



Collective Labor Agreement

January 1, 2026 through December 31, 2027



COLLECTIVE LABOR AGREEMENT

January 1, 2026 through December 31, 2027

for employees of NXP Semiconductors Netherlands BV

This CLA is an English translation of the Dutch CLA. In the event of a discrepancy or inconsistency between the Dutch and the English text of the CLA or a dispute concerning the interpretation or application thereof, the Dutch text will prevail.

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The undersigned:

1. NXP Semiconductors Netherlands BV
henceforth referred to as NXP Nederland
and
2. FNV Metaal, headquartered in Utrecht;
3. VHP2, headquartered in Eindhoven;
4. De Unie, headquartered in Culemborg;
5. CNV, headquartered in Utrecht;

affirm that the following agreement has been reached.

1. GENERAL

1.1 DEFINITIONS

THE EMPLOYER:

the party aforementioned under 1 for this purpose located in Eindhoven, High Tech Campus 60;

THE ORGANIZATIONS:

the parties aforementioned under 2. through 5;

THE EMPLOYEES:

all those¹ in the service of the employer, classified into one of the grades 20 through G6, with the exception of:

- executive managers, to be designated by the employer after consultation with the organizations.
- those working in the Netherlands temporarily, on the basis of an Expatriation Agreement.

1.2 TERM OF THE COLLECTIVE LABOR AGREEMENT

This Collective Labor Agreement, hereafter referred to as 'CLA', goes into effect on January 1, 2026, and ends on January 1, 2028 with no notice of termination required. This agreement replaces the previous agreements, which were valid from November 1, 2023 until January 1, 2026.

¹ In Annex F several alternative and supplementary provisions have been included that apply only to the employees of the uniformed service of the Company Security Department. In Annex G a number of alternative provisions have been included for participants in the Global Incentive Plan.

2. OBLIGATIONS OF EMPLOYER AND EMPLOYEE

2.1 OF THE EMPLOYER

1. The employer will have no employees in its employment under conditions that are less favorable than those provided for in this CLA. Within the framework of statutory provisions however, the employer may deviate from these CLA-conditions, if it is to the employees' benefit. However, if this deviation affects groups of employees, the employer will not proceed with this before having consulted the organizations.
2. Every employee will receive a copy of this CLA and the annexes that pertain to it.
3. With reference to information concerning the employee's private life, the employer will take all necessary measures to protect the privacy of the employee.

2.2 OF THE EMPLOYEE

1. The employee will act according to the provisions of this CLA and according to the instructions given to them by, or on behalf of, the employer. These instructions include the Code of Conduct, established by the employer in consultation with the Works Council.
2. The employee will promote the interests of the employer to the best of their knowledge and ability, even when given no express instruction to this effect. The employee will carry out reasonable instructions, even if they concern tasks that are not part of the usual work.

3. EMPLOYMENT CONTRACT

3.1 COMMENCEMENT AND DURATION OF THE EMPLOYMENT CONTRACT

- 1. At the start of employment, the employer and employee enter into an individual, written contract of employment, in which it is agreed that this and subsequent CLAs will apply to the employee.
- 2. The employment contract is valid for an indefinite period, unless otherwise agreed in the individual contract.
- 3. The individual employment contract states the date of commencement of employment, the employee’s position, the place where the employee is to commence their duties, the employee’s grade, and the starting salary.

The individual employment contract also contains provisions relating to:

- the employee’s running of a business and performing work for third parties;
- confidentiality regarding business matters, publications;
- waiver of rights to industrial and intellectual ownership.

The employer will not hold employees in grades 25 and under to the provision concerning industrial and intellectual ownership.

The employment contract for an indefinite period also contains a non-competition clause for employees in grades G2 through G6.

- 4. At the start of a fixed-term employment contract for at least 6 months and 1 day, and of an employment contract for an indefinite period, a probationary period of one or two months may be agreed in writing.

3.2 NOTICE PERIOD IN EMPLOYMENT CONTRACT FOR AN INDEFINITE PERIOD

- 1. The employment contract can be terminated by the employer or by the employee. Except during the probationary period, a notice period applies, which begins on the first day of the month following the notice of termination. The employment contract terminates at the end of the notice period. Notice of termination of employment will be confirmed in writing by the employer.
- 2. The notice period for the employer depends on the length of employment on the day the notice is given:
 - a. For employees in grades 20 through 45
 - employment of less than 5 years 1 month
 - employment of 5-10 years 2 months
 - employment of 10-15 years 3 months
 - employment of 15 years or more 4 months
 - b. For employees in grades G2 through G6
 - employment of less than 15 years 3 months
 - employment of 15 years or more 4 months

- 3. The notice period for the employee depends on their grade:
 - Grades 20 through 45 1 month
 - Grades G2 through G6 3 monthsA shorter notice period may be arranged by mutual agreement.
- 4. Continuous periods of employment with other companies belonging to the NXP organization will count towards the calculation of years of employment. ²

3.3 TERMINATION OF THE EMPLOYMENT CONTRACT BY OPERATION OF LAW

The employment contract is terminated without the legally required notice of termination by operation of law on expiry of the period for which fixed-term employment was agreed; The provisions of article 7:668a of the Dutch Civil Code apply to a number of fixed-term employment contracts. Operation of article 7:668a section 1 sub b of the Dutch Civil Code is excluded with regard to temporary agency employees as referred to in article 7:690 of the Dutch Civil Code. This means that if the temporary employee enters into a fixed-term employment contract with the employer immediately following or within six months after termination of the secondment agreement – which as regards commencement only refers to work duties performed for the employer or legal predecessors – the entire secondment period is considered to be the first fixed-term employment contract, as is the case if this was interrupted by one or more periods of work disability.

The period as mentioned in article 7:668a section 1 sub a of the Dutch Civil Code does not apply to employment contracts entered into in connection with the performance of scientific and/ or doctoral research, in as far as this is required for completing the doctorate.

The employment contract is terminated without the legally required notice of termination by operation of law, unless terminated earlier and unless otherwise agreed, on the day on which the employee reaches the state pension age.

² The years of continuous employment which employees spent at Philips immediately preceding independence count at NXP Netherlands in all situations in which length of employment is a determining criterion

4. EXCHANGE OF EMPLOYMENT CONDITIONS

4.1 A LA CARTE

Within certain limits, employees can compose their own employment conditions package based on a constant gross value. Participation in 'à la carte' is voluntary and is initiated by the employee.

SYSTEM

The "à la carte" system of options is based on the possibility of using the value of a number of standard conditions of employment (sources) to which employees are entitled under the CLA for a different purpose of their own choice. The total gross value of the employment conditions package remains the same. The standard conditions of employment (sources) can be sub-divided into two categories: "Money" and "Time".

TIME AT WHICH CHOICE IS MADE

At which time the choice is made each year depends on the particular source and purpose. Once a choice has been made, it applies to the entire calendar year, unless the nature of the purpose binds the employee to a choice for more than one year. Once a choice has been made, it cannot be changed or revoked.

CONSEQUENCES

Choosing to use gross pay for another purpose has consequences for determining the level of the daily wage for social security benefits such as unemployment (WW) and invalidity insurance benefits (WIA). Adverse consequences of choices with regard to social security, taxation, etc., as well as risks arising from any changes in tax legislation and regulations, are the sole responsibility of the employee, and no compensation will be paid by the employer in respect thereof.

SOURCES THAT CAN BE USED

Money

Salary, including allowances and personal budget

Time

Vacation days in excess of the statutory number (a maximum of 6 days in case of full-time employment) that the employee did not take in the preceding calendar year;

PURPOSES

- a) Extra money from having the source "Time" paid out in full or in part
- b) Benefits from using the source "Money"
 1. Bicycle plan (bicycle and bicycle accessories)
 2. Extra leave days
 3. Trade union contribution

For further details concerning "à la carte", including conditions and times at which choices can be made, please refer to the documentation on the HR NL Sharepoint page. Some of the benefits can be used because of fiscal and legal regulations. Parties will deliberate the situation if changes appear in these regulations.



5. REMUNERATION

5.1 MONTHLY SALARY

- 1. The system of remuneration developed by the employer is described more fully in the brochure “Remuneration System CLA”, which contains, among other things, the salary scales and salary guarantees. The salary scales will not be structurally changed without prior consultation with the organizations. Annex H of this agreement lists the salary scales.
- 2. The monthly salary of the employee is determined by:
 - the classification of the employee into one of the grades;
 - the salary scale established for each grade;
 - the performance assessment of the employee. Please refer to article 5.7 for further details.
- 3. The monthly salary will be paid at the end of every calendar month.

5.2 PERSONAL BUDGET

- 1. At the end of the calendar month a personal budget will be paid out with the monthly salary.
- 2. The personal budget includes the vacation allowance as described in article 5.5.
- 3. The personal budget is a percentage of the monthly salary, shift allowance and fixed special hours allowance.
- 4. The percentage mentioned in the previous paragraph is:

Employee working a 5- or 4/5-shift who works an average of 31.5 to 37.5 hours a week	19,12%
Other roster	24,57%

- 5. If an employee chooses to buy a fixed amount of 13 days at the end of the year for the following year, the personal budget will be reduced by 5.91%.

5.3 BONUS SCHEME

- 1. The employer operates a bonus scheme for employees.
- 2. The employer will determine a bonus target per calendar year or part thereof. This will consist of objectively measurable, individual and/or group targets.
- 3. If bonus targets are realized, the attainable bonus amounts to:
 - **Grades 20 through 45 and G2:** 5%
 - **Grades G3, G4, G5:** 7%
 - **Grade G6:** 12%of the sum of the annual salary including shift allowance and the fixed special hours allowance. If the targets have only been partially realized, the bonus percentage will be paid pro rata.

- 4. The bonus scheme provides for the possibility to pay out a bonus amounting to 200% of the nominal bonus in the case of the maximum realization of targets.
- 5. If and insofar as the bonus target has, in the opinion of the employer, been realized by the employee, the bonus will be paid out no later than four months after the period in question.

5.4 COLLECTIVE SALARY INCREASE

Effective from April 1, 2026, a structural salary increase of 3.1% of the base salary will be awarded to employees in all grades, with a minimum increase of € 1,380 gross per year on a full-time basis. Effective from February 1, 2027, employees in all grades will be awarded a structural salary increase of 3% of the base salary.

One-time payment
Simultaneously with the salary payment of April 2026, a one-time gross payment of 0.75% of the annual base salary including (shift allowance) on a full-time basis will be paid, as included in the Final offer of NXP.

5.5 VACATION ALLOWANCE

- 1. The statutory percentage of vacation allowance (8%) is included in the personal budget as referred to in article 5.2.
- 2. For employees aged 22 and over, the vacation allowance will, however, amount to at least € 2,538 gross per annum with effect from March 1, 2025, € 2,617 gross per annum with effect from April 1, 2026, and € 2,696 gross per annum with effect from February 1, 2027. The latter amounts have been adjusted by the percentage of the collective increases as from those dates as referred to in article 5.4.

- 3. The employees as referred to in Annex A (art. A, paragraph 2 and art. B) will only be entitled to vacation allowance if and for as long as they authorize the employer to receive the vacation-benefit they are entitled to under the WIA (Work and Income according to Labor Capacity Act) for inclusion in their payment.
- 4. Employees who are fully unfit for work and are not entitled to any payment from the employer as referred to in Annex A are not entitled to vacation allowance.

5.6 PAYMENT PER GIRO/BANK TRANSFER

The employee will enable the employer to make payments due by transfer to a bank account, designated by the employee. The employee can choose to have the salary payments of the following calendar month transferred every month in two parts, to two different bank accounts, designated by the employee.

5.7 SALARY SCHEME

I. DETERMINING THE JOB LEVEL

- 1. The level of sample positions is determined according to a job evaluation system. These sample positions are recorded in the “Raster van voorbeeldfuncties vakgroepen” (Framework of sample positions for grades). The level of a position is determined by comparing it to the sample positions.
- 2. If a particular position is not comparable to any of the available sample positions, the job evaluation system determines the level.

II. CLASSIFYING EMPLOYEES INTO GRADES

The employees are classified into one of the grades: 20, 25, 27, 30, 35, 37, 40, 45, G2, G3, G4, G5 or G6.

In principle, the grade into which an employee is classified is determined by the level of their position, provided that:

- it is sufficiently safe to assume that the employee is suitable for both the current position and other positions at the proposed level, and
- positions at this level will remain available in the organization.

III. SALARY SYSTEM

1. Structure of the salary system

- The reference salary
A reference salary has been determined for each grade. The reference salary is the salary that employees who consistently perform well at least attain and keep.
- The minimum final salary within a grade (scale position 90). All employees who satisfy the job requirements attain at least the minimum final salary.
- The final salary within a grade. If further growth in the value of the employee's contribution to the company (the output) is ascertained after the minimum final salary has been attained, the employee's salary will increase beyond this minimum final salary. In general, if the employee continues to consistently meet the job requirements, this salary increase will continue to a level corresponding to at least the reference salary.

- The following salary scales will be increased as follows with effect from April 1, 2026:
 - Grades 20 through 27: 4%
 - Grade 30 and 35: 3.5%
 - Grade 37 through G6: 3.1%

Salary scales 20 through G6 will be increased by 3% effective from February 1, 2027.
- Annex H of this CLA lists the salary scales. Under the Minimum Wage and Minimum Holiday Allowance Act (Wet Minimumloon en Minimum-vakantiebijslag, WML), every employee is entitled to a minimum wage up to retirement age. This is the minimum remuneration for NXP employees.

2. Influence of assessment

At least once a year the supervisor and employee meet to assess the employee's contribution over the past period and to make agreements for the coming period. Content and results of the work as well as work methods and conduct are reviewed. During this meeting the main considerations with respect to the salary determination are discussed.

3. Salary increase

For the employee, the assessment once a year affects the salary, provided there is growth in the contribution and the (personal) final salary has not yet been reached. Any increases awarded will be added to the salary per April 1 following the assessment.

IV. INDIVIDUAL GUARANTEES

1. Classification guarantee

Once employees have been classified into a grade, they cannot subsequently be placed in lower grade. This does not apply:

- a. to an employee who is younger than 55 and who, due to a lack of work over a longer period of time at a level corresponding to their grade, must be transferred to a lower level job, in which case classification into the next lower grade will follow.
- b. if the employee's job level is lowered because the employee's contribution over a longer period of time does not meet the job requirements.
- c. in case of measures such as:
 - the closure of a plant or business unit;
 - a significant and permanent change in the employee's tasks;
 - a drastic reduction in the staffing levels of a plant or business unit;In such instances the employer will make further arrangements in consultation with the organizations.

2. Salary guarantee

- a. A salary level can only be reduced if the employee's job performance warrants it. If the employer is considering such a reduction, the employee will be informed in writing. The employee will be given the opportunity to improve their performance over a period of at least six months. Two months before the expiration of this period, the employer will issue a final warning before proceeding with the salary reduction.
- b. As from April 1 of every year, the employer guarantees that employees whose assessment over the preceding calendar year was at least "valued contributor" and who have not yet reached scale position 90 of their salary scale, will be granted an individual salary increase of at least 1.5%.

3. Career change initiated by the employee

The choice to voluntarily take a step back can be a big decision, with financial consequences. That's why it is important that the employee makes a well-considered choice. The employer offers the opportunity to jointly map out the financial consequences. An HR manager will supervise the process. When the employee, at their own request, accepts a position in a lower salary scale, the employer will assign this new salary scale to the employee. The following agreements only apply when the employee accepts a position that is one grade lower than the current position:

The employer guarantees that the adjusted salary is the same as the previous base salary, with the understanding that the adjusted salary is a maximum of 105% of the salary in the new (lower) grade. The difference (if any) between the old and new salary of the employee will be phased out in 2 years. During the first year, the employee will receive 100% of the difference as a monthly gross allowance. During the second year, the employee will receive 50% of the difference. The other employment conditions such as representation costs, bonus percentage and suchlike are immediately adapted to the new salary scale of the employee. If the employee takes on a position that is more than one grade lower, a tailor-made solution will be sought.

The Key Areas of Responsibility (KARs) and objectives will be adjusted to the new grade immediately after the change in grade is made and this is processed in Workday in consultation with the manager.



6. WORKING HOURS

6.1 DEFINITIONS

1. Gross standard working hours: the number of days in a calendar year minus the number of Saturdays and Sundays in that year, expressed in hours. In 2026, the number of gross standard working hours is 2088, in 2027 it's 2080 hours.
2. As mentioned in the preceding paragraph of this article, each day is considered to comprise 8 hours.
3. Shift duty roster: work schedule in which fundamentally distinct shifts occur which are worked by different employees at least once every four weeks. Fundamentally distinct shifts means that there are at least 12 working hours (excluding breaks) between the beginning of the first shift and the end of the last shift.
- e. the provisions in this paragraph, under a., can – by application of the Flexitime Bank, as referred to in the Flexitime Bank Protocol, agreed between employer and Works Council – be deviated from in the period between January 1, 2026 and December 31, 2027, in the sense that the maximum number of hours per shift in a (shift) duty roster can be 12.
2. In principle, the working hours in a day roster are Mondays to Fridays.
3. The roster is made known to the employees involved at least 7 calendar days before implementation.

6.3 SETTING (SHIFT) DUTY ROSTERS

6.2 DAILY WORKING HOURS

1. The working hours are set out in detail in a (shift) duty roster. The provisions of the consultative regulations of the Working Hours Act, valid until April 1, 2007 apply, on the understanding that:
 - a. in principle, a (shift) duty roster includes no more than 9.5 hours per shift, 190 hours per 4 weeks, and 552.5 hours per 13 weeks;
 - b. on an annual basis the average working week is 40 hours;
 - c. the working time in a (shift) duty roster is at least half a shift;
 - d. a shift comprises at least 6 hours;
2. The employer sets the applicable roster for the employees.
2. For the setting or changing of rosters for all, or a group of employees, the employer requires the approval of the Works Council concerned. The provisions in section 27, subsections 3, 4 and 5 of the Works Council Act apply.
3. Working during hours other than those set out in the roster as mentioned under paragraph 1 is obligatory, if the employer deems it necessary in the interests of the company.

4. Employees in grades 20 through 45 will only work overtime if the interests of the company so require. If so, the employee is obliged to work the overtime. This obligation does not apply to employees aged 50 or older. The employer will take the employees' personal interests into account as much as possible.
5. To employees in grades 20 through 45 the following applies: If in a particular business unit overtime is deemed necessary to a more significant extent – either in terms of the number of employees or the expected duration – the employer will consult with the Works Council.
6. If the employer deems it necessary, due to economic and/or operational circumstances, to impose work time reductions, combined with a corresponding income decrease, this will only be carried out in accordance with statutory regulations and in consultation with the organizations.

6.4 ADJUSTMENT OF WORKING HOURS

1. Requests for adjustment of working hours must be submitted and processed according to the provisions of the Flexible Working Act (Wet Flexibel Werken).
2. If working hours are adjusted, all conditions of employment are adjusted accordingly.

6.5 PRE-PENSION PART-TIME WORK, GENERATION PACT & GENERATION PACT SHIFT WORKERS

1. Five years before reaching the (chosen) date of retirement, (though not before the age of 60), employees are entitled to work part-time; a part-time percentage of 80% will apply. Payment of salary and related components such as personal budget and bonus will be continued on an 85% basis. These employees continue to accrue pension benefits based on full-time employment (100%). The premium they have to pay is also calculated on the basis of full-time employment.
2. Shift workers can (due to the heaviness of shift work) make use of the Generation pact shift workers starting from November 1, 2023. This scheme is available to shift workers from the moment they reach the age of 60, or five years before reaching the (chosen) date of retirement (whichever comes first). The Generation pact shift workers differs in terms of the payment of salary and derivative elements from what is described in paragraph 1 of this article in a positive sense. The exact part-time percentage and payment level depend on the schedule chosen by the shift worker, further elaborated in RAV 701.
3. Employees who already work part-time may reduce their working time proportionately in the manner described in paragraph 1 of this article. The pension accrual will continue on the basis of the income prior to the reduction of the part-time percentage and the premium payable will be calculated on the basis of that income.

7. ALLOWANCES

7.1 OVERTIME

1. This article applies to employees in grades 20 through G2.
2. Overtime is understood to mean, except in the case of hours worked in the period of January 1, 2026 through December 31, 2027 within the framework of the Flexitime bank, as referred to in the Flexitime Bank Protocol, agreed between employer and Works Council:
 - hours in a day roster and 2-shift roster that are worked by the employee on the employer's instructions, and that exceed the established duty roster, insofar as this roster comprises a working time of at least 8 hours.
 - hours in a 3-shift, 4-shift, 4/5-shift and 5-shift roster that are worked by the employee on the employer's instructions, and that exceed 7.5 hours per shift.
 - hours that are worked on days when no roster applies to the employee are always considered overtime if the number of contracted working hours per week are exceeded.
3. In principle, overtime is compensated by granting paid leave.
4. If and insofar as the employer deems it impossible to grant paid leave, the employee will receive a payment that equals 0.575% of their monthly salary for each hour of overtime worked. The hourly wage for overtime in the 4/5 and 5 shift rosters is $40/38 * 0.575\% = 0.605\%$ of the monthly salary.
5. In addition to the compensation referred to in paragraph 3 or the payment referred to in paragraph 4, the employee will receive a bonus of 25% of the hourly wage per hour of overtime for the first two hours of overtime worked on a normal working day for the employee.
6. The bonus referred to in paragraph 5 is 50% of the hourly wage for every hour of overtime that exceeds the first two hours of overtime worked, as well as for the hours worked in excess of 10 on a normal working day for the employee.
7. For every hour of overtime worked on a Saturday, the bonus referred to in paragraph 5 amounts to:
 - 75% of the hourly wage for employees in grades 20 through 45, and
 - 25% of the hourly wage for employees in grade G2.
8. The bonus referred to in paragraph 5 amounts to 100% of the hourly wage for every hour of overtime worked on Sundays or public holidays.
9. If and insofar as an employee is permitted to take paid leave of absence in lieu of hours of overtime worked, the employee will receive only the bonuses referred to in paragraph 5 through 8.
10. Detailed rules governing compensation of overtime have been established internally by the employer.

7.2 SPECIAL HOURS IN SHIFT ROSTERS

1.

This article applies to employees in grades 20 through G3.
2.

If and insofar as an employee does not receive extra payment for working special hours, via a shift work allowance or via the normal salary, they will receive a payment for working special hours in accordance with the provisions of paragraph 3 of this article.
3.

This allowance amounts to:

- 25% for hours on

Mondays to Fridays from: Midnight - 7 a.m.

and from: 7 p.m - Midnight

and Saturdays from: Midnight - 6 a.m

- 75% for hours on

Saturdays from: 6 a.m - midnight

- 100% for hours on

Sundays from: Midnight - Midnight
4.

The allowances as referred to in paragraph 3 are calculated over 0.575% of the monthly salary.
5.

This article does not apply to hours worked within the framework of the Flexitime Bank, as referred to in the Flexitime Bank Protocol, agreed between employer and Works Council.

7.3 STAND-BY DUTY

1.

This article applies to employees in grades 20 through G3.
2.

An employee does stand-by duty if they are available and contactable outside their duty roster on the employer’s instructions.

3.

a.

A fixed allowance of one hour’s work at the normal salary rate is paid per 24 hours for being on stand-by from Mondays to Fridays. In this respect, 24 hours means the time between the end of the roster applying to the employee on one day and the commencement of the roster on the following day (16 hours).

b.

A fixed allowance of two hours’ work at the normal salary rate is paid per 24 hours for being on stand-by on collective leave days.

c.

A fixed allowance of two hours’ work at the normal salary rate, plus an allowance in accordance with article 7.2, is paid per 24 hours for being on stand-by on Saturdays, Sundays or public holidays.
4.

The employer can convert the fixed allowance, in whole or in part, into paid leave. The special hours allowance is always paid out.
5.

If the employee is actually called out on Mondays to Fridays, two bonus hours will be paid at the normal salary rate. If the employee is actually called out on a Saturday, Sunday or public holiday, two and a half bonus hours will be paid at the normal salary rate.
6.

If the employee is actually called out, the hours of attendance will be paid according to article 7.1.
7.

If the last attendance period ends after Midnight and before 5 a.m., a rest period of 8 hours will follow. Where these hours coincide with hours on the duty roster for that day, the salary over these hours will be paid.

8.

If an employee is called out only between 5 a.m. and 6 a.m., a rest period of 8 hours will follow within 24 hours after 6 a.m.
9.

If the employee is called out between midnight and 5 a.m. as well as between 5 a.m. and 6 a.m., the provisions of paragraph 7 apply.
10.

If the employee is called out only after 6 a.m. they will work in accordance with the duty roster for that day; the maximum number of hours to be worked is 13. In a period of 13 weeks the employee will not work longer than an average of 45 hours per week.

7.4 SUNDAYS, GENERALLY RECOGNIZED HOLIDAYS, AND THE NATIONAL HOLIDAYS

1.

Employees do not have to work on Sundays, generally recognized holidays (Easter Sunday and Easter Monday, Ascension Day, Whit Sunday and Whit Monday, Christmas Day and Boxing Day), New Year’s Day, Liberation Day (May 5), and the day on which King’s Day is celebrated), unless work must be done for operational or economic reasons or for reasons of public interest.
2.

The normal salary, including any shift allowances will be paid during public holidays as referred to in paragraph 1.

3.

Employees in grades 20 through G2 who work on days mentioned in paragraph 1 of this article will receive, in addition to their normal salary as referred to in paragraph 2, compensation in the form of an alternative shift time off or the normal salary plus an additional payment of 100% over the hours worked during a duty roster that ends on a public holiday. In consultation with the employee it will be decided if the compensation will be in the form of time or money. Employees in grade G3 who work on days mentioned in paragraph 1 of this article will receive, in addition to the normal salary as referred to in paragraph 2, compensation in the form of an alternative shift time off or the normal salary for the hours worked during a duty roster that ends on a public holiday. In consultation with the employee it will be decided if the compensation will be in the form of time or money.
4.

The company will take into serious consideration any religion-based objections employees may have to working on Sundays and public holidays.
5.

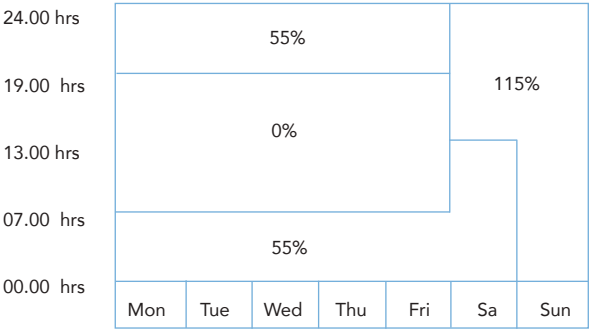
On a public holiday, the employee will be given the opportunity to take a vacation day or a leave of absence day, unless serious business circumstances do not permit it.

7.5 REMUNERATION FOR SHIFT WORK

- 1. An employee who works shifts according to a set shift roster receives a monthly salary for shift work which is proportional to the employee's working hours and determines the related income-elements. In addition to the monthly salary for shift work, the employee receives a shift work allowance.
- 2. This shift allowance is paid from the time when the employee starts working shifts and for as long as they continue to do so. An explanation of the method of calculating the monthly salary for shift work and the shift work allowance is given in Annex B of this agreement.

The amount of the shift allowance depends on the degree in which work times and break times are inconvenient, except in the case of hours worked within the framework of the Flexitime Bank, as referred to in the Flexitime Bank Protocol, agreed between employer and Works Council.

- 3. The schedule below is used to determine the level of inconvenience*.



* For determining the shift work allowance for the 2-shift day/night work roster, an inconvenience-free zone of 12 hours will be calculated for Mondays to Fridays.

- 4. The shift allowance will be increased by 1.5% if, in the opinion of the employer, the employee performs work for which the break times vary from day to day and are not included in the duty roster, or if there is no continuous break of half an hour. This increase percentage will be multiplied by the base percentage that applies to the employee (see Annex B).
- 5. Payment of the shift allowance is based on the sum total of the applicable income elements, but at least based on a monthly salary of at least € 2,644 gross per month with effect from March 1, 2025, and per April 1, 2026, based on € 2,726 gross per month, and € 2,808 per February 1 2027. The latter amounts the collective increases as from those dates, as referred to in article 5.4.
- 6. The employer's income reduction scheme is explained in Annex C of this agreement.

7.6 NUISANCE ALLOWANCE

- 1. This article applies to employees in grades 20 through 45.
- 2. Employees who work in objectionable conditions may be entitled to a nuisance allowance. The employer will endeavor to eliminate the objectionable conditions. Once these conditions have been eliminated, any nuisance allowance will be discontinued.

- 3. The following objectionable working conditions are covered by the nuisance allowance regulations:
 - grime;
 - climate;
 - air pollution;
 - personal protection equipment;
 - heaviness of the labor.
- In addition, employees who work a roster of three or more shifts and work a series of at least 5 night shifts will be granted an allowance equal to level 1 as indicated in paragraph 4. The employer has established more detailed rules concerning this matter internally.
- 4. There are four ascending levels of objectionable working conditions. The corresponding allowances per month are:

Level	Allowance
0	None
1	€ 28.60
2	€ 50.40
3	€ 76.25

- 5. The allowance is based on the continuous presence of the nuisance during the entire work time. If the nuisance is experienced during only part of the work time, an allowance will be paid proportionately.
- 6. As a rule, the nuisance allowance will be paid on a monthly basis.



8. TIME OFF AND LEAVE

8.1 VACATION

1. VACATION LEVEL

- a. The vacation year coincides with the calendar year.
- b. Except for the provisions in paragraphs 3 and 4 of this Article, employees who are in employment on the first business day of the calendar year are entitled to 20 statutory vacation days and 6 supplementary (non-statutory) vacation days in addition to the statutory number in that year.
- c. In case of a collective vacation period of 2 or 3 weeks, the employee receives 1 or 2 days respectively, as compensation.

2. VACATION FOR THOSE ENTERING EMPLOYMENT DURING THE COURSE OF THE CALENDAR YEAR

- a. Employees who enter employment during the course of the year are entitled to a proportionate number of vacation days for that year. For employees who enter employment during the course of a given month, this month counts toward the proportionate vacation entitlement.
- b. Employees who, upon entering employment, prove that they have a claim to unpaid leave on the grounds that they have outstanding vacation time from their previous employer, will be allowed to take these days in the course of the calendar year in which they enter employment. The other provisions of the vacation regulations apply to this unpaid leave.

3. VACATION FOR THOSE TERMINATING EMPLOYMENT IN THE COURSE OF THE CALENDAR YEAR

Employees who terminate employment in the course of the calendar year are entitled to a proportionate number of vacation days for that year. For employees who terminate employment before the end of a given month, this month does not count toward the proportionate vacation entitlement. If too many individual vacation days have been taken, this will be taken into account when calculating the final salary payment.

4. VACATION ENTITLEMENT DURING SPECIAL CIRCUMSTANCES

- a. There is no vacation entitlement during a period in which there is no entitlement to salary due to the stipulated work not being performed. An employee is, however, entitled to vacation in those cases and for those periods as referred to in Article 635 of Book 7 of the Dutch Civil Code, as well as in the case of unpaid leave as referred to in paragraph 2b of this article, and leave of absence authorized by the employer as referred to in article 14.5 of this CLA.
- b. The provisions of paragraphs 2 and 3 of this agreement apply equally at the end and/or the beginning of a period during which there is no vacation entitlement pursuant to paragraph 4a.

5. VACATION DAYS DURING PERIODS OF LONG-TERM ILLNESS OR FULL DISABILITY

If an employee has not been able to fulfill their agreed duties due to illness/disability during a continuous period of 6 months or longer (on the understanding that time periods will be added together if they succeed each other with an interruption of less than four weeks), 0.5 days for every calendar month during which the employee is incapacitated will be considered a vacation day,

and will be deducted from the balance of supplementary, non-statutory vacation days in that calendar year.

6. DISABILITY AND OTHER LEAVE DURING VACATION

Vacation days, or parts of vacation days during which employees are ill or incapacitated, or are affected by events such as those stated in Article 8.9 of this agreement, are not considered to have been taken as vacation time, provided the circumstances are reported in the prescribed manner, unless it should occur that the employee agrees to take this time as vacation.

7. REMUNERATION AND EXPIRY OF VACATION DAYS

- a. Salaries will continue to be paid in full during vacation days.
- b. As from January 1, 2021, the legal rules with respect to the expiry of vacation days apply: entitlement to unused statutory vacation days (20 on full-time basis) expires after six months following the end of the year in which the entitlement originated. Entitlements to unused non-statutory vacation days expire 5 years after the end of the year in which they originated.

The holiday balance existing as of January 1, 2021, will be phased out. As a transitional measure, the employee will use the balance of holiday hours accrued as of January 1, 2021, and not yet used from the previous years within 5 years, counting from January 1, 2025. As a result of which the balance will be reduced as follows:

- In 2025, it will be reduced to a maximum balance of 800 hours

- In 2026, it will be reduced to a maximum balance of 600 hours
- In 2027, it will be reduced to a maximum balance of 400 hours
- In 2028, it will be reduced to a maximum balance of 200 hours
- In 2029, it will be reduced to a maximum balance of 0 hours

The above-mentioned phasing out scheme does not apply to employees who, on the date of this negotiation result, will reach their (already chosen) retirement age or the state-pensionable (AOW) age within 5 years.

- c. A maximum of six (non-statutory) vacation days may be paid out once a year, at the end of year.

8. TAKING VACATION

- a. In principle, vacation days should be taken in the calendar year during which they are earned.
- b. In the absence of a collective vacation period, an employee may determine their own vacation period, provided that they notify their immediate supervisor in writing of their intention to take a consecutive vacation period, unless it will result in insufficient levels of staffing during the period in question.
- c. Taking other vacation days can be verbally agreed in advance.
- d. Whenever the employer deems it necessary for the interest of the company, the employer can, in consultation with the employee, change a vacation that has already been approved. Any loss suffered by the employee as a result of this decision will be reimbursed by the employer.

9. **VACATION FOR EMPLOYEES WORKING FLEXIBLE (SHIFT) DUTY ROSTERS**

- a. For (shift) workers who work duty rosters with working hours which, in due observance of the provisions of Article 6.2, deviate from the amount of 8 hours per shift, the amount of the vacation entitlement is set in hours.
- b. When taking vacation time, the actual number of hours according to the duty roster is deducted from the vacation entitlement.

8.2 COLLECTIVE LEAVE DAYS

The employer can, in consultation with the Works Council, designate 5 leave days for all, or a group of employees. For employees working 4/5 or 5-shift rosters with an average working week of 31.5 to 37.5 hours this amount will be 1 day instead of 5. The employer must obtain approval from the Works Council in designating more leave days for all or a group of employees.

8.3 BUYING EXTRA LEAVE DAYS

- 1. Employees can buy 20 extra leave days per calendar year. Employees who work a 4/5 or 5-shift roster can buy 10 leave days per calendar year.
- 2. Half days as well as full days can be bought.
- 3. These extra leave days bought can be taken under the same conditions as vacation days. These conditions are set out in article 8.1, paragraphs 8b and 8c.
- 4. The value of an extra leave day bought is determined as follows: the number of hours x 0.682% of the full-time monthly salary including shift allowance.

- 5. Employees have the possibility to buy a fixed amount of 13 days at the end of the year for the subsequent calendar year. This possibility is not available to employees who work a 4/5 or 5-shift roster.
- 6. Extra leave days bought that are not taken in the year for which they were bought, will expire and their purchase value will be paid back in February of the subsequent calendar year.

8.4 CARE LEAVE

- 1. The Work and Care Act (“Wet Arbeid en Zorg”) and Additonal Leave (Introduction) Act (“Wet invoering extra geboorteverlof (Wet WIEG)”) give employees certain rights with regard to care leave. Provisions are made for calamity/ emergency leave, short-term care leave, long-term care leave, (additional) paternity leave, pregnancy and maternity leave, adoption / foster care leave, and parental leave.
- 2. Some of these forms of leave are (partly) paid leave, while others are unpaid leave. Insofar as this CLA does not provide otherwise or additionally, the provisions of the Work and Care Act and the Additional Leave (Introduction) Act shall apply.
- 3. Article 8.8 of the CLA explicitly states that calamity/emergency leave and other forms of short-term leave are forms of unpaid leave.
- 4. During pregnancy and maternity leave and during adoption/foster care leave, as defined in respectively Article 3:1 and 3:2 of the Work and Care Act, the employer will pay 100% of the income earned during work, provided that the employee has determined the date of

commencement of the leave period, in consultation with the employer, 10 weeks before the expected date of birth, the date of adoption or the commencement date of foster care.

- 5. In the case the employee takes additional paternity leave as referred to in Article 4:2a of the Work and Care Act, the following shall apply: Employees who take additional paternity leave shall receive during the period of the additional paternity leave (a maximum of 5 times the working hours per week) a supplement to the UWV benefit as referred to in Article 4:2b paragraph 3 of the Work and Care Act. The benefit shall be supplemented by the employer to 100% of the gross daily wage applicable to the employee, with a maximum of the maximum gross daily wage.

8.5 PAY DURING VACATION AND LEAVE

During vacation days and paid leave, as determined in articles 8.9 and 14.5, the salary will continue to be paid in full – including the applicable shift allowance for shift workers.

8.6 INFORMAL CAREGIVING

The employer considers it important that employees who provide informal care are sufficiently supported by their (work) environment. The employer and employee discuss this together and create tailor-made solutions that suit the personal situation of the employee.

8.7 COMPENSATION FOR REMAINING VACATION ENTITLEMENT

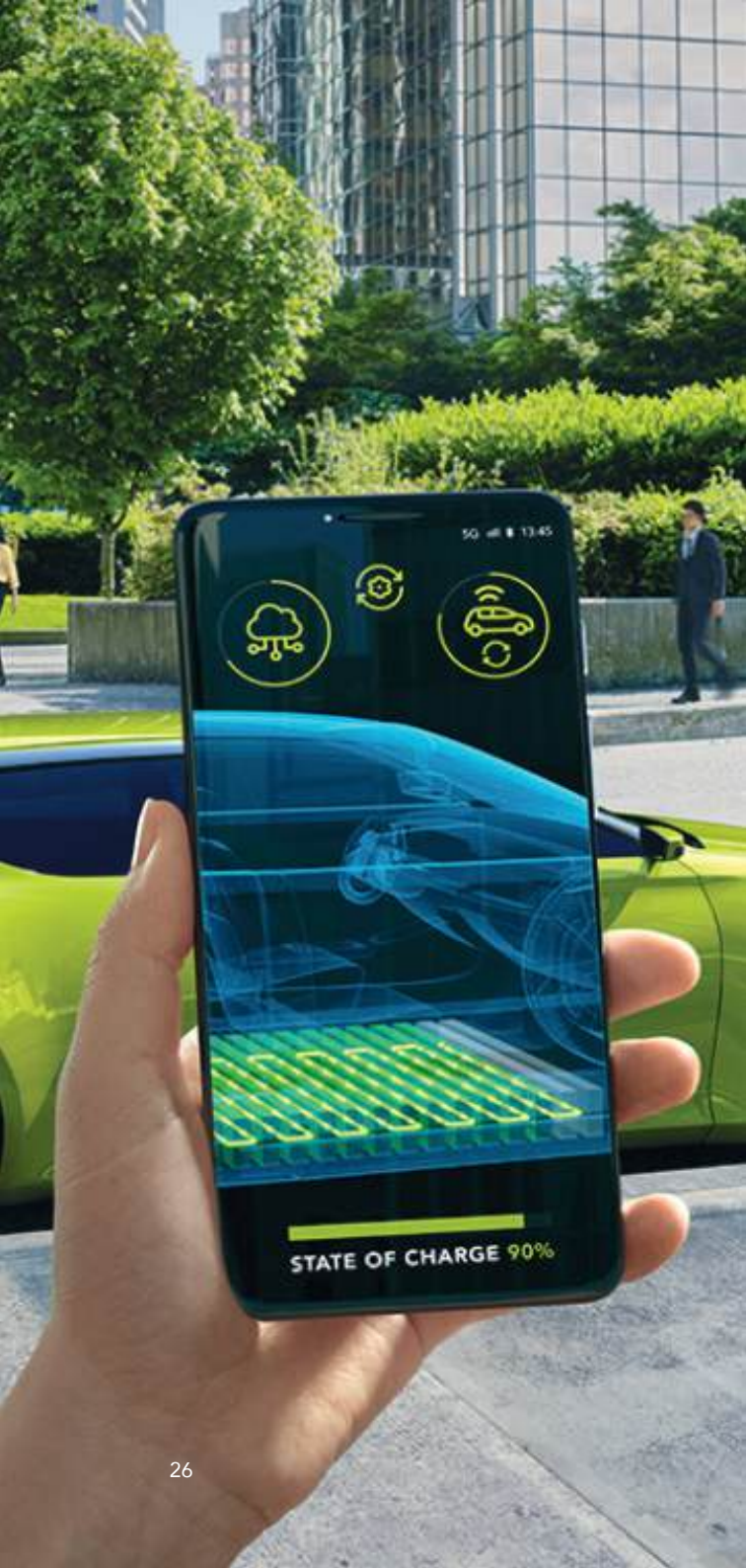
In the event of payment of any remaining vacation days, for every hour of vacation time the employee will receive the following percentage of the fulltime monthly salary (including shift allowance): 0.682%

8.8 UNPAID LEAVE

- 1. The employer is in no way responsible for paying an employee for time during which the employee has not carried out the work as stipulated because of reasons that are in all fairness due to the employee.
- 2. Nor does the employee have any claim to payment under the circumstances referred to in Articles 7:628 and 629 of the Dutch Civil Code and Section 4:1 of the Work and Care Act (“Wet Arbeid en Zorg”), unless otherwise stipulated in Articles 8.9, 14.5 and Annex A of this CLA.
- 3. Except in the event of work disability, absence is not permitted without the express permission of the employer.

8.9 PAID LEAVE

- 1. Paid leave is allowed for participating in or attending the following events, for the time thereby stated, if the employee cannot otherwise be present.
 - a. Day of passing of spouse or partner, or (step/ foster) child, parent, grandparent, sibling, daughter-in-law or son-in-law of employee: the amount of time necessary, but no more than 1 working day, if the death occurs on a working day.



- b. Period between the death and funeral of a spouse or partner or (step/foster) child or parent: the days between the death and the funeral, with a maximum of 7 working days. In the exceptional circumstance that 7 working days is not sufficient, employee and employer will consult with each other.
- c. Funeral of spouse or partner, (step/foster) child, parent, grandparent, sibling, brother-in-law or sister-in-law, son-law or daughter-in-law or grandchild of employee: 1 day, if the funeral takes place on a working day.
- d. Celebration of employee's 25th or 40th service anniversary: 1 working day.
- e. Service anniversary (25th or 40th): one working week. The employee can choose to take this week in the year of the official celebration or in the following calendar year. Payment of this week in lieu of time off is possible in consultation with the employer.
- f. A course aimed at preparing for retirement, to be taken within 3 years before retirement: a maximum of 5 working days.
- g. The employee's wedding and/or the employee's 25th or 40th wedding anniversary: 1 day per event.
- h. After a spouse or partner has given birth, the employee is entitled to paid partner leave of one time the weekly working hours. The leave must be taken within 4 weeks of the birth. In the case of a hospital delivery, the leave must be taken within 4 weeks of the baby coming home.

Note: As well as in the case of a registered partnership, a person with whom the employee co-habits and shares a common household is regarded as a partner if the co-habitation and sharing of the common household are proved by a notarized document. Where reference is made above to "parents" and "grandparents," this is also understood to mean the parents and grandparents, respectively, of the employee's spouse or partner.

- 2. Insofar as visits to a general practitioner, dentist, midwife, specialist or physiotherapist cannot be made in the employee's own time and it is not possible to switch working hours, an employee's salary will continue to be paid during the time necessary for such visits.
- 3. An employee is also allowed paid leave for other circumstances and for longer periods than stated in paragraph 1 of this article if exceptional circumstances so justify in the opinion of the employer.

8.10 PRE-PENSION PAID LEAVE

- 1. This article applies to employees in grades 20 through 45.
- 2. To support the transition into retirement and the increasing need for extra recuperation time in the years prior to retirement, employees classified in job grades 20 through 45 are offered the opportunity, prior to the (chosen) date of retirement, to take a number of hours of leave with retention of payment.

For non-shift workers and shift workers with a schedule other than the 4/5 and 5-shift schedule, the option applies to include 300 hours of paid absence 5 years prior to the (chosen) retirement date in the schedule below of hours per year and to be determined in consultation:

- Five years before the (chosen) retirement date: 20 hours;
- Four years before the (chosen) retirement date: 40 hours;
- Three years before the (chosen) retirement date: 60 hours;
- Two years before the (chosen retirement date: 80 hours;
- One year before the (chosen) retirement date: 100 hours.

Due to the heaviness of the 4/5 and 5 shift work (incl. night shifts), shift workers with a 4/5 and 5-shift roster have the option to include 390 hours of paid absence in the 7 years prior to

the (chosen) retirement date in the schedule below of hours per year and to be determined in consultation:

- Seven years before the (chosen) retirement date: 15 hours;
- Six years before the (chosen) retirement date: 30 hours;
- Five years before the (chosen) retirement date: 30 hours;
- Four years before the (chosen) retirement date: 60 hours;
- Three years before the (chosen) retirement date: 60 hours;
- Two years before the (chosen retirement date: 97.5 hours;
- One year before the (chosen) retirement date: 97.5 hours.

In the event of the employee's incapacity for work during part of a relevant year and with regard to employees who work part-time, the number of hours of leave with retention of payment is calculated proportionally. Employees who use or have made use of the option to adjust the working hours on the basis of art. 6.5, the "Generation Pact", are not entitled to extra hours of paid leave according to this paragraph. The employer will determine in consultation with the employee when these hours can be taken. The hours may not be taken consecutively. This leave may not be replaced by a cash benefit.

9. ADDITIONAL EMPLOYMENT CONDITIONS

9.1 PENSION SCHEME

1. Employees' pension entitlements are covered through the 'Stichting Bedrijfstakpensioenfonds voor de Metalektro (PME)' (industry wide Pension Fund for the Metal and Electro Technical Engineering Industry). Employees who entered the employment of the company on or after May 1, 2013 and who are entitled to a top-up pension and employees who were already employed by the company on or after that date who are entitled to a top-up pension are covered by the DC top-up scheme of Centraal Beheer PPI instead of the PME top-up pension scheme.
2. The employer will deduct the employee's contributions to PME and (in so far as applicable) Centraal Beheer PPI from the employee's monthly salary and will transfer these to PME and Centraal Beheer PPI. The employee's part of the pension premium amounts to 5% of the pension base.
3. The rights and responsibilities of the policy holders are laid out in the applicable PME regulations and further specified in the Addendum with respect to the PME pension scheme that applies to employees of NXP Netherlands and (in so far as applicable) in the NXP Top-up Pension regulations of Centraal Beheer PPI.
4. With effect of January 1, 2022, the realized bonus payment is no longer part of the pensionable salary as applicable in NXP.
5. As of January 1, 2015 every employee whose pensionable salary exceeds the (for accrual of gross pension) maximum pensionable salary (which is adjusted each year and amounts to € 137,800 as of January 1, 2026), is entitled to a gross benefit allowance of 12.3% of the difference between the pensionable salary and the maximum pensionable salary. This benefit allowance is determined each year per January 1 based on the then applicable pensionable salary, and is only adjusted in the interim to changes in the part-time percentage. Each month 1/12 part of the total amount of benefit allowance is paid out.

9.2 HEALTH INSURANCE

Employees can join the collective health insurance arrangement that the employer has with AON. Employees who have taken out a basic insurance in accordance with the Health Care Act in combination with one of the two supplementary health insurance policies, AON (Zilveren Kruis) Vitaal 2, Vitaal 3 or Vitaal Premium (or similar at AON (CZ)), will be entitled to a monthly employer's contribution of € 15.30 gross. This contribution does not apply to partners and family members. No changes will be made herein without the employer first consulting the organizations.

9.3 REMUNERATION DURING WORK DISABILITY

The regulations for remuneration during work disability are included in Annex A of this CLA.

9.4 REIMBURSEMENT IN CASE OF WORKING FROM HOME

A compensation of € 2 applies for every fully worked working day at home. If an allowance is paid on a day that the employee works from home, there is no entitlement to commuting allowance for that day.



10. EMPLOYMENT AND EMPLOYABILITY

10.1 EMPLOYMENT

1. To ensure that the interests of all concerned are equally represented, the employer pursues a policy of maximum useful employment. To this end the policy is focused on the greatest possible continuity of the labor relations with employees, although no guarantees can be given in this respect.

To best achieve this aim, the employer will:
 - a. preferably fill vacancies with employees currently working for the company. In so doing the employer will take into account as much as possible the employee's potential and their personal circumstances.
 - b. give employees the opportunity to develop their knowledge and competences, and adapt these to technical and other developments, thereby enabling the employees to continue fulfilling a suitable function within the company and to be considered for other vacancies.
 - c. recognize the right to education and training in order to achieve these goals, and to this end support employees' wishes to take part in internal and external training and development activities which, according to the nature of these activities and the circumstances leading up to them, take place during or after working hours.
2. For the duration of this CLA, the employer will not resort to the collective dismissal of employees who were in its employment at the time of the signing of this agreement or who enter his employment while the agreement is in force, unless extraordinary circumstances make it necessary. In this case the employer will not decide on such action without thorough and comprehensive consultation with the organizations and the Works Council. In these discussions, the main focus will be on the circumstances previously mentioned.
3. In the event of a long-term or temporary reduction in or discontinuation of work, the employer will do everything possible to offer alternative employment. If this necessitates secondment, transfer to another job and/or transfer to another department, location or to one of the employer's subsidiaries, the employee will cooperate within reason. The employer and the organizations recognize that this cooperation is of great importance in order to fulfill that which is stated in paragraph 2 with regard to collective dismissal.
4. Any vacancies to be filled externally will be reported to the relevant UWV-WERKbedrijf. Information will also be provided as to whether these vacancies could be filled by young employees or employees with a disability, and whether the work can be done on a part-time basis.

5. The employer will use agency workers only if vacancies cannot be filled in the usual way, or cannot be filled within the time required, or if the vacancies are of a temporary nature. The employer will observe the statutory regulations applicable to this situation. If, in a certain business unit, more extensive use of agency workers is necessary, the employer will not proceed before the appropriate Works Council has had an opportunity to give advice on the matter.
6. Despite the company's pursuit of continuity of the labor relations, the loss of jobs may be unavoidable. However, if the employer sees no alternative than to opt for collective dismissal, the provisions of paragraph 2 of this article will apply.

10.2 EMPLOYABILITY

1. The current and future functioning of the employee and the organization are closely linked. The employer will implement a policy that is oriented toward promoting the employability of the employee now and in the future, through which the job security will improve. The employee is aware of their own responsibility with respect to the improvement of their employability and is prepared to work towards achieving this.
2.
 - a. Education is an important instrument in guaranteeing the current and future functioning of both the organization and the individual employee and to promote job security in the short- and long term.
 - b. The employer is responsible for creating the conditions that will enable the employee to follow the necessary training courses. In this context the employer will draw up an employability plan for each business unit. The employer will pay particular attention to the needs of older employees. Employees must take responsibility for attending the relevant courses to ensure that they maintain their employability and therefore their job security now and in the future.
 - c. Training is a joint responsibility of both employer and employee. This joint responsibility means that both employer and employee must contribute in terms of effort, time and cost. For this reason, agreements are laid down in a contract between the employee and NXP as much as possible. The training efforts form part of the employee's annual appraisal interview.
3. Considering that functional mobility is a prerequisite for employees to maintain their employability at a certain level, the employer will establish a vacancies database to which all employees will have access.

4. Within the employment agreement for an indefinite period of time, the employer and the employee may make arrangements concerning the time frame for which the employee holds one and the same position, in order to increase employability and hence the employee's job security by means of job variation.
5. To promote their employability, employees are entitled to receive structured feedback concerning their performance.
6. In order to give substance to the employee's employability in a structured way, the employer and the employee may periodically draw up a Personal Development Plan together. Such a plan may be aimed at the individual career in the shorter or longer term, as well as at increasing job security in the future. A Personal Development Plan will in any event be drawn up if the employee should request the employer to do so. In this context, employees who have been in the employment of NXP for at least 3 years will be offered the possibility of a career scan (consult), carried out by an external party, once every 3 years. The results of the career scan will be communicated to the participant only. It goes without saying that it can benefit the employee a great deal if they share the results with their supervisor or HRM.
7. In 2012 NXP made a one-time employability budget of € 600,000 available, out of which requests made by employees to attend courses that contribute to the development or maintenance of their existing or new career can be subsidized (in part or in full). This employability budget should be regarded as an additional

development budget on top of the regular NXP training budget. A joint assessment committee will assess the individual requests received from employees.

10.3 INTERNAL AND EXTERNAL JOB COUNSELING

Job counseling is of great importance to organizations that are subject to change. More attention to the mobility and employability of employees is necessary. In this context job counseling activities can be crucial.

The support services of the local HR departments are used to help achieve effective job counseling. These support services can, depending on the circumstances, include:

- (re)orientation of personal options;
- training, retraining, and refresher courses
- job application training;
- obtaining an insight into the existing possibilities in both the internal and external labor market (labor market orientation);
- a focused search for suitable job openings (job hunting).

An external job counseling agency, selected by the employer, can assist both employer and employee in this process.

11. WORKING CONDITIONS

11.1 WORKING CONDITIONS

1. The employer undertakes to provide good and safe working conditions, as well as an organization and work that enables employees to use and develop their knowledge and skills in the best possible way, thus allowing everyone to assume responsibilities in their job.
2.
 - a. The employer will at all times give the greatest consideration to physical working conditions, for example by:
 - taking appropriate measures for the employees;
 - providing information to the Works Council and consulting with them on matters of safety;
 - providing information and instructions to employees on dangers at work, appropriate safety regulations, and steps to be taken in the event of breakdown and irregularities;
 - providing personal protection equipment where necessary.
 - b. Employees will pay due regard to their own safety and to that of their fellow-employees. They will do so by:
 - familiarizing themselves with the regulations, heeding the safety rules and complying with any instructions that are issued;
 - making a contribution, at all consultative levels that they are involved in, to maintain and as far as possible, improve safety;
 - notifying their superiors of any perceived hazards;
 - using the available personal protection equipment.
 - c. The employer will ensure that the services employed in the organization for emergency aid to individual employees are properly equipped and organized.

12. INFORMATION AND CONSULTATION

12.1 WORKS COUNCIL

1. A Works Council is in place as an internal consultative and advisory body.
2. The employer will ensure that an employee's membership of a Works Council or their execution of membership duties will in no way put them at a disadvantage in their position in the company.

12.2 ANNOUNCEMENTS TO THE EMPLOYEES

All official announcements published in the company newsletter or issued via the notice boards in the company buildings will be deemed to have been communicated to each employee individually and personally.



13. COMPANY DISCIPLINE/ INTERNAL APPEAL

13.1 DISCIPLINARY MEASURES

Depending on the seriousness of the matter, the employer can take the following disciplinary measures against an employee who does not fulfill their obligations as agreed in the employment agreement:

- a. reprimand;
- b. suspension without pay up to a maximum of five working days;
- c. demotion;
- d. dismissal with the applicable notice;
- e. dismissal without the applicable notice (dismissal for compelling reasons as covered by Section 7:678 of the Dutch Civil Code).

13.2 INTERNAL APPEAL PROCESS

1. In consultation with the Works Council, the employer has established General Regulations on Individual Objections.
2. The employee's right to take a case to civil court is not affected by the complaints procedure.
3. At least once a year, as part of the discussions on the general situation as referred to in Section 31b of the Works Council Act, general information on the processing of complaints in the establishment concerned will be provided in writing to the Works Council.

14. ARRANGEMENTS WITH RESPECT TO UNION ORGANIZATIONS

14.1 OBLIGATION OF THE ORGANIZATIONS

The organizations will encourage their members to observe in good faith the provisions of this CLA.

14.2 MUTUAL OBLIGATIONS

1. The parties will observe and uphold this agreement in good faith.
2. For the duration of this agreement the parties will not undertake any campaign among the employees that is intended to change the conditions of employment laid down in this agreement.
3. If, while this agreement is in effect, one of the parties should deem a change in the agreement necessary because of special circumstances, they will notify the other parties in writing. The parties will without delay open negotiations on the issues on a basis of cooperation and trust.
4. The organizations will be offered the opportunity to have a meeting with a member of the Supervisory Board once a year.

14.3 LABOR HARMONY, STRIKE, AND LOCKOUT

1. The organizations will promote, as much as possible, the uninterrupted continuation of the company's activities and will endeavor to prevent labor unrest. They will not call out a strike while this agreement is in force.

2. The first paragraph does not apply in the event that the employer is considering or has decided:
 - to agree to a merger;
 - to close an establishment or a business unit and/or to radically reorganize the work force thereof, and the organizations have serious objections because it jeopardizes the employees' best interests. The organizations will only call out a strike, however, after consultations with the employer.
3. The employer will resort to a lockout only in retaliation to a strike, and will take such action only after consultation with the organizations.
4. In the event of a strike or labor unrest the organizations will contribute as much as possible to the continuation of work necessary for the preservation of materials and installations.

14.4 DISPUTE SETTLEMENT

1. Disputes arising from this CLA between the employer and one or more of the organizations will be settled amicably as much as possible.
2. If the parties involved in a dispute have not reached an agreement within two months of the moment that either party has made its point of view concerning the dispute known in writing to the other parties to this agreement, the dispute can be brought before a court of law.

3. In addition, the parties retain the right at all times to ask for a settlement by summary proceedings.

14.5 TRADE UNION LEAVE

If the work situation allows it, the employer will grant paid leave to an employee at the request of their organization to:

- a. participate in organization-sponsored education and training meetings;
- b. participate as a delegate in official meetings of bodies identified in the organization's statutes or comparable bodies.
- c. taking part in discussions between the organization's paid union officials and the management of the employer's businesses; one senior union official may take part in these discussions for each establishment. The paid union officials will be afforded the opportunity to confer for one hour before and after these discussions with (executive) committee members of their workplace branch (not more than 3-5 members) in the establishment concerned.

The provisions of a. and b. are described more fully in the "Trade Union Leave Regulations" agreed by the parties.

14.6 UNION WORK IN THE EMPLOYER'S ESTABLISHMENTS

In order to facilitate contact between the organizations and their members and among the members themselves, and to enable the organizations to support the elected members of the Works Council in their endeavors, the employer will cooperate with the organizations as follows:

1. The chairman of a workplace branch or another executive member of the workplace branch designated by the chairman can, with due regard to the relevant directives agreed by the parties, have contact with:
 - a. members of the organizations in the establishment where they work, but only outside working hours; if the parties agree that special circumstances are involved, contact is also possible during working hours;
 - b. paid union officials of his organization during working hours if circumstances make it impossible outside working hours at short notice;
 - c. members of the Works Council of this business establishment during working hours.
2. The organizations will, with due regard to the relevant directives drawn up by the parties:
 - a. be given the opportunity, on their own responsibility, to make use of notice boards provided by the employer. The notices will relate exclusively to the organizations and/or the functioning of the organizations and will not be concerned with individuals;
 - b. be allowed to use the company's notice boards to announce upcoming meetings of the organization if the notice boards mentioned under a. are not available. Notices that include any information beyond time, place and subject of upcoming meetings, must be approved by the employer before they can be posted;
 - c. receive copies of general announcements from the company to employees;
 - d. receive copies of documents regarding Works Council meetings that are sent by the employer to members of the Works Council, along with the agendas and reports of the Works Council meetings, provided that the Works Councils agree; the organizations

- e. will publish extracts from these internal documents only with the permission of the employer;
- e. be able to hold informal discussions with company managers nominated for this purpose by the employer.

3. A shift worker who is a member of the executive committee of their organization's workplace branch can attend a meeting of this group without loss of salary, if, in the opinion of the employer, work permits it.
4.
 - a. The employer will ensure that an employee who holds a trade union position is in no way put at a disadvantage in their position as employee of the company as a result of performing their trade union duties.
 - b. An employee holding a trade union position will not be dismissed if they would not be dismissed if they were not a trade union member.
 - c. An employee holding a trade union position is understood to mean a member of the executive committee of the workplace branches, a member of the sectional executive committees falling under these branches, and an employee member of the collective bargaining delegation, if and insofar as they are registered as such with the employer by the trade union organization.
5. Once a year the employer will, at the request of the organizations, assist in updating the membership lists of the organizations.

14.7 PAYMENT TO THE ORGANIZATIONS

The employer will make payments to the organizations mentioned in 2 through 5 according to the "Payments to the organizations regulations," as agreed by the parties.

14.8 INFORMATION MEETING ON EMPLOYMENT

1. The employer will periodically (at least twice a year) inform the organizations about the general situation in the organization. Particular attention will be given to developments in the economic sphere, investments and employment. The agenda for the meeting between employer and union organizations will include the following issues:
 - General situation
 - Employment
 - Flexibility
 - Position of women
 - Employability
 - Education and Training
 - Career policy
 - Salary and classification policy
 - Age-conscious human resources policy
 - Promotion of entrepreneurship.
2. If the employer is considering:
 - a. investments that will lead to a significant reduction, expansion, or change of operations in a business unit
 - b. closing and/or radically changing the staffing levels of an establishment or business unit
 - c. a merger, as defined in the SER-decree (Socio-Economic Council) Rules of Conduct for Mergers, he will take into account the social consequences of any decisions taken.
3. In this context the employer will inform the organizations, the Works Council and the employees of the measures under consideration as soon as possible, within the confines of any necessary confidentiality in the matter.
4. The employer will then discuss with the organizations and the Works Council the measures under consideration and the possible consequences for the employees or a number of employees.

- 5. The financial arrangements included in a social plan will be at the expense of the employer, provided there is no statutory regulation governing it.

14.9 GOVERNMENT MEASURES

If the government passes legislation relating to matters such as wage development, social insurance acts or working hours that affect the agreements reached between the parties, the relevant provisions of this CLA will end on the date that such legislation goes into effect. The parties will then meet to discuss the matter as soon as possible and establish which provisions will apply in that case. If necessary, the parties will take temporary measures in the interim until an agreement can be reached regarding the new provisions.

As agreed in Nijmegen on March 2, 2026

ON BEHALF OF NXP NEDERLAND
Senior Vice President: D. Terpstra

On behalf of parties 2 through 5

FNV METAAL
Director: D. Djulbic

VHP2
Director: A. Schuur

DE UNIE
Chairman: R. Castelein

Interests Defender: S. Bilars

CNV
Chairman: H. Van den Heuvel

Director: A. Baselmans



ANNEX A - REMUNERATION DURING WORK DISABILITY

THIS APPENDIX APPLIES IF AND TO THE EXTENT THAT THE EMPLOYEE HAS NOT YET REACHED THE STATE PENSION AGE (AOW).

1. Payment of salary during the first 104 weeks of work disability.
 - a. In deviation from the provisions laid down in Article 7:629 paragraph 1 of the Dutch Civil Code with respect to the amount of salary to be paid out in the event of work disability, the employer will pay the employee the following amounts in the event of work disability:
 1. during the first 6 months of work disability: 100% of the salary;
 2. after the first 6 months of work disability: 90% of the salary.³
 - b. If, after the first 6 months of work disability, the employee is performing suitable work for a number of working hours of 75% or more, the employer will pay out 95% of the salary.
 - c. During the period that an employee in the second 6 months of work disability is entitled to benefits by virtue of Chapter 6 of the WIA (Income scheme for persons with a full and long-term work disability), the employer will pay out 100% of the salary.
 - d. If the company doctor establishes that there is no question of work disability and the employee requests an expert opinion from the UWV (employee insurances implementation agency), the opinion of the UWV will be respected.
 - e. For this article, periods of work disability will be added together, provided they succeed each other with an interruption of less than 4 weeks.
 - f. If the UWV imposes an obligation on the employer to also continue to pay out the salary after the first 104 weeks, the employer will pay out 70% of the salary in accordance with the legal regulations.
 - g. The employee is required to cooperate in a medical examination carried out by an employer-approved company doctor and to follow the instructions of this company doctor. The employee is required to comply with the applicable rules of conduct during work disability.
 - h. If the employee does not cooperate in a medical examination and/or does not comply with applicable rules of conduct and/or instructions given by the company doctor, the right to supplementation of the statutory entitlement to continued payment of salary during work disability is forfeited.
 - i. NXP is entitled to request from the employee their AGH/SFB status (occupational disability/structural functional limitation) after entering employment with NXP.
2. Remuneration after 104 weeks of work disability
 - a. The employer will pay a supplement to an employee who is entitled to a pay-related benefit or a pay supplement benefit under Section 7 of the Work and Income According to Labor Capacity Act (WGA-scheme) and who is performing suitable work if and for as long as the employee has authorized the company to receive the benefits on their behalf, for inclusion in the payment made to them. The income that is earned from the suitable work, together with the WGA benefit and the supplement paid by the employer, amounts to:

³ Salary in this appendix means the monthly salary including personal budget and – if and to the extent applicable – shift work allowance, nuisance allowance, night shift nuisance allowance and additional night shift nuisance allowance.

- $80\% \times (A - B) + B$, during the pay-related benefit and during the pay supplement benefit period if the employee utilizes at least their residual earning capacity;
 - $80\% \times (A - C) + B$, during the pay supplement benefit period if the employee utilizes at least 50% of their residual earning capacity;
A stands for gross income, B for income earned from the suitable work, and C for residual earning capacity determined by the UWV (employee insurances implementation agency).
- b. The employer will supplement the lower income of an employee who is not entitled to a benefit under the Work and Income According to Labor Capacity Act (WIA) because the work disability is less than 35%, and who is performing suitable work. The supplement is as follows:
- 3rd year of sickness $80\% \times (90\% \text{ of the gross income minus the residual earning capacity})$
 - 4th year of sickness $70\% \times (90\% \text{ of the gross income minus the residual earning capacity})$
 - 5th year of sickness $60\% \times (90\% \text{ of the gross income minus the residual earning capacity})$
 - 6th year of sickness $50\% \times (90\% \text{ of the gross income minus the residual earning capacity})$
 - 7th year of sickness $40\% \times (90\% \text{ of the gross income minus the residual earning capacity})$
 - 8th year of sickness $30\% \times (90\% \text{ of the gross income minus the residual earning capacity})$
- 9th year of sickness $20\% \times (90\% \text{ of the gross income minus the residual earning capacity})$
 - 10th year of sickness $10\% \times (90\% \text{ of the gross income minus the residual earning capacity})$
 - 11th year of sickness $0\% \times (90\% \text{ of the gross income minus the residual earning capacity})$
3. Further rules for the definition of the term "income," as referred to in this article, will be established internally by the employer.
 4. The employer has taken out a WIA (Work and Income (Capacity for Work) Act) top-up insurance for employees who have a pensionable salary exceeding the maximum salary threshold for employee insurances. It covers the same as the WIA, but then for the part of the pensionable salary exceeding the salary threshold for national insurance. The employer pays the premium. In 2026 and 2027 this insurance is covered by ElipsLife.
 5. Further rules apply internally for employees awarded a benefit under the WAO (Disability Insurance Act) during the period of their employment.

ANNEX B - (pertaining to article 7.5) EXPLANATORY NOTES ON CALCULATION OF MONTHLY SALARY FOR SHIFT WORK AND SHIFT ALLOWANCE

The shift worker's monthly salary will be determined by the monthly salary according to article 5.1 of this agreement, multiplied by the base percentage.

The base percentage is calculated as follows:

$$\frac{\text{The actual number of work hours in a cycle}}{\text{Cycle} \times 40^*}$$

The shift allowance will be determined by the total of the inconvenience of the work periods and break periods in a cycle according to the inconvenience schedule in Article 7.5 of this agreement, divided by the actual number of work hours in a cycle. The result of this will be multiplied by the base percentage.

The formula for calculating the shift allowance is as follows:

$$\frac{\text{total allowance in a cycle}}{\text{actual number of work hours in a cycle}^{**}} \times \text{base percentage}$$

A sample calculation of the shift work monthly salary and the shift allowance is given in the brochure "Remuneration Scheme for Shift Workers."

* The calculation for the 4/5- and 5-shift duty rosters and the duty rosters derived from them is based on 38 hours per week.

ANNEX C - SALARY REDUCTION SCHEME FOR SHIFT WORKERS

1. Employees who leave shift work and/or are transferred to a different duty roster with a lower monthly salary are eligible for the salary reduction scheme.
 - The reduction amount is equivalent to the difference between the former monthly salary (including shift allowance) and the new monthly salary (including any (shift) allowance).
 - The duration of the reduction scheme is determined by the number of complete uninterrupted years of shift work, on the understanding that each complete year of shift work entitles the employee to one month of reduction payment. Employees aged 45 and older are entitled to two months of reduction payment for each complete year of shift work.
- In the first half of the reduction scheme the employee receives 75% of the reduction amount, and in the second half 25%. An employee who leaves shift work voluntarily and is younger than 55 years of age, receives half of the aforementioned percentages.

- Employees aged 55 and older, who have worked at least 10 but less than 20 uninterrupted years of shift work, receive, under the salary reduction scheme, a minimum of 25% of the reduction amount up to the date of their retirement.
 - Employees aged 55 or older, with a minimum of 20 but less than 30 uninterrupted years of shift work, receive a minimum of 50% of the aforementioned amount up to the date of their retirement.
 - An employee aged 55 or older, with a minimum of 30 uninterrupted years of shift work, receives 75% of the aforementioned amount up to the date of their retirement.
2. If an employee has left shift work for medical reasons and is granted a disability benefit (under WIA), they will be covered by the regulations outlined in Annex A of this CLA. The employee will also be covered by the salary reduction scheme, provided that this does not result in a decrease in the work disability percentage. An employee who has left shift work for medical reasons and has been reassigned to a day duty roster without limitations is eligible for the salary reduction scheme if and insofar as he/she has not been granted this on other grounds, following a complete reassessment of the degree of work disability. Reduction continues up to the monthly salary that applies under the provisions of the various paragraphs of Annex A.
 3. An employee who leaves shift work involuntarily and received for the shift work a monthly salary equal to or higher than that of a comparable full-time non-shift worker, is entitled to be placed on a duty roster with a monthly salary at least corresponding to that of a comparable employee on a full-time day duty roster. The above also applies to a shift worker aged 55 or older who leaves shift work voluntarily.
 4. Payments made under the salary reduction scheme will cease when an employee is transferred to a (shift) work roster that entitles them to a monthly salary (including (shift) allowance) that is equal to or higher than the monthly salary (including (shift) allowance) before the transfer. The reduction scheme will cease when the employee's employment contract is terminated; if the employee re-enters the employer's employment, previous years of shift work will not count with regard to the salary reduction scheme.
 5. In the event of collective scale adjustments, the reduction amount will be increased accordingly.
 6. Internally, further rules apply to employees who had accrued rights under the shift work allowance guarantee scheme as it applied until January 1, 1989.

ANNEX D - PROJECT WITH BREED

Throughout the term of this CLA, parties will explore and aim to promote the possibilities for adding to the number of existing work placements for people with work disabilities

through a secondment construction or otherwise with Breed (the organization in Nijmegen that implements the Sheltered Employment Act (WSW) in the Nijmegen region) or similar organizations.

ANNEX E - AGREEMENTS BETWEEN PARTIES TO THE CLA

INVESTING IN JOB SECURITY AND EMPLOYABILITY

The parties recognize the importance of a corporate policy aimed at increasing the employability of employees, which increases job security now and in the future. The parties also recognize employees' own responsibilities for maintaining and increasing their employability.

The parties have determined the following together:

- that education is an important instrument in furthering employees' performance, employability and job security.
- that an outlined employability schedule for each business unit – with standard requirements for education and employability – is advisable for effective education. These standard requirements are related to the requirements arising from technology and the expected future developments therein and the specific demands on NXP by its customers.
- that education should lead to certification with generally recognized vocational diplomas if possible, involving 'previously-acquired competences' (PAC) as much as possible.
- that, in view of the importance of employability, there can be no non-commitment for NXP and employees.

EMPLOYABILITY AND EDUCATION SCHEDULE

In view of the above, NXP will endeavor to create conditions that facilitate targeted education.

A correct image among employees with regard to the importance of education and employability is essential to their success. Both NXP and union organizations will do everything required in this respect.

SUSTAINABLE EMPLOYABILITY

Parties attach great importance to this topic and have included a number of specific agreements on promotion of sustainable employability. Examples are:

the introduction of the Generation Pact, the arrangement "Pre-pension paid leave", the career scan, and the available Employability budget.

BALANCE IN WORKING HOURS AND FLEXIBILITY

Informal care

The employee care program offers the possibility of engaging the services of an informal care coach. The informal care coach offers mental support and helps employees strike a good balance between work and private life.

OTHER AGREEMENTS

Compensation for 3rd year of unemployment benefit:

The legal duration and structure of unemployment benefits, whereby the first day of unemployment falls on or after January 1, 2016, will be restricted. NXP agreed with the trade unions to look into possibilities for compensating the restrictions on structure and duration of the unemployment benefits in the legal, public section with private supplementary insurances via a national implementing body. This implementing body is the PAWW Foundation ('Stichting PAWW'), responsible for payment of the private benefit at the end of the statutory period of WW or wage-related WGA benefit. The amount of PAWW benefit corresponds with the statutory WW or wage-related WGA benefit. The possible reduction of the duration of the statutory benefit after January 1, 2016 compared to a benefit awarded before January 1, 2016 is at least ½ month, and will be at most 14 months (was 38, will become 24 months).

In December 2017, NXP and the trade unions agreed to register with PAWW. On July 11, 2018, the Minister of Social Affairs and Employment declared a number of combined collective labor agreements, including the one that NXP falls under, the "Industrie en Techniek 2_02" (Industry and Technology 2_02),



generally binding. The effective date of the regulation was set to August 1, 2018. Only employees who fall within the scope of the NXP CLA, and who become unemployed on or after August 1, 2018 are possibly entitled to a PAWW benefit. In 2026 the employee contribution is 0.1% of the gross salary (a maximum contribution base of € 79.409,- applies).

Parties jointly decided to extend participation in this arrangement until October 1, 2027. The employee contribution has been capped at 0.5% by the "Stichting PAWW" for the years 2023 through to 2027.

CHANGES DURING THE TERM OF THE CLA

If, during the term of this CLA NXP wishes to introduce changes, e.g. to the performance rating system, parties will discuss required modifications of the text of the CLA. If CLA parties agree, these changes can be introduced during the term of this CLA.

ANNEX F - REPLACEMENT AND SUPPLEMENTARY PROVISIONS THAT APPLY TO EMPLOYEES OF THE UNIFORMED SERVICE OF THE SECURITY DEPARTMENT

1 DEFINITIONS

In this Annex the following terms are understood to mean:

EMPLOYER:

as mentioned under 1. of the CLA.

THE ORGANIZATIONS:

the parties as mentioned under 2. through 5. of the CLA.

EMPLOYEE:

all those in the service of the employer, who are part of the uniformed service of the employer's company security department.

SERVICE:

the employer's company security department.

2 GENERAL

- 1 The following Articles from the CLA do not apply to the employee as described in article 1 of this Annex:
 - a. Article 7.5;
 - b. Article 5.8, paragraphs I and II.
2. To replace the articles of the CLA excluded under paragraph 1, the following articles apply to the employee as described in article 1, and serve as a supplement to the CLA.

3 REMUNERATION FOR SHIFT WORK ROSTERS

1. Employees who work shifts according to a fixed duty roster or work according to a day duty roster with unstructured irregularity, receive a shift work allowance in addition to their monthly salaries. This allowance will be paid from the time that they begin working according to this duty roster and will continue as long as they continue to work under that schedule.
2. The amount of the shift work allowance depends on the type of shift in which they work and which is laid down in the duty roster.
3. The shift work allowance amounts to:
 - 17%: for the day duty roster with unstructured irregularity, whereby the average working time is 38 hours per week and the business hours total at least 40 hours;
 - 17%: for all two-shift rosters, in which the average working time is 38 hours and the business hours total at least 80 hours per week;
 - 22,5%: for the three-shift rosters, with surveillance shift and weekends, in which the average working time is 38 hours and the business hours total at least 120 hours per week;
 - 33,5%: for shift rosters, in which the average weekly working time is 38 hours and the business hours total 168 hours per week.

- Payment of shift allowance is based on the sum total of the applicable income elements, but at least based on € 2,644 gross per month with effect from March 1, 2025, and per April 1, 2026, based on € 2,726 gross per month, and € 2,808 per February 1, 2027.
- The company's salary reduction scheme is detailed in Annex C of this CLA

4 CLASSIFICATION OF EMPLOYEES INTO PAY GRADES

- The uniformed service of the Company Security Department operates under a ranking system. Salary scales for the Company Security Department are equivalent to the salary scales up to and including grade 40. Classification of employees into pay grades depends on the employee's rank:
 - Surveillance officer 2nd class: pay grade 01 (equivalent to grade 20)
 - Surveillance officer 1st class: pay grade 07 (equivalent to grade 25)
 - Head surveillance officer: pay grade 08 (equivalent to grade 30)
 - Assistant Unit Manager: pay grade 03 (equivalent to grade 35)
 - Unit Manager: pay grade 04 (equivalent to grade 40)
- The employer has established internal regulations pertaining to the conditions that an employee must satisfy in order to be able to advance to a higher rank.

5 VACATION FOR EMPLOYEES WORKING SHIFTS

- The employer establishes internal regulations for taking vacation days.

- Employees who work shifts, work normally on the collective leave days. If the interest of the service requires it, the employer can require employees who do not work shifts to also work on the collective leave days.
- Employees who work continuous shifts will be awarded two extra shift times off per calendar year - in addition to their statutory number of vacation days. The employer will establish internal regulations regarding the taking of these days.
- In implementing the provisions in article 7.4, paragraph 3, of the CLA, employees who work continuous shifts will be granted 6 extra shift times off in exchange for possibly having to work on the public holidays as referred to in Article 7.4, paragraph 1 of the CLA. If, as a result of reductions in the shift's work force, the employee has a leave day on a day that, according to the provisions in the first part of this paragraph, has already been compensated, one shift time off will be deducted from the number of extra shift times off that the employee had been granted pursuant to this paragraph. If the employee has a leave day on one of the aforementioned public holidays according to the normal duty roster, then no such correction will take place.
- The implementation of these provisions will be carried out by the employer in consultation with the Works Council.

6 VALIDITY

The validity of this Annex is equivalent to that referred to in article 1.2 of the CLA.

ANNEX G - REPLACEMENT PROVISIONS THAT APPLY TO PARTICIPANTS IN THE GLOBAL INCENTIVE PLAN

1 DEFINITIONS

In this Annex the following terms are understood to mean:

S&M EMPLOYEE:

anyone employed by the employer, who is employed in a specific function within Global Sales & Marketing and also participates in the Plan;

BASIC SALARY:

This is the annual salary, excluding personal budget and variable salary.

PLAN:

The Global Sales Incentive Plan that applies for specific functions within Global Sales & Marketing. The basic principle of this Incentive Plan is that participants have a fixed basic salary plus a variable component which is nominally 30% or 40% of their basic salary, dependent on the role (see table) in the Global Sales and Marketing organization.

Percentage variable part Global Sales Incentive Plan	
Functional area	Percentage
Sales	40%
Technical	30%
Marketing	30%
Business Development	30%

2 GENERAL

- The Plan is directly applicable to S&M employees who were employed either on or after January 1, 2011.

- For the benefit of S&M employees who were already in the service of the employer on January 1, 2011, a gradual transition to the amended form of reimbursement – as contained in article 1 of this Annex – has taken place. The basic assumption was that they would retain their existing fixed salary. To expedite the introduction of this amended form of reimbursement the percentages of future collective and individual increases of this employee's salary were added to the variable salary percentage on a voluntary basis provided the employee had given a (one-time) written authorization.

3 S&M EMPLOYEES

Article 5.3 of the CLA is not applicable to S&M employees

4 AVERAGE SIP AMOUNT REALIZED INCLUDED IN PENSIONABLE SALARY

With effect from January 1, 2022, the average realized SIP amount is not pensionable any more.

5 VALIDITY

The validity of this Annex is equivalent to that referred to in Article 1.2 of the CLA.

ANNEX H - SALARY SCALES

ANNUAL SALARY SCALE FOR GRADES 20 THROUGH G6 (80) PER MARCH 1, 2025 IN EUROS
including the collective scale adjustment per March 1, 2025

Schaalpositie	20	25	27	30	35	37	40	45	G2 (50)	G3 (60)	G4 (70)	G5 (75)	G6 (80)
120	38.447	40.544	42.648	44.844	48.918	53.106	56.233	65.059	73.932	92.384	117.780	128.603	139.424
115	36.845	38.855	40.871	42.976	46.880	50.893	53.890	62.348	70.852	88.535	112.873	123.244	133.615
110	35.243	37.166	39.094	41.107	44.842	48.681	51.547	59.638	67.771	84.686	107.965	117.886	127.806
105	33.641	35.476	37.317	39.239	42.803	46.468	49.204	56.927	64.691	80.836	103.058	112.527	121.996
Referentie salaris = 100	32.039	33.787	35.540	37.370	40.765	44.255	46.861	54.216	61.610	76.987	98.150	107.169	116.187
95	30.437	32.098	33.763	35.502	38.727	42.042	44.518	51.505	58.530	73.138	93.243	101.811	110.378
90	28.835	30.408	31.986	33.633	36.689	39.830	42.175	48.794	55.449	69.288	88.335	96.452	104.568
85	27.233	28.719	30.209	31.765	34.650	37.617	39.832	46.084	52.369	65.439	83.428	91.094	98.759
80	25.631	27.030	28.432	29.896	32.612	35.404	37.489	43.373	49.288	61.590	78.520	85.735	92.950

MONTHLY SALARY SCALE FOR GRADES 20 THROUGH G6 (80) PER MARCH 1, 2025 IN EUROS
including the collective scale adjustment per March 1, 2025. Amounts rounded off to the nearest euro

Schaalpositie	20	25	27	30	35	37	40	45	G2 (50)	G3 (60)	G4 (70)	G5 (75)	G6 (80)
120	3.204	3.379	3.554	3.737	4.077	4.426	4.686	5.422	6.161	7.699	9.815	10.717	11.619
115	3.070	3.238	3.406	3.581	3.907	4.241	4.491	5.196	5.904	7.378	9.406	10.270	11.135
110	2.937	3.097	3.258	3.426	3.737	4.057	4.296	4.970	5.648	7.057	8.997	9.824	10.650
105	2.803	2.956	3.110	3.270	3.567	3.872	4.100	4.744	5.391	6.736	8.588	9.377	10.166
Referentie salaris = 100	2.670	2.816	2.962	3.114	3.397	3.688	3.905	4.518	5.134	6.416	8.179	8.931	9.682
95	2.536	2.675	2.814	2.958	3.227	3.504	3.710	4.292	4.877	6.095	7.770	8.484	9.198
90	2.403	2.534	2.666	2.803	3.057	3.319	3.515	4.066	4.621	5.774	7.361	8.038	8.714
85	2.269	2.393	2.517	2.647	2.888	3.135	3.319	3.840	4.364	5.453	6.952	7.591	8.230
80	2.136	2.252	2.369	2.491	2.718	2.950	3.124	3.614	4.107	5.132	6.543	7.145	7.746

ANNUAL SALARY SCALE FOR GRADES 20 THROUGH G6 (80) PER APRIL 1, 2026 IN EUROS
including the collective scale adjustment per April 1, 2026

Schaalpositie	20	25	27	30	35	37	40	45	G2 (50)	G3 (60)	G4 (70)	G5 (75)	G6 (80)
120	39.985	42.167	44.354	46.414	50.630	54.752	57.977	67.076	76.224	95.249	121.432	132.590	143.747
115	38.319	40.410	42.506	44.480	48.521	52.471	55.561	64.282	73.048	91.280	116.372	127.066	137.757
110	36.653	38.653	40.658	42.546	46.411	50.190	53.145	61.487	69.872	87.311	111.312	121.541	131.768
105	34.987	36.896	38.810	40.612	44.302	47.908	50.730	58.692	66.696	83.343	106.253	116.017	125.778
Referentie salaris = 100	33.321	35.139	36.962	38.678	42.192	45.627	48.314	55.897	63.520	79.374	101.193	110.492	119.789
95	31.655	33.382	35.114	36.744	40.082	43.346	45.898	53.102	60.344	75.405	96.133	104.967	113.800
90	29.989	31.625	33.266	34.810	37.973	41.064	43.483	50.307	57.168	71.437	91.074	99.443	107.810
85	28.323	29.868	31.418	32.876	35.863	38.783	41.067	47.512	53.992	67.468	86.014	93.918	101.821
80	26.657	28.111	29.570	30.942	33.754	36.502	38.651	44.718	50.816	63.499	80.954	88.394	95.831

MONTHLY SALARY SCALE FOR GRADES 20 THROUGH G6 (80) PER APRIL 1, 2026 IN EUROS
including the collective scale adjustment per April 1, 2026. Amounts rounded off to the nearest euro

Schaalpositie	20	25	27	30	35	37	40	45	G2 (50)	G3 (60)	G4 (70)	G5 (75)	G6 (80)
120	3.332	3.514	3.696	3.868	4.219	4.563	4.831	5.590	6.352	7.937	10.119	11.049	11.979
115	3.193	3.367	3.542	3.707	4.043	4.373	4.630	5.357	6.087	7.607	9.698	10.589	11.480
110	3.054	3.221	3.388	3.545	3.868	4.182	4.429	5.124	5.823	7.276	9.276	10.128	10.981
105	2.916	3.075	3.234	3.384	3.692	3.992	4.227	4.891	5.558	6.945	8.854	9.668	10.482
Referentie salaris = 100	2.777	2.928	3.080	3.223	3.516	3.802	4.026	4.658	5.293	6.615	8.433	9.208	9.982
95	2.638	2.782	2.926	3.062	3.340	3.612	3.825	4.425	5.029	6.284	8.011	8.747	9.483
90	2.499	2.635	2.772	2.901	3.164	3.422	3.624	4.192	4.764	5.953	7.589	8.287	8.984
85	2.360	2.489	2.618	2.740	2.989	3.232	3.422	3.959	4.499	5.622	7.168	7.827	8.485
80	2.221	2.343	2.464	2.579	2.813	3.042	3.221	3.726	4.235	5.292	6.746	7.366	7.986

ANNUAL SALARY SCALE FOR GRADES 20 THROUGH G6 (80) PER FEBRUARY 1, 2027 IN EUROS
including the collective scale adjustment per February 1, 2027

Schaalpositie	20	25	27	30	35	37	40	45	G2 (50)	G3 (60)	G4 (70)	G5 (75)	G6 (80)
120	41.185	43.433	45.685	47.807	52.150	56.395	59.717	69.089	78.511	98.107	125.075	136.568	148.060
115	39.469	41.623	43.782	45.815	49.977	54.045	57.229	66.210	75.240	94.019	119.863	130.878	141.890
110	37.753	39.813	41.878	43.823	47.804	51.696	54.740	63.331	71.969	89.932	114.652	125.188	135.721
105	36.037	38.004	39.975	41.831	45.631	49.346	52.252	60.453	68.697	85.844	109.440	119.497	129.552
Referentie salaris = 100	34.321	36.194	38.071	39.839	43.458	46.996	49.764	57.574	65.426	81.756	104.229	113.807	123.383
95	32.605	34.384	36.167	37.847	41.285	44.646	47.276	54.695	62.155	77.668	99.018	108.117	117.214
90	30.889	32.575	34.264	35.855	39.112	42.296	44.788	51.817	58.883	73.580	93.806	102.426	111.045
85	29.173	30.765	32.360	33.863	36.939	39.947	42.299	48.938	55.612	69.493	88.595	96.736	104.876
80	27.457	28.955	30.457	31.871	34.766	37.597	39.811	46.059	52.341	65.405	83.383	91.046	98.706

MONTHLY SALARY SCALE FOR GRADES 20 THROUGH G6 (80) PER FEBRUARY 1, 2027 IN EUROS
including the collective scale adjustment per February 1, 2027. Amounts rounded off to the nearest euro

Schaalpositie	20	25	27	30	35	37	40	45	G2 (50)	G3 (60)	G4 (70)	G5 (75)	G6 (80)
120	3.432	3.619	3.807	3.984	4.346	4.700	4.976	5.757	6.543	8.176	10.423	11.381	12.338
115	3.289	3.469	3.648	3.818	4.165	4.504	4.769	5.518	6.270	7.835	9.989	10.907	11.824
110	3.146	3.318	3.490	3.652	3.984	4.308	4.562	5.278	5.997	7.494	9.554	10.432	11.310
105	3.003	3.167	3.331	3.486	3.803	4.112	4.354	5.038	5.725	7.154	9.120	9.958	10.796
Referentie salaris = 100	2.860	3.016	3.173	3.320	3.622	3.916	4.147	4.798	5.452	6.813	8.686	9.484	10.282
95	2.717	2.865	3.014	3.154	3.440	3.721	3.940	4.558	5.180	6.472	8.251	9.010	9.768
90	2.574	2.715	2.855	2.988	3.259	3.525	3.732	4.318	4.907	6.132	7.817	8.536	9.254
85	2.431	2.564	2.697	2.822	3.078	3.329	3.525	4.078	4.634	5.791	7.383	8.061	8.740
80	2.288	2.413	2.538	2.656	2.897	3.133	3.318	3.838	4.362	5.450	6.949	7.587	8.226