payment of wages will be gradually reduced:

- 0-6 months: you will be paid 100% of the base;
- 7-12 months: you will be paid 90%;
- 13-18 months: you will be paid 80%;
- 19-24 months: you will be paid 75%.

If you work partially, the hours you work will be paid 100%, even after the first six months. The same applies to the following hours:

- The hours you work in the context of rehabilitation;
- The hours you work in the context of occupational therapy.

If your illness is the result of a workplace accident, which VodafoneZiggo is liable for on the basis of Article 7:658 of the Dutch Civil Code, you will be paid 100% of the base salary for two years.

The pension accrual during the first two years of illness is regulated in the pension regulations.

The continued payment of wages during these two years ends upon:

- the termination of the employment contract.
- reaching the state pension age.
- Death

In principle, your right to continued payment of wages ends at the end of the aforementioned period of two years of illness, even if your employment contract has not yet been formally terminated at that time. Supplements over and above the statutory minimum to your salary payment in case of illness (the portion exceeding 70% of your salary) ends after two years in any event.

If after two years you are over 35% incapacitated for work, you may qualify for benefits under the Return to Work (Partially Disabled Persons) Regulations or Fully Disabled Persons Income Scheme. These regulations are implemented by the UWV. You will be informed about the follow-up in good time.

Prevention, counselling and rehabilitation

The employer spends a lot of time and attention to prevention, good working conditions, absence counselling and rehabilitation.

In the event of incapacity for work, you and the employer will work together on a rehabilitation process with the support of the company physician. You also have an individual responsibility in this regard. Your manager will work with you to see if you can do (other) work that is suitable for you, either internally or externally. You are obliged to accept suitable work,

Second opinion/expert opinion

If there is a difference of opinion between you and your employer about:

- your incapacity for work
- whether or not work is suitable
- whether sufficient rehabilitation efforts are being made on both sides

then you can request an expert opinion from the UWV. The costs of the expert opinion will be borne by VodafoneZiggo. If you doubt the accuracy of your company physician's advice, you can ask him/her for a second opinion from another company physician.

Rules of conduct and procedures in the event of absenteeism

In the Absenteeism Regulations, you will find information about the rules and procedures for reporting ill. During your incapacity for work, you must comply with a number of rules in force within our company. Failure to do so will result in appropriate measures, including the cessation of any continued payment of wages. In extreme cases this may result in dismissal. The rules of conduct have been elaborated in the absenteeism regulations.

My health

36. DISMISSAL PROCEDURE IN EVENT OF INCAPACITY FOR WORK

If you have been ill continuously for two years, as a result of which you are no longer able to perform your duties and there is no prospect of recovery, VodafoneZiggo can terminate your employment contract. VodafoneZiggo must, however, comply with the law and the procedure laid down in this section.

Target group

This applies to all employees.

Description

If you have been ill continuously for two years and are unable to perform your own job, VodafoneZiggo will following the dismissal procedure below (see also section 37):

1. VodafoneZiggo informs you in writing that it will initiate the procedure for dismissal on the grounds of incapacity for work due to illness. VodafoneZiggo will not do this until after you have been ill for an uninterrupted period of 18 months. Periods of illness that succeed each other within a period of four weeks are added together.
2. VodafoneZiggo submits an application to the UWV to be allowed to terminate your employment contract. During this procedure, VodafoneZiggo will have to make a plausible case:
 - a. that two years after the onset of the illness and consequent to that illness you can no longer meet the job requirements;
 - b. that it cannot reasonably be expected that you will recover from your illness within a period of 30 months after the onset of the disease;
 - c. that there are no realistic possibilities for you to be redeployed at VodafoneZiggo. To do this, it must be demonstrated that VodafoneZiggo has looked for suitable work for you and has taken into account the opinion of the UWV with regard to the plans and reports prescribed, by law or otherwise.
3. The UWV will render a decision on the application. If the dismissal permit is granted, VodafoneZiggo will terminate your contract with due observance of the applicable notice period. The dismissal can only take effect after you have been ill for an interrupted period of two years. Periods of illness that succeed each other within a period of four weeks are added together.

My health

37. LESS THAN 35% INCAPACITATED FOR WORK

If you remain less than 35% incapacitated for work after two years, a number of specific agreements apply to you.

Target group

This applies to all employees.

Description

If, after two years of illness, you are less than 35% incapacitated for work,

1. you will remain employed, unless:
 - A. Your work and workplace cannot be adapted in such a way that you can continue to perform your work properly, and
 - B. There are no possibilities for you to be redeployed at VodafoneZiggo at that time and no such possibilities can be reasonably expected to come up in the foreseeable future either.In this situation, VodafoneZiggo will follow the dismissal procedure in the event of incapacity for work (section 36).
2. If you continue to be employed and you are appointed to an adjusted position, the salary will be adjusted. If the salary associated with the new/adjusted position is lower than the salary associated with your original position, you are entitled to a supplement of 70% of the difference between your last-earned salary and the new salary (associated with your new position). The difference is calculated on the basis of the base for continued payment of salary in the event of illness.
3. If, in this new situation, there is a loss of hours and you would receive an unemployment benefit for this, then this unemployment benefit will be deducted from the supplement referred to under 2. From time to time, VodafoneZiggo may ask you to submit evidence with regard to the amount of the unemployment benefit received.

Termination of the employment contract

If the employment contract is terminated (see point 1 at Description), you will be entitled to a supplement in the following situations:

- If you are reassigned to a suitable position with another employer, and the salary you earn there is lower than the salary corresponding to your original position, you will receive a supplement of up to 90% of the base for the continued payment of wages during illness. The duration of this supplement is equal to a period for which you would have received unemployment benefit if you had become unemployed (maximum 38 months).
- If you become wholly or partially unemployed, you will receive a supplement of up to 70% of the base for continued payment of wages in the event of illness. The duration of this supplement is equal to the period for which you receive unemployment benefit (maximum 38 months).

My health

38. CONTINUED PAYMENT OF WAGES IN THE EVENT OF A WORKPLACE ACCIDENT

If you have become incapacitated for work as a result of a workplace accident, specific rules apply to you.

Target group

This applies to all employees.

Description

If you have become incapacitated for work as a result of a workplace accident, you are entitled, for two years, to continued payment of 100% of the base for continued salary payment during your illness.

If a workplace accident has rendered you *fully and permanently* incapacitated for work, your employment contract will end after two years (see section 36) and you can apply for benefits under the Fully Disabled Persons Income Scheme. In addition, you will receive a supplement to your benefit of up to 90% of the base for continued salary payment during your illness.

If a workplace accident has rendered you *partially (more than 35%) incapacitated for work*, you can apply for benefits under the Return to Work (Partially Disabled Persons) Regulations after two years. In addition, you will receive a supplement to your income. The amount of the supplement depends on your residual earning capacity (what you can still earn). In this respect, three situations are distinguished:

1. *During the wage-related benefit* (a maximum of 38 months), your income (benefit and salary you earn) will be supplemented up to 90% of the base for continued salary payment. The condition is that you make full use of your residual earning capacity. If you do this only partially, you will receive a supplement up to 80% of the base for continued salary payment.
2. *During the pay-supplementary benefits (until state pension age)*, your income (benefits and salary you earn) will be supplemented up to 90% of the base for continued salary payment. The condition is that you make full use of your residual earning capacity.
3. *During the follow-up benefit*, you will receive a supplement to 75% of the base for continued salary payment for a maximum of ten years. **[no condition?]**

Workplace accident and less than 35% incapacitated for work

1. If you retain 65% of your capacity to work following a workplace accident, you will receive a supplement to your new salary (associated with your new position) up to 90% of the base for continued payment based on your last-earned salary.
2. This supplement to your salary ends at the time your employment contract is terminated (see also section 37).
3. However, any unemployment benefits that you may receive in the event of a loss of hours will be deducted from this supplement as referred to at point 2.

Workplace accidents and arrangements

If, a result of a workplace accident, you need to incur costs for medical treatment or care that are for your account, VodafoneZiggo will reimburse these costs if, in its opinion, these costs are necessary.

My health

39. INSURANCE IN THE EVENT OF INCAPACITY FOR WORK

VodafoneZiggo has taken out collective invalidity insurance for you, which means that your income will be supplemented in the event of benefits under the Return to Work (Partially Disabled Persons) Regulations. The premium for these insurances is paid by your employer.

Target group

This applies to all employees.

- For the employees of Vodafone and new employees, the shortfall insurance supplementary to the Return to Work (Partially Disabled Persons) Regulations (“WGA shortfall insurance”) has applied since 1 October 2019. The additional income insurance supplementary to benefit paid under the Work and Income (Capacity for Work) Act has applied since 1 July 2019.
- Different arrangements apply to Ziggo employees. These will be explained near the end of this section.

Description WGA shortfall insurance

If you are partially incapacitated for work after 104 weeks, you can apply for benefits under the Return to Work (Partially Disabled Persons) Regulations (“WGA benefit”). WGA stands for *Werkhervatting Gedeeltelijk Arbeidsgeschiktheid*, which means return to work in the event of partial incapacity for work. If the wage-related benefits under the Return to Work (Partially Disabled Persons) Regulations has expired and you have not found other (suitable) employment yet, your income may drop drastically. It is against this risk that your employer has taken out a collective WGA shortfall insurance. This insurance provides a supplement to your WGA benefit, so that your income is supplemented to at least 70% of the pensionable income and up to the income assessable for social insurance.

Description of the additional income insurance supplementary to benefit paid under the Work and Income (Capacity for Work) Act

The additional income insurance supplementary to benefit paid under the Work and Income (Capacity for Work) Act (“WIA top-up insurance”) provides benefits in the event of incapacity for work, if you receive benefits under the Work and Income (Capacity for Work) Act and are 35% or more incapacitated for work. WIA stands for *wet Werk en Inkomen naar Arbeidsvermogen*, which means Work and Income (Capacity for Work) Act. This benefit concerns the part of the pensionable income that exceeds the statutory maximum income assessable for social insurance and lasts up to state pension age.

In the event of full incapacity for work, the payment of the incapacity for work pension amounts to 70% of that part of your pensionable income that exceeds the maximum income assessable for social insurance. This percentage is lower in the case of partial incapacity for work.

More information about the conditions of these supplementary insurances can be found on the VodafoneZiggo Intranet. The policy conditions of the insurance are decisive.

Invalidity insurance for Ziggo employees

The pension scheme of Stichting Pensioenfonds ABP applies to Ziggo employees. Detailed information about the ABP ArbeidsongeschiktheidsPensioen can be found on the website of the ABP (www.ABP.nl).

The pension scheme of PNO Media applies to former employees of Casema. Detailed information about the invalidity pension of PNO Media can be found on the website of PNO Media (www.PNOMedia.nl).

For Ziggo employees, VodafoneZiggo has taken out a supplementary collective invalidity insurance with Loyalis, which supplements the income in the event of partial incapacity for work. More information about this can be found on the Intranet.

My health

40. DEATH BENEFIT

If you die during your employment, your surviving relatives are entitled to an extra benefit, in addition to the statutory death benefit.

Target group

This applies to all employees.

Description

Your surviving relatives are entitled to a death benefit under the Dutch Civil Code. The law stipulates who qualify as your next of kin.

The salary for the month in which the death occurred will continue to be paid. In addition, your surviving relatives will receive death benefits in an amount that is equal to three months' salary.

In the event of death, the variable remuneration is set at 100% target realisation over the period until the death and will be paid in the month after the death. Any variable remuneration already paid over the calendar year will be deducted from this.

Any death benefits based on social insurances will not be set off.

My career

41. DEVELOPMENT AND EMPLOYABILITY

Education, training and development are the responsibility of both you and the employer. VodafoneZiggo attaches great importance to education, training and development. It has been agreed with the trade unions that each year VodafoneZiggo will invest 1% of the total fiscal wage in employability. The concept Progress for You was developed for this purpose: a platform with a wide variety of training courses that can be followed on-line or in a classical setting. Courses and training programmes within the context of employability are included in this range.

VodafoneZiggo will provide the trade unions with annual insight into the investments made by the company in terms of nature, size and number of employees with regard to employability. VodafoneZiggo will coordinate the training policy and the budget for training aimed at jobs and career opportunities with the Works Council.

Target group

This applies to all employees.

Description

By employability we mean your ability to obtain and retain work in a working environment that constantly imposes different requirements on your qualities, knowledge, skills and attitude. This means that you must continue to have the competencies, motivation and agility to remain employable now and in the future. You yourself are primarily responsible for the development that you need in order to remain employable in the labour market in the long term.

In order to promote your knowledge and skills, decisiveness and flexibility, VodafoneZiggo considers it important to invest in your training and employability. VodafoneZiggo supports this with, among other things, the following instruments:

- In the annual GROW cycle, you and your manager devote attention to your development as well as your current and future employability. Wishes and possibilities are matched to each other. Agreements on development and training are recorded.
- You have the right to apply for an employability scan once every two years. In an employability scan, we look at the current and desired future career situation, both internally and externally, together with you. Depending on the outcome, further development agreements will be made between you and your manager.
- Once every five years, you can have your competencies and skills tested by a recognised APL company.
- If you and your manager cannot agree on the desired development and/or training, you and your HR Business Partner need to make this a topic of discussion.
- VodafoneZiggo offers you and your manager insight into the tools that can be used to promote employability and to support the development interview.
- If there are any vacancies within the company, VodafoneZiggo will first make these available for two weeks to employees who are already employed. In special cases, a vacancy can be posted both internally and externally at the same time in consultation with the Works Council.

More information on development and employability can be found in the company regulations.

Traineeships

VodafoneZiggo endorses the importance of traineeships both for new entrants to the labour market and for its own employees. VodafoneZiggo will therefore provide traineeships and accompanying counselling. Each year, VodafoneZiggo will reserve at least 1% of all full-time equivalents for the number of traineeships. The trainee receives an allowance of at least €300 per month, or pro rata if the trainee works less than 32 hours.

Training & Development fund

As indicated above, the Progress for You concept was developed for the training and development of VodafoneZiggo's employees. Originally, VodafoneZiggo contributed to that objective by means of a Training and Development fund. Because the Progress for You platform is already in use, the Training & Development fund is no longer needed to keep it operational. The employer has stopped financing the Training & Development fund for that reason. The amount remaining in the fund can still be used for activities still to be determined, until the Training & Development fund is empty.

My career

42. REORGANIZATIONS

If the consequences of a proposed reorganization or merger cannot be accommodated by the existing employment conditions package, VodafoneZiggo will inform the trade unions in good time, with due observance of the statutory provisions. A formal opinion will also be requested from the Works Council in good time if such is required under the Dutch Works Council Act. In the event of a reorganization or merger, VodafoneZiggo will make every effort to inform you in full and in a timely manner. This also applies if you are absent for a prolonged period of time due to leave or illness.

Description

In the event of a reorganization or merger, the employer and the trade unions will, if necessary, agree on a redundancy scheme. This scheme will contain concrete agreements on measures that can contribute to solving the company-specific problems, related to employment or otherwise.

If, in the event of a reorganization or closure of a company (or business unit), a large number of jobs are lost simultaneously, the employer and the trade unions may agree to deviate from this CLA.

Merger

If VodafoneZiggo is considering a merger as referred to in the SER Merger Code 2015, VodafoneZiggo will adhere to the rules of conduct as referred to in section 3 of the Merger Code, so that the opinion of the trade unions may have a significant influence on whether or not the merger is carried out. VodafoneZiggo will inform the trade unions, the Works Council and employees of the proposed measures as soon as possible in view of any confidentiality to be observed.

Redundancy Scheme

When agreeing on a new redundancy scheme, VodafoneZiggo and the trade unions shall observe the following principles, among others:

- the purpose of a redundancy scheme is to resolve employment problems resulting from a reorganization, reduction of activities or closure of a company in a socially responsible manner within a period stipulated in the redundancy scheme;
- VodafoneZiggo will make every effort to provide job-to-job counselling to redundant employees, both within the company and to other companies;
- as an employee, you must cooperate in the search for reasonable solutions. In the absence of such cooperation, discharge may be granted without entitlement to unemployment benefit in excess of the statutory minimum or any other provision intended for this purpose;
- a redundancy scheme contains clear time frames;
- a redundancy scheme is designated by the parties as a collective labour agreement within the meaning of the Dutch Collective Agreements Act (*Wet op de cao*).

In a redundancy scheme, VodafoneZiggo and the trade unions can regulate all the issues that are necessary for the specific situation.

If a redundancy scheme is in place, a termination of employment based on the reorganization takes place in accordance with the provisions of the redundancy scheme. All other terminations, for example on the grounds of inadequate performance, dismissal with immediate effect or long-term incapacity for work, are subject to statutory provisions and agreements in this CLA.

My career

43. CORRECTION IN 3RD YEAR THAT THE EMPLOYEE IS ON UNEMPLOYMENT BENEFIT

When your employment ends and you subsequently qualify for the wage-related unemployment benefit, the duration of the benefit will be corrected in line with the unemployment benefit entitlements that applied until 1 January 2016. Then, following the termination of the unemployment benefit you receive from the UWV, you will receive benefits via VodafoneZiggo until the maximum period under the old law has been reached.

Target group

This applies to every employee whose employment contract has ended and is subsequently entitled to unemployment benefit via the UWV.

Description

On 1 January 2016, the Dutch Unemployment Insurance Act was amended, as a result of which the maximum duration of the unemployment benefit has been gradually reduced from 38 to 24 months and the accrual of the unemployment benefit entitlements has been slowed down. This regulation entails that the accrual, amount and duration of the unemployment benefit is supplemented to the accrual, amount and duration of the (statutory) unemployment benefit as it was on 31 December 2015. These amendments to the law are repaired by CLA.

This means you will continue to accrue 1 month of unemployment benefits per year of employment history. The maximum number of months you can accrue is still 38 in total. If the unemployment benefit is refused in full or in part by the UWV because you fail to meet your obligations to prevent or end unemployment, the repair will also lapse in full or in part.

The contribution (0.4% of the wage for the purposes of wage tax/national insurance contributions) for the repair is for the account of VodafoneZiggo during the term of this CLA.

My career

44. SUPPLEMENT TO UNEMPLOYMENT BENEFIT IN THE EVENT OF A REORGANIZATION

If your employment ends because your position becomes redundant as a result of a reorganization, merger or reduction of activities and you cannot be reassigned to another suitable position, you may be eligible for an unemployment benefit. In that case, you will be entitled to have VodafoneZiggo top up your unemployment benefit.

Target group

This applies exclusively to employees whose employment ends, either fully or in part, due to a reorganisation, and who has a right to a unemployment benefit immediately after their employment ends. This measure does not apply if the employment contract ends by operation of law, for example if the end of the fixed-term employment contract coincides with a reorganization or in the event of termination on the employee's initiative.

Description

General

If you are dismissed, the provisions of the Dutch Civil Code and the Dutch Unemployment Insurance Act apply to you. There are some exceptions and additional provisions, which are laid down in this CLA.

After the termination of your employment, you can apply for an unemployment benefit at the UWV. The UWV will inform you about the amount and duration of the statutory unemployment benefit. After the expiry of the period that applies to you, you may be entitled to an extended unemployment benefit on the basis of the repair referred to in section 43. The duration of the pay-related benefit and the extended unemployment benefit depends on your age and employment history. The total duration of the benefit may not exceed 38 months. The right to a supplement to the unemployment benefit applies both during the term of the statutory unemployment benefit and during the extended unemployment benefit, as referred to in section 43.

You are responsible for applying for your unemployment benefit (on time) and for continuing to meet the conditions that apply to the maintenance of this benefit. If at any time the UWV refuses to pay your statutory unemployment benefit in full or in part, this will have consequences for your right to a supplement on the basis of this section. This right will then be adjusted pro rata. From time to time, VodafoneZiggo may ask you to submit evidence with regard to the amount of the statutory unemployment benefit received.

If the unemployment benefit is refused in whole or in part by the UWV because you fail to meet your obligations to prevent or end unemployment, the supplement will also be stopped in full or in part, to the same extent as the sanction imposed by the UWV.

A) Supplement to the unemployment benefit

If you receive an (extended) pay-related unemployment benefit, you are entitled to a supplement. VodafoneZiggo will inform you in good time about the application procedure.

You will not be entitled to the supplement if you:

- decline a reasonable offer of suitable work;
- do not sufficiently cooperate in finding suitable work;
- have agreed with VodafoneZiggo in writing that you will not claim the supplement.

A redundancy scheme may have been agreed as part of the reorganization. This may also include provisions for the acceptance of suitable work. In that case, these provisions will apply as a starting point for the assessment of this regulation.

Surrender of the right to supplement

You can agree with VodafoneZiggo that the right to the supplement is commuted. In that case you will receive a lump sum. You agree that you no longer have any right to this regulation. In a redundancy scheme, agreements can also be made about this commutation.

Term of the supplement to the unemployment benefit

You will be entitled to a supplement for the duration of the (extended) unemployment benefit. The period in which you receive a supplement starts on the first day on which you are entitled to an unemployment benefit from the UWV. The period in which you receive a supplement ends on the original end date of the (extended) unemployment benefit, even in the event of a temporary interruption.

You entitled are in any case not entitled to the supplement if you are no longer entitled to an (extended) unemployment benefit.

Amount of the supplement to the unemployment benefit

During the first half of the (extended) unemployment benefit period, the (extended) unemployment benefits are supplemented to 90% of the base for continued payment based on your most recent salary. In the second half of this (extended) benefits period, the unemployment benefits are supplemented to 80%.

All income you have (such as salary, unemployment benefits and benefits for illness) is taken into account in the calculation of the supplement.

B) Supplement to sickness benefit

If you become incapacitated for work during the period in which you receive (statutory) unemployment benefits, you will receive benefits for illness from the UWV, provided that you meet the conditions. On the basis of this CLA, VodafoneZiggo will also supplement these benefits to the aforementioned percentages.

If you are incapacitated for work at the time your employment ends, or if you become incapacitated for work within four weeks after the end date of your employment, the benefits for illness will be supplemented to 100% for a maximum of 26 weeks and subsequently to 90% of the calculation basis for a maximum of 26 weeks, provided that you meet the conditions for benefits for illness.

A supplement of up to 100% is also provided if you become incapacitated for work as a result of your pregnancy, over the period up to the commencement of your pregnancy and maternity allowance.

All income that you have (such as salary) will be taken into account in the calculation of the amount of the supplement. From time to time, VodafoneZiggo may ask you to submit evidence of your income. The supplement will in any case end at the time the supplement to the unemployment benefit would also have ended.

C) Supplement to salary new employment contact

If you enter into a new employment contract during the period over which you receive (extended) unemployment benefits, your new salary may be lower than your most recent salary. In that event, your new salary will be supplemented to the amount of the basis based on your most recent salary.

If you start working fewer hours than you did with VodafoneZiggo when you became unemployed, the supplement will be provided for the number of hours you have worked. You must apply for the supplement within four weeks of your first working day. Payment will be made as soon as you have submitted all the necessary documents (employment contract, pay slip, unemployment documents). All income you have (such as salary, unemployment benefit and benefits for illness) is taken into account in the calculation of the supplement. The supplement will end at the moment that the supplement to the (extended) unemployment benefit would have ended.

Moving for a new employment contract

Sometimes a new employment contract requires you to move. If this situation occurs during the period over which you receive a supplement, you will be entitled to a moving allowance, subject to certain conditions.

The conditions to be eligible for a moving allowance are:

- on the date you enter into your new employer's employment you are still entitled to the supplement referred to in this section for at least three months;
- the new employment contract has been entered into for at least six months;
- your working time in your new position is at least 50% of the number of hours on which the supplement is based;
- the move is necessary to be able to enter the employment of the new employer, and;
- the move will take place no earlier than three months before and no later than twelve months after the start of your new employment.

The necessity of the move has sufficiently been demonstrated when your new employer demonstrably makes the move mandatory and the distance from your home address to the new location is shortened from more than 25 kilometres to 10 kilometres or less.

The moving allowance amounts to EUR 2,500 (tax-free). If you also receive compensation from your new employer, the amount will be reduced accordingly. You can apply for the moving allowance to VodafoneZiggo in writing, up to two months after the date of the move.

D) Supplement to unemployment benefits when you become unemployed again

If you entered into a new employment contract during the period over which you were entitled to a supplement to the unemployment benefit on the basis of this section, you may become unemployed again. If, in that case, your old unemployment benefit revives, then your right to the supplement will also revive subject to the conditions set out in this section. You are also entitled to the supplement if you are incapacitated for work on the day that your new employment contract ends.

The amount of the supplement is determined on the basis of the percentage (90% or 80%) to which you would have been entitled at that time if you had remained unemployed. All income you have (such as salary, unemployment benefits and benefits for illness) is taken into account in the calculation of the supplement.

My career

45. PENSION

You build up pension during your employment.

Target group

There are various pension schemes, depending on which target group you are part of:

- Target group 1: You are employed by VodafoneZiggo Employment BV (employed on or after 1 July 2019) or of Vodafone.
- Target group 2: You are employed by Ziggo.

VodafoneZiggo or Vodafone employee

For employees of VodafoneZiggo or Vodafone, administration of the pension scheme was assigned to Aegon Cappital BV as from 1 October 2019.

Ziggo employee

For Ziggo employees, the pension scheme that applied before 1 October 2019 continues to apply:

- The pension scheme of Stichting Pensioenfonds ABP applies to Ziggo employees. Detailed information about this pension scheme can be found on the website of the ABP (www.abp.nl).
- The PNO Media pension scheme 1 applies to Ziggo employees (previously Casema). Detailed information about this pension scheme can be found on the website of PNO Media (www.pnomedia.nl).

The exact terms and conditions of the pension schemes and/or insurance policies are included in the relevant pension regulations. This text always prevails over the summary in this section.

If you are younger than 21 years of age, VodafoneZiggo will register you for the corresponding insurance policies relating to the partner's and orphan's pension, but no pension contribution will be paid yet to build up the old-age and survivor's pension.

Description of pension scheme with Aegon Cappital as per 1 October 2019

The pension scheme applicable at VodafoneZiggo is a defined contribution scheme. This is a scheme in which a capital is built up until retirement age. You can use this capital to purchase a pension benefit on your retirement date. The amount of the pension depends on the return, the market interest rate and the life expectancy at the time of retirement. In addition to the old-age pension, your pension scheme also provides for partner's and orphan's pensions. The pension scheme is administered by a pension administrator. More information can be found on the intranet under *Mijn HR* (My HR)

Contribution calculation

VodafoneZiggo pays monthly contributions to your pension scheme. Both you and VodafoneZiggo contribute to these contributions. The amount of this contributions is based on a graduated scale published by the tax authorities. The contribution rate depends on your age and is calculated on the pensionable earnings.

Contribution scale

As a pension scheme participant, the following contribution scale applies. In addition to VodafoneZiggo's contributions, you owe a contribution of 3.5% of the (part-time or full-time) base for pension determined for you. The employee contribution is deducted from your gross salary: you do not pay any wage tax on this.

Age	Employer's contribution	Employee's contribution (mandatory)	Total contribution
21-24	5,30%	3,50%	8,80%
25-29	6,67%	3,50%	10,17%
30-34	8,39%	3,50%	11,89%
35-39	10,21%	3,50%	13,71%
40-44	12,50%	3,50%	16,00%
45-49	15,13%	3,50%	18,63%
50-54	18,21%	3,50%	21,71%
55-59	21,99%	3,50%	25,49%
60-64	26,79%	3,50%	30,29%
65-67	31,47%	3,50%	34,97%

Alternative contribution scale

If you belong to the target group and were employed on 30 September 2019, then you were given the choice of have the following alternative contribution scale apply to you. Characteristics of this contribution scale are that the employer's contribution in the alternative contribution scale is slightly lower than or equal to that in the above-mentioned contribution scale and that there is no mandatory employee's contribution for you as an employee.

Age	Employer's contribution	Employee's contribution	Total contribution
21-24	5,30%	0%	5,30%
25-29	6,40%	0%	6,40%
30-34	7,80%	0%	7,80%
35-39	9,50%	0%	9,50%
40-44	11,60%	0%	11,60%
45-49	14,20%	0%	14,20%
50-54	17,40%	0%	17,40%
55-59	21,50%	0%	21,50%
60-64	26,80%	0%	26,80%
65-67	31,50%	0%	31,50%

Pension Basis

The pensionable earnings equal the pensionable income minus the deductible and is established on a monthly basis.

Pensionable Income

The pensionable income consists of:

- the salary including 8% holiday allowance, and;
- if applicable, the continuous shift allowance and the labour market allowance.

The maximum pensionable income is the maximum amount on which gross pension may be accrued according to the tax laws. If this amount changes, the maximum pensionable income in the pension scheme will be changed as well. If your working hours are less than the full-time working hours, this maximum amount will be adjusted pro rata. The pensionable income never exceeds this maximum amount.

Franchise

The deductible is the part of the pensionable income on which no contribution is calculated and paid. You do not accrue any pension on this, because you receive an old-age pension as of your state pension age. The current statutory minimum deductible is included in the pension scheme. If the statutory minimum is changed, the deductible will also be changed accordingly in the pension scheme. If your working hours are less than the full-time working hours, this amount will be adjusted pro rata.

Pension contribution in the event of illness and incapacity for work

If you are incapacitated for work, then your pension accrual is continued as if you were not ill during the first two years of incapacity.

If you are partially incapacitated for work after 104 weeks, you may qualify for WIA benefits. VodafoneZiggo has taken out two incapacity for work insurance policies for that situation. More about this can be read in section 39.

In the event that your incapacitated for work and are entitled to WIA benefits, then the pension administrator will pay the contribution in part or in full at its expense. The part of the contribution for which the waiver of contributions is granted depends on the degree of incapacity for work. The waiver of contributions in the event of incapacity for work continues for as long as you receive a WIA benefit up to the pension-entitlement age, but no later than the retirement age.

Partner's and Orphan's Pension

In addition to pension benefits, the pension scheme provides for partner's and orphan's pension based on risk insurance policies that are taken out for you at VodafoneZiggo's expense. This in an insurance in the event that the employee dies before the pension date.

If you die during your employment and you have a partner and/or kids, they will receive benefits. You partner will receive this benefit until the moment he/she dies. Your children will receive the benefit until they are 18 (or 27 if they are studying or disabled).

The amount of the partner's and orphan's pension depends on the total number of achievable service years, the accrual percentage and the pensionable earnings. The exact formula is included in the pension rules. The surviving dependant's pension is insured on a risk basis.

The Surviving Dependants Act shortfall pension is an insurance that temporarily pays out to your partner if you die during your employment. The Surviving Dependants Act shortfall pension is a partner's pension and is paid out until:

- the state pension age of your partner, but not later than 68 years of age, or;
- your partner's date of death if he/she dies before his/her state pension age.

Arrangements for additional voluntary contributions

As an employee, you may pay additional contribution into the group pension scheme, voluntarily and at your own expense, via the Benefit Shop. The scope for this is determined by the pension administrator.

Pension contribution on leave

If you take paid leave, you and VodafoneZiggo will continue to pay pension contributions. The loss-of-income insurances for incapacity for work and death are continued at VodafoneZiggo's expense.

If you take your unpaid leave, the consequences for pension are described in section 26.

End of employment contract

If you leave VodafoneZiggo's employment before your retirement date, you will maintain the accrued pension capital. However, no new contributions will be paid as from the end date of your employment.

It is important that you know that the risk insurances as described in this section have been taken out for you as long as you are employed by VodafoneZiggo. This means that if you leave employment, your insurance covers for surviving dependant's pension and exemption from contribution payments in case of incapacity for work will lapse. However, you can use part of your pension capital to continue the insurance for partner's pension in the event of death before your retirement age.

Retirement Date

As soon as you reach the retirement date, you can purchase an old age pension and a partner's pension from your pension capital.

You may opt to retire up to five years before you reach the state pension age, or to postpone your retirement until up to five years after the first month in which you reach the state pension age. Incidentally, the employment contract ends by operation of law on the day you reach your state pension age.

If you opt for a part-time pension before you reach your state pension age, the employment contract ends for the part for which the part-time pension commences.

Other provisions

46. RULES OF CONDUCT

We aim to operate with honesty and integrity in accordance with the highest ethical and legal standards, respecting each other and the people we do business with. For this purpose, VodafoneZiggo has drawn up the VodafoneZiggo code of conduct. The failure to comply with this code of conduct and/or applicable legislation can have serious consequences for our company and the persons involved. If you do not observe the code of conduct, VodafoneZiggo can take disciplinary measure. In serious cases this can result in termination of the employment contract. If criminal offences are at hand, VodafoneZiggo will call in the authorities. This can result in criminal prosecution. In this section it is indicated in outlines which sanctions VodafoneZiggo can take in case of a violation.

Target group

This applies to all employees.

Disciplinary Measure

If you do not or do not properly comply with the code of conduct and/or your obligations to VodafoneZiggo, VodafoneZiggo can impose a disciplinary measure. By imposing a sanction, VodafoneZiggo not only wants to punish behaviour which transgresses moral standards but also wants to raise consciousness with employees and stimulate ethical conduct. Depending on the nature and severity of the violation, ranging from mild to very serious, the following disciplinary measures, among others, may be imposed:

1. an official warning;
2. imposing a financial penalty of no more than one week's salary;
3. withholding (part of) the variable remuneration;
4. transfer;
5. suspension or leave of absence with full pay for a fixed period of time, either with or without (partial) withholding of the salary.

Outside the scope of this section, VodafoneZiggo may take other suitable measures where appropriate, including dismissal with immediate effect. It goes without saying that (a) disciplinary measure(s) may be followed by dismissal if you continue or repeat the undesirable or unacceptable behaviour and if you have been informed in advance that the consequence will be dismissal.

Defence and accountability

Before VodafoneZiggo imposes a disciplinary measure, you will be given the opportunity to account for your actions to VodafoneZiggo or to a representative appointed by VodafoneZiggo (hearing both sides of the argument). You can seek the assistance of a lawyer. VodafoneZiggo will draw up a written report of the oral account as soon as possible. You must sign this report after reading it, unless a recording has been made of the meeting. You will receive a copy of the report.

Notification

You will be informed of a disciplinary measure that is imposed on you as soon as possible. The imposition of the measure will be confirmed to you in writing. The reasons for imposing the measure will be stated in this confirmation. You will also be informed in which manner and within which term you can lodge an objection with the General Complaints Committee.

Other provisions

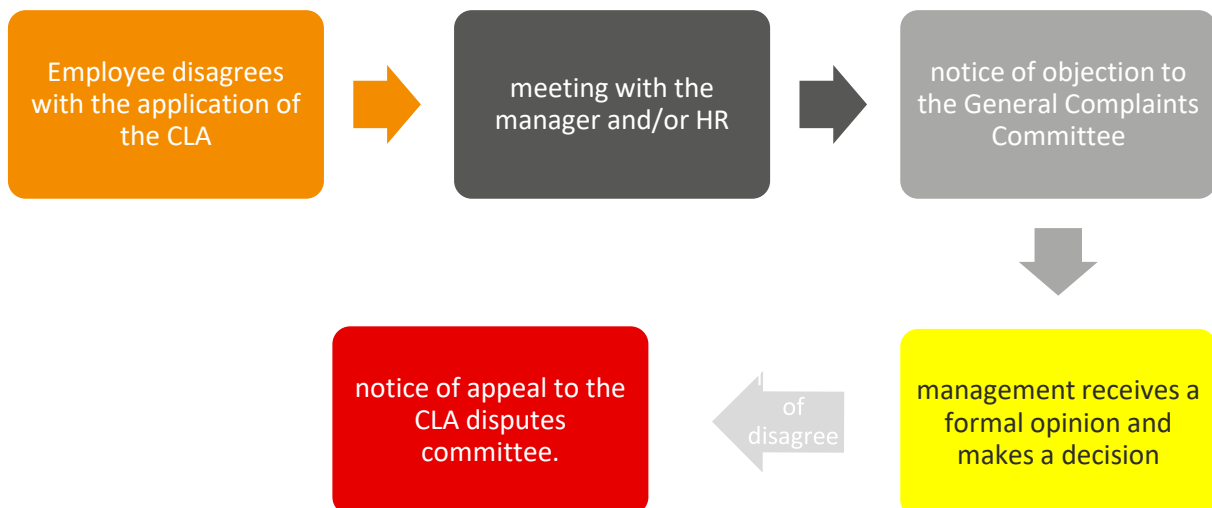
47. OBJECTION AND APPEAL

If you are of the opinion that a decision or action by VodafoneZiggo is prejudicial to your rights under this CLA, you can submit an objection to the General Complaints Committee. If you reach a consensus with VodafoneZiggo, you can then submit the dispute to the CLA disputes committee.

Procedure

If you do not agree with a decision related to this CLA, please first discuss the dispute with your manager. In some cases, it can be convenient that an HR Business Partner is present during this meeting. This can be arranged both at your request and at the request of your manager

If this meeting does not lead to a satisfactory result or if the interview cannot take place, you can then submit a written and substantiated notice of objection to the General Complaints Committee. The General Complaints Committee consists of an independent chairman, a member of behalf of VodafoneZiggo and a member on behalf of the employee participation. If the objection concerns the application of the CLA, the trade unions will appoint a representative. The General Complaints Committee will issue a written and substantiated advice to the director. Based on this advice, the director will make a final decision and will inform the parties involved and the committee of the decision in writing, stating reasons. If the director decides not to follow the advice, the committee will give an oral explanation for his reasons for not doing so.



CLA disputes committee

If you do not agree with a decision, you can present the dispute to the CLA disputes committee in a notice of appeal, stating reasons. The term for this is one month after you have received the decision on the notice of objection.

The CLA Disputes Committee will give you and VodafoneZiggo the opportunity to explain the dispute orally within a reasonable period of time. The secretariat of the disputes committee will inform you about and VodafoneZiggo about the period within which the notice of appeal will be dealt with within two weeks after receipt of the notice of appeal.

The CLA Disputes Committee will inform you and VodafoneZiggo of its advice within six weeks after the hearing. Both VodafoneZiggo and you have the right to request a court ruling on the advice and the resulting decision.

The CLA Disputes Committee is composed of an independent chairman, a member on behalf of VodafoneZiggo and a member on behalf of the trade unions. The independent chairman is elected by the

trade unions and VodafoneZiggo. The employer's association will provide the committee with a secretary. The CLA disputes committee will draw up its own regulations.

Objection and appeal

This objection and appeal procedure applies to situations in which you are of the opinion that a decision or action by (or on behalf of) VodafoneZiggo has individually prejudiced your rights under this CLA.

The objection and appeal procedure do not apply to objections that concern:

- collective changes of the CLA
- arrangements established at company level – whether or not in consultation with the Works Council – which fall outside the scope of this CLA
- undesirable behaviour (such as sexual harassment, aggression and violence, bullying and work pressure in the work situation that can cause stress). You can find more information about this in the VodafoneZiggo code of conduct.
- a decision of VodafoneZiggo to dismiss the employee, either or not with immediate effect
- a decision taken by the UWV or other body in the context of the unemployment benefits in excess of the statutory minimum on the basis of this CLA
- a dispute that has been filed or submitted to the court before

No suspensive effect

Unless VodafoneZiggo decides otherwise, the filing of an objection or appeal will have no suspensive effect with regard to the decision appealed or objected to.

Other provisions

48. AGREEMENTS WITH TRADE UNIONS

Contribution to trade unions

VodafoneZiggo will pay an annual contribution to the costs of the training and non-formal education work of the trade unions that have signed this CLA. The contribution amounts to EUR 40,000 per trade union, per year. VodafoneZiggo's contribution is indexed annually on the basis of the Consumer Price Index.

Leave for trade union activities

The employee will be granted extraordinary leave with retention of salary, unless the business interests dictate otherwise, at the written request of the trade union, to:

1. participate as board member or representative in courses and meetings of the bodies provided for in the articles of association of the organizations in question for a maximum of 26 days per calendar year;
2. participate in training and non-formal education meetings to be held by this organization for a maximum of 5 days per calendar year, to the extent that the provisions in the point above or the Dutch Works Councils Act (*Wet op de ondernemingsraden*) do not provide for this.

Trade union facilities

The employer and the trade unions will make agreements on the greater details of the facilities for trade union members.

Amendment and renewal of the CLA

Special circumstances of a social or economic nature may be reason for one or more parties to the CLA to discuss an amendment or renewal of the CLA. If such a situation arises, the parties to the CLA will start negotiating on that within one month.

Protocol agreements CLA 2022-2023

1. Protocol agreement on minimum wage

During the discussions about the new CLA, a wish was expressed to increase the minimum wage – gradually or otherwise – to EUR 14 gross per hour (based on a 36-hour work week).

In this context, the government has also taken the initial steps to increase the minimum wage in 2023 and 2024.

The Employer underscores the importance of an extra income improvement for those who earn lower income, as is also evident from the structure of the collective salary increase with effect from 1 January 2023 laid down in this CLA.

More research must be done to determine the extent to which the desire to further increase starting salaries can be met. In VodafoneZiggo's view, that will lead to a – comprehensive – overhaul of the remuneration policy, which must also be set out in detail from a financial perspective.

The employer will conduct the aforementioned research during the term of this CLA and the results will be included in its efforts for the next CLA negotiations.

2. Protocol Agreement on Redundancy Scheme

The 2021 version of the VodafoneZiggo Redundancy Scheme expired on 1 January 2022. In the next Redundancy Scheme, the employer wishes to provide further incentive for job-to-job guidance.

VodafoneZiggo wishes to do this by offering a mobility strategy to everyone whose position will be eliminated, in addition to an amount in severance pay that will be derived from the transition allowance.

The employer also wants to use the DigiC model as a template for detailing the new Redundancy Scheme. The invitation for the start of the discussions will immediately follow the completion of the CLA phase. The target is to reach a final result by no later than the 2nd quarter of 2023.

In the interim, the expired Redundancy Scheme will be applied unchanged in cases that merit such application.

APPENDIX

The following serves as an additional explanation for Ziggo employees that were covered by the 2018 Cable and Telecom CLA until 1 July 2018.

Hay method

Section 27 of the CLA provides that the job evaluation will be according to the Towers Watson method as from 1 July 2019. Until 1 July 2019, Ziggo employees were evaluated on the basis of the Hay method. For information purposes, the relevant text from the 2018 Cable and Telecom CLA is included below:

25. JOB ASSESSMENT

The employer establishes the job weight on the basis of job assessment. The amount of the salary and the perspective of salary growth depend on your position.

Target group

This rule applies to every employee.

Description

Every organization has its own set-up, within which jobs or job categories are described and evaluated. Jobs are evaluated on the basis of the Hay method.

The Hay method results in the award of Hay points. All jobs are divided into twelve salary scales.

You will agree with your manager which position you will hold. Your position will be laid down in writing in your employment contract. This will also include the salary scale.

Table

Hay points, job level/salary scale:

Scale	Hay points	
	of	to
12	519	613
11	439	518
10	371	438
9	314	370
8	269	313
7	228	268
6	192	227
5	161	191
4	135	160
3	114	134
2	98	113
1	85	97

Below you will find an explanation of the Hay method as provided in section 49 of the 2018 Cable and Telecom CLA (Definitions, References and Links):

There are different methods of job evaluation. The 2018 Cable and Telecom CLA regulates that the Hay method will be used to evaluate jobs. This method evaluates and compares positions based on three main features and eight subfeatures. Briefly summarized, the Hay method takes account of the following factors in evaluating jobs:

- the output (scope of responsibility) that must be realized in a position
- the input (knowledge and skills) required to realize that output
- the processing (problem handling) required to recognize, analyse and solve the problems arising in realizing the output.

Benefit Budget

Section 34 of this CLA concerns the Benefit Budget.

The 2018 Cable and Telecom CLA described the composition of the Benefit Budget as follows:

The Benefit Budget is a gross amount available to you on a monthly basis. It consists of a fixed percentage of your gross monthly salary and comprises:

Holiday allowance	8%
Contribution premium release pension	0,75%
Sustainable employability contribution *1	2.7%*2
Value of 56 holiday hours in excess of the statutory entitlement	2,9%
Anniversary scheme	0,4%
Extraordinary leave	0,2%

Explanation to *:

*1) the sustainable employability contribution is calculated over the salary and the holiday allowance

*2) if you were born before 1 January 1950 and are entitled to the *FPU* (flexible pension and retirement scheme) / *FUR* (flexible retirement scheme) transitional scheme, the sustainable employability contribution will not be 2.7% but 0.8% (including holiday allowance)

The sustainable employability contribution (previously '*levensloopbijdrage*', i.e. contribution under the life-course savings scheme) consists of three parts:

- 0.8% on the basis of the *ABP-Hoofdlijnenakkoord 2005* (ABP General Agreement 2005)
- 1% on the basis of the *VPL-akkoord* (agreement on early retirement, pre-pension and life-course savings schemes), (WENB framework collective labour agreement 2005)
- 0.7% on the basis of the sectoral collective labour agreement Cable & Telecom 2006

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