



# Stronger together

## Collective Labor Agreement

September 1, 2020 to June 30, 2022

A joint result of Signify and labor unions, CNV Vakmensen.nl, De Unie, and VHP2.

# Stronger together

## Signify Collective Labor Agreement

September 1, 2020 to June 30, 2022

### Colofon

This is a publication of Signify HR-Benelux

Design, layout, coordination of photography and printing  
Morres & Company

# Table of contents

<b>Foreword:</b>		<b>6 Your working time</b>	<b>22</b>				
<b>Sustainable working &amp; personal development</b>	<b>7</b>	6.1 Definitions	22	8.10 Paid leave for employees aged 60 years and above (60-hour scheme)	37	14.5 Labor union leave	52
<b>1 Target group and term of the CLA</b>	<b>10</b>	6.2 Working hours	22	<b>9 Your other terms of employment</b>	<b>38</b>	14.6 Labor union work at Signify	52
1.1 Target group	10	6.3 Establishing work schedules	23	9.1 Signify shares savings scheme	38	14.7 Payment to labor unions	53
1.2 Duration of the CLA and continued effect of previous CLA	10	6.4 Adjusting working time, workplace and working hours	23	9.2 Pension scheme	38	14.8 Consultations about employment opportunities	53
<b>2 Obligations of the CLA</b>	<b>11</b>	6.5 Part-time scheme for employees aged 60 and above, for employees assigned to the professional grades up to and including 45 (up to and including December 31, 2021), or (from January 1, 2022) up to and including Hay grade 14 (80-85-100 Scheme)	24	9.3 Payment during occupational disability	39	14.9 Government measures	54
2.1 Obligations of Signify	11	6.6 Part-time scheme for employees aged 62 and above (80-90-100 Scheme)	24	9.4 Supplementary WW and WGA benefits	40	14.10 Local consultations	54
2.2 Your obligations	11	6.7 Company AOW from January 1, 2022	24	<b>10 Your employment opportunities and sustainable employability</b>	<b>42</b>		
<b>3 Your employment contract</b>	<b>12</b>	<b>7 Your allowances</b>	<b>25</b>	10.1 Employment opportunities	42		
3.1 Start and duration of employment contract	12	7.1 Overtime	25	10.2 Sustainable employability	43		
3.2 Notice period for an employment contract for an indefinite period	12	7.2 Special hours in work schedules	27	10.3 Internal and external counseling and career coaching	44		
3.3 Termination of employment contract by operation of law	13	7.3 Standby duty	27	10.4 Career changes	45		
<b>4 Your choices regarding the allocation of your terms of employment</b>	<b>15</b>	7.4 Public holidays	28	<b>11 Your working conditions</b>	<b>46</b>	<b>Appendix A Payment during occupational disability</b>	<b>60</b>
4.1 Your Signify à la Carte	15	7.5 Shift work	29	11.1 Working conditions	46	<b>Appendix B Explanatory notes for calculation of monthly salary for shift work and shift work allowance</b>	<b>62</b>
<b>5 Your remuneration</b>	<b>17</b>	7.6 Inconvenience allowance	30	<b>12 Information and consultation</b>	<b>49</b>	<b>Appendix C Income reduction scheme for employees working in shifts</b>	<b>64</b>
5.1 Monthly salary	17	<b>8 Your leisure time and leave</b>	<b>32</b>	12.1 Works Councils	49	<b>Appendix D Corporate Social Responsibility</b>	<b>66</b>
5.2 Holiday allowance	17	8.1 Vacation	32	12.2 Notifications for employees	49	<b>Appendix E Agreements between parties to the Collective Labor Agreement</b>	<b>66</b>
5.2.1 Occupational disability	18	8.2 Collective days off	33	<b>13 Company discipline and individual dispute resolution</b>	<b>50</b>	<b>Appendix F Salary scales</b>	<b>70</b>
5.2.2 Fully occupationally disabled	18	8.3 Purchased days	33	13.1 Disciplinary measures	50	<b>Appendix G Career Trends</b>	<b>74</b>
5.3 Variable salary	18	8.4 Life Course Savings Scheme	34	13.2 Individual dispute resolution	50		
5.4 Collective scale adjustment	18	8.5 Care leave	34	<b>14 Arrangements for labor unions</b>	<b>51</b>		
5.4.1 One-off payment May 2022	18	8.6 Payment during vacation and leave	35	14.1 Obligations of the trade unions	51		
5.5 Payment account	18	8.7 Percentage in case of payment of unused vacation days	35	14.2 Reciprocal obligations	51		
5.6 Salary scheme	19	8.8 Unpaid leave	35	14.3 Industrial peace, strikes and exclusion	51		
		8.9 Paid leave	35	14.4 Disputes between Signify and labor unions	52		

# Appendices

<b>Appendix A</b>	<b>Payment during occupational disability</b>	<b>60</b>
<b>Appendix B</b>	<b>Explanatory notes for calculation of monthly salary for shift work and shift work allowance</b>	<b>62</b>
<b>Appendix C</b>	<b>Income reduction scheme for employees working in shifts</b>	<b>64</b>
<b>Appendix D</b>	<b>Corporate Social Responsibility</b>	<b>66</b>
<b>Appendix E</b>	<b>Agreements between parties to the Collective Labor Agreement</b>	<b>66</b>
<b>Appendix F</b>	<b>Salary scales</b>	<b>70</b>
<b>Appendix G</b>	<b>Career Trends</b>	<b>74</b>

\* The CLA refers to regulations and brochures. These regulations and brochures can be found on the HR Portal. To find them, enter the name of the scheme or brochure you are looking for in the search function.



Foreword

## Sustainable working & personal development

The new Collective Labor Agreement (CLA) runs from September 1, 2020 up to and including June 30, 2022. Signify and the labor unions have agreed on a package of terms of employment that suits a company that is a global market leader and is continually committed to innovation. Not only on the innovation of its products, but also in terms of HR and a matching policy on employment conditions. Against this background, agreements have also been made with trade unions about activities to safeguard and improve the employability of employees (Resilience@work).

Ever since Signify became an independent company, we have found that change is constant. Circumstances around us are changing rapidly. There are three key global trends that impact Signify: the transformation of our industry; a changing world; and increasing digitization. The COVID-19 pandemic has accelerated many of these changes while impacting our lives, the way we do business, and our business in general.

Signify's 5 Frontiers strategy helps us meet challenges and seize opportunities in the midst of these global changes that affect us. "Be a great place to work" is one of the 5 strategic objectives. Employee engagement is

critical to our performance as a company and is an integral part of our vision for people: to create a workplace where people feel at home, where they can make an impact, and where they can be proud of the company we are forming and building together.

Signify believes that we will maintain our position as a global leader in lighting through our commitment to developing employees and providing them with a challenging and engaging work experience with a great benefits package. We prioritize providing equal opportunities through an organization that pays attention to and gives substance to diversity and inclusiveness.



# I. Target group and term of CLA

This CLA is an agreement between the CLA parties of Signify on the one hand and the relevant trade unions on the other hand.

## 1.1 Target group

If you have an employment contract with Signify(\*), the agreements in this CLA also apply to you:

- up to and including December 31, 2021: if you have been assigned to the professional grades 10 through 90 (and the 2019/2020 CLA applies to you);
- from January 1, 2022: if you have been assigned to Hay grade 7 up to and including Hay grade 19. If you have been assigned to Hay grade 20 or higher, this CLA does not apply to you.

Note: A transitional arrangement has been created for employees in Hay grade 20, who will fall outside the scope of the CLA as a result of this change in scope. This transitional arrangement means that these employees will be offered the choice of either opting for an employment contract "outside the CLA" (in which case the terms of employment will be agreed at the individual level), or of continuing to be entitled to voluntary application of the CLA by means of an incorporation clause in the individual employment contract.

(\*) This includes: Signify Netherlands BV and Modular Lighting Nederland BV

This CLA does not apply to:

- a. participants in the Employment Plan;
- b. managers assigned by Signify after consultation with the labor unions;
- c. employees who work in the Netherlands on a temporary basis, based on an Expatriation Agreement or a Global Professional Agreement.

## 1.2 Duration of the CLA and continued effect of previous CLA

### 1 Duration

This CLA will be in effect from August 1, 2020 through June 30, 2022. The CLA will automatically expire on June 30, 2022; the CLA parties do not need to terminate the agreement.

### 2 Any previous provisions that remain in effect

The provisions in this CLA replace any previous provisions of the CLA that would otherwise remain in effect. These previous CLA provisions will no longer remain in effect. All other provisions have lapsed. However, individual agreements which did not result from previous CLAs will remain in force.

# 2. Obligations of the CLA

To ensure compliance with and enforcement of this CLA, both Signify and you must meet a number of obligations.

## 2.1 Obligations of Signify

### 1 Deviation from agreements

Signify may not deviate from the agreements in this CLA in a way that is disadvantageous to you. However, deviation in your favor is possible if allowed by law. If it concerns a deviation in favor of all employees of a business unit or for groups of employees, that deviation is only permitted after consultation with the trade unions.

### 2 Availability of the CLA

Signify will make the CLA digitally available to its employees.

### 3 Protection of personal privacy

In providing information, Signify will take measures to protect your personal privacy.

## 2.2 Your obligations

### 1 Behavior

You will conduct yourself in accordance with the provisions of this CLA and instructions from or on behalf of Signify. This also includes the General Business Principles (Integrity Code) which Signify adopts after consultation with the Works Council.

### 2 Representing the interests of Signify

As a person, you always represent the interests of Signify; also when you are not explicitly told to do so. You carry out reasonable assignments, including activities that are not part of your regular work.

# 3. Your employment contract

You enter into an individual employment contract with Signify. Specific rules apply with regard to entering into and terminating an employment contract.

## 3.1 Start and duration of employment contract

### 1 Start

At the start of your employment, you will enter into an individual written employment contract with Signify. At that time, we mutually agree that this CLA and all subsequent CLAs will also apply to you.

### 2 Duration

Signify concludes the employment agreement with you for an indefinite period, unless your employment agreement states otherwise.

### 3 Content

Your individual employment contract will include the date you start work, your position, the place where you start work, your professional grade/Hay grade, and your starting salary.

Your employment contract will also include provisions about:

- work that you do in addition to your work at Signify at other companies, or for yourself;
- confidentiality regarding corporate affairs and publications;
- waiver of intellectual property rights to inventions. If you are in professional grade/Hay grade 25 or lower, or Hay grade 8 or lower, Signify will not exercise its rights to this provision regarding inventions.

If you are in professional grades 50 through 90 (up to and including December 31, 2021), or (from January 1, 2022) Hay grade 15 through Hay grade 19, your employment contract will also include provisions on:

- copyright;
- patents;
- a non-competition clause.

### 4 Consecutive employment contracts

Signify includes consecutive employment contracts at companies with which we are affiliated in a group at the start of your employment contract to calculate the duration of your employment contract.

## 3.2 Notice period for an employment contract for an indefinite period

### 1 Giving notice of termination of an employment contract

You can terminate your employment contract yourself. Signify has that same option. The notice period begins on the first day of the calendar month following the date of the termination notice. Your employment contract ends at the end of the notice period. If Signify gives notice, we will confirm that in writing.

### 2 Signify notice period

The notice period for Signify is dependent on the duration of your employment contract on the day of termination.

### The notice period is

- for employees in professional grades 10 through 45 (up to and including December 31, 2021), or (from January 1, 2022) Hay grade 7 through Hay grade 14, employed for:
  - less than 5 years 1 month
  - 5-10 years 2 months
  - 10-15 years 3 months
  - from 15 years or longer 4 months
- for employees in professional grades 50 through 90 (up to and including December 31, 2021), or (from January 1, 2022) Hay grade 15 through Hay grade 19, employed for:
  - less than 15 years 3 months
  - from 15 years or longer 4 months.

### 3. Your notice period

The notice period that applies to you depends on the professional grade/Hay grade to which you are assigned. This is:

- from professional grades 10 through 45 (up to and including December 31, 2021), or (from January 1, 2022) Hay grade 7 to Hay grade 14: 1 month
- from professional grades 50 through 90 (up to and including December 31, 2021), or (from January 1, 2022) Hay grade 15 to Hay Grade 19: 3 months

## 3.3 Termination of employment by operation of law

### 1 Employment contract for a definite period of time

Your employment contract is terminated without prior notice when your employment contract for

a definite period of time has expired by operation of law.

### 2 Successive employment contracts

If Signify enters into an employment contract for a definite period with you, or plans to extend it, the following "chain rule" applies: we will enter into a maximum of 3 employment contracts for a definite period of time with you within the space of 24 months.

The CLA recognizes 2 exceptions to the aforementioned chain rule:

- Did you first work for Signify as a temporary agency worker (see Article 7:690 of the Dutch Civil Code) and then conclude an employment contract with Signify immediately or within 6 months thereafter? In that case, the entire period in which you worked as temporary agency worker at Signify will count as the first employment contract for a definite period in the chain, even if this has been interrupted by sickness.
- Did you enter into your employment contract for the purpose of scientific research and/or PhD research? In that case, the period of 24 months does not apply to you to the extent that you need more time to complete your scientific research and/or PhD.

Your employment contract is terminated without prior notice by operation of law on the last day of the month in which you turn 68 years old, unless termination takes place earlier, or if you agree otherwise with Signify.



## 4. Your choices regarding the allocation of your terms of employment

Signify offers you the opportunity to make as many personal choices as possible in the allocation of your terms of employment. For instance, you might want to invest part of your salary in shares. Or maybe you would like to convert vacation days or overtime into money. Or you might prefer additional days off. Whatever your choice may be, Signify à la Carte provides plenty of options.

### 4.1 Your Signify à la Carte

#### 1 Purposes

With Signify à la Carte, you can spend the money you receive from Signify – your monthly salary, your variable salary, and so on – for purposes that you choose yourself. In addition, you can convert “time” into “money.” The gross value will remain the same.

#### 2 Allocation options

With Signify à la Carte, you have the following allocation options:

- Purchased days (also see Article 8.3);
- Shares;
- Life Course Savings until October 30, 2021 (due to legal changes)

- Bicycle;
- Bicycle accessories;
- Home office;
- Union membership fee;
- Commuting expenses.

#### 3 Convert ‘time’ into ‘money’

You can convert the following forms of ‘time’ into ‘money’.

- Vacation days in excess of the statutory entitlement left at the end of the year;
- Compensation for overtime (‘time for time’);
- Compensation for collective vacation days.

More information about the effects, the conditions and the moments for decisions is available in the “Signify à la Carte” brochure.



#### 4 Adverse effects

If you use your salary for these allocation options, this may decrease your daily pay. This could have an adverse effect on your social security benefits, such as unemployment benefits and occupational disability benefits. These adverse effects, including the risk due to any changes in fiscal laws and regulations, will be at your own expense. Signify will not offer compensation for them.

Signify offers you the opportunity to make as many personal choices as possible.

## 5. Your remuneration

**Most people consider remuneration to be the most important aspect of the terms of employment. This aspect can have the biggest impact on your life. It also determines which activities you can undertake in addition to your work. Signify is well aware of this. That is why we continue to promote an appealing system of remuneration. It goes beyond the monthly salary and holiday allowance.**

### 5.1 Monthly salary

#### 1 System of remuneration in the CLA

Signify's remuneration system is described in the brochure entitled "System of remuneration in the CLA." It includes information about salary scales and salary guarantees. Signify will only make structural changes to salary scales after consulting the labor unions. You can see the salary scales in Appendix F of this CLA.

#### 2 Determining the monthly salary

Signify determines your monthly salary based on:

- assignment to a professional grade/Hay grade\*;
- the salary scale for your professional grade\*;
- the assessment of your work performance.

\* Professional grade up to and including December 31, 2021 and Hay grade from January 1, 2022

More details can be found in Article 5.6.

#### 3 Payment of the monthly salary

Your monthly salary will be paid at the end of each calendar month.

### 5.2 Holiday allowance

The statutory percentage for the holiday allowance (8%) is paid monthly. You can also reserve your holiday allowance and have that amount paid in full at a later date. If you do not choose when you want to have your reservation paid out, it will automatically be paid out in December of the relevant year.

#### Minimum amount at age 22 or older

If you are 22 years or older, your holiday allowance will be at least €2,606 gross on an annual basis. Signify will adjust this amount by the percentage of the collective salary scale adjustment (see Article 5.4)

### 5.2.1 Occupational disability

If you suffer from occupational disability and you are on occupational disability benefits, you will only be paid holiday allowance if and for as long as you have authorized Signify to receive the holiday allowance you have been granted due to occupational disability benefits and settle that amount.

### 5.2.2 Fully occupationally disabled

You are not entitled to any holiday allowance when you are fully occupationally disabled and are not entitled to payment by Signify as referred to in Article 9.3 and Appendix A.

## 5.3 Variable salary

### 1 Payment of variable salary or not

Signify will pay you a variable salary if you have been employed for an entire calendar year or part of it. You will not receive a variable salary after summary dismissal and/or if your employment contract ends at your own initiative before the end of the calendar year to which the variable remuneration relates.

### 2 Percentage

- The on-target percentage variable salary for
- professional grades 10 through 70 (up to and including December 31, 2021), or (from January 1, 2022) Hay grade 7 through to Hay grade 18: 4%;
  - professional grades 80 and 90 (up to and including December 31, 2021), or (from January 1, 2022) Hay grade 19: 7%

Your variable salary is calculated on the basis of your income on December 31 of the year for which the variable salary is granted. These are

percentages of your income on December 31 of the year in which Signify has granted the variable salary.

### 3 Payment of variable salary

The variable salary will be paid in March of the year following the year to which the scheme applies. If you decide to leave employment during the calendar year, you will not receive a variable salary.

### 4 Pro rata payment

In deciding the variable salary which will be paid, Signify will take into account the duration of your employment during the year of that applicable scheme, your part-time percentage, any unpaid leave and occupational disability (if you have suffered from occupational disability for a cumulative period of more than six months).

## 5.4 Collective scale adjustment

Signify increases the salary scales. On May 1, 2021 you will receive a collective increase in salary of 1% with a minimum of gross €310 per year and on May 1, 2022 your salary will increase by 2% with a minimum of gross €620 per year.

### 5.4.1. One-off payment May 2021

Signify pays a one-off fee of gross €500 on a full-time basis if you have been assigned to professional grades 10 through 50.

## 5.5 Payment account

You enable Signify to make the payments due by means of transfer to a payment account designated by you.

## 5.6 Salary scheme

### 1 Establishing job level

- Signify establishes the level of sample positions according to a job assessment system. These sample positions can be found in the file "Reference positions." We decide the level of your position by comparing it to the sample positions.
- If your position cannot be compared to the available sample positions, we establish the level based on the job assessment system.

### 2 Assignment to a professional grade

Signify will assign you to one of the following professional grades: 10 through 90 (up to and including December 31, 2021), or (from January 1, 2022) Hay grade 7 through Hay grade 19. In principle, we determine your professional grade based on the level of your position, provided that:

- there is sufficient certainty about your suitability to fulfill your current position as well as other positions at the proposed level;
- and positions of at least this level remain available in this company or other Signify companies.

### 3 Salary system

#### Structure

Reference salary:  
Each professional grade or Hay grade has a reference salary. This is the minimum salary you will receive and continue to receive if you comply with all requirements of your position at a structural level.

Minimum final salary for professional grade or Hay Grade: If you comply with the minimum requirements for your position, you will attain at least the minimum final salary.

Final salary for professional grade or Hay grade: If you continue to increase your contribution to Signify after reaching the minimum final salary, then your final salary may continue to increase beyond this minimum final salary. In general, you can continue to increase your salary to a level at least equivalent to the reference salary.

The salary scales can be found in Appendix F of this CLA.

#### Impact of assessment

At least once a year, your manager will assess your contribution over the previous period in a mutual discussion. On that occasion, you and your manager will discuss the content and results of your work, but also your working methods and behavior. You will also discuss the main grounds for establishing your salary. In addition, you will make agreements for the period ahead.

#### Salary increase

The assessment will have consequences for your salary once a year, provided that your contribution has grown and you have not yet achieved your (personal) final salary. Signify will add an assigned salary increase to your salary as of April 1 following the assessment.

#### 4 Individual guarantees Assignment guarantee

Once you have been assigned to a professional grade or Hay grade, Signify will not place you in a lower professional grade/Hay grade thereafter, unless you accept a different position.

#### This does not apply to you if:

- you are younger than 55 years old and you have been working at a "lower" level for a longer time due to lack of work at a suitable level for your professional grade. In that case, Signify will assign you to a professional grade one level below your current professional grade;

- b. Signify will reduce your position level because your contribution has not complied with the requirements for your position for a long time;
- c. there are measures in place, such as:
  - the closure of a company or business unit;
  - drastic and structural changes to the workload;
  - drastic reduction of staffing of a company or business unit.

In these cases, Signify will make detailed arrangements in consultation with the labor unions.

**Salary guarantee**

- a. If you have not yet reached the minimum final salary of your professional grade or Hay grade, Signify will not grant you an increase in salary for a maximum of two consecutive years, unless there is a pending procedure for a change of position or termination of employment.
- b. Signify can reduce a salary that has already been reached if your job performance justifies the reduction. If we are considering a reduction, we will notify you of this in writing. You will then have six months to improve yourself. Two months before the expiration of this term, Signify will give you another warning. Only after that will we proceed to a reduction in salary.

**Collective guarantees**

As of April 1, Signify guarantees per professional grade/Hay grade that with staffing of at least 50 employees who have not yet reached the minimum final salary, that:

- we will grant these employees on average an increase of at least 3% of the reference salary;
- we will not grant a raise to up to 10% of these employees

As of April 1, Signify guarantees per professional grade/Hay grade that with staffing of at least 50 employees who have reached at least the minimum final salary, that we will average their salaries at least equal to 97% of the reference salary.

**Salary guarantee Hay grading implementation**

If you are in Market Zone 1 in the old professional grade at the time of the implementation of Hay grading and move to Market Zone 3 in your new Hay grade on January 1, 2022, you will retain your advancement prospects as if you had remained in Market Zone 1. This for a period of two years (until 2023) and only if you have received a PPM 3 assessment or higher.



Richard op den Buijsch | Supply planner

# 6. Your working time

We are living in an age and a society in which it is no longer a given that everyone works full-time. People cherish the freedom they have to pursue other activities besides work. And even if you work 40 hours a week now, you might have a different perspective in a few years' time. Perhaps you want to work fewer hours? Or work different hours? Particularly as you approach retirement age, it is nice to have an answer to these and other questions. Signify is pleased to support you in your choices regarding working time, but it goes without saying that we also take the company's interests into account.

## 6.1 Definitions

### 1 Working time is 8 hours per day

Your gross standard working time is the number of days in that calendar year minus all the Saturdays and Sundays of that year. A work day consists of eight (8) hours.

### 2 Shift-based schedule

If you work on a shift-based schedule, you work in different shifts at least once every four weeks. We speak of different shifts when there are at least 12 working hours (excluding breaks) between the end time of your last shift and the start time of your new shift.

## 6.2 Working hours

### 1 Provisions of the consultation regulations from the Working Hours Act

Signify will organize your working hours in a (shift-

based) work schedule. The provisions of the consultation regulations of the Working Hours Resolution (in effect until April 1, 2007) apply:

- a (shift-based) work schedule comprises a maximum of 9.5 hours per shift, 190 hours per 4 weeks and 552.5 hours per 13 weeks;
- your average working time on an annual basis is 40 hours per week;
- the working hours in a (shift-based) work schedule will consist of a minimum of half a shift;
- a shift consists of at least 6 hours.

Signify can only deviate from these regulations once the labor unions have agreed to it.

Signify is pleased to support you in your choices, but it goes without saying that we also take the company's interests into account.

### 2 Day shift schedule

In a day shift schedule, you will generally work from Monday to Friday.

### 3 Schedule announcement

Signify announces your work schedule at least 7 calendar days before it is implemented.

## 6.3 Establishing work schedules

### 1 Establishing work schedules.

Signify establishes your work schedule.

### 2 Consent of the Works Council

If Signify wants to establish or change the work schedule for all employees or a group of employees, it needs the consent of the Works Council.

### 3 Company's interests

You are obligated to work other hours than your shift schedule if Signify believes it is in the best interest of the company.

### 4 Overtime

If you work in professional grades 10 through 45 (up to and including December 31, 2021), or (from January 1, 2022) Hay grade 7 through Hay grade 14, and it is necessary in your company (business unit) to work large amounts of overtime - in terms of the number of employees or the expected length of time - then Signify will discuss this with the Works Council.

### 5 Reduction of working hours

If, according to Signify, economic circumstances and/or operational interests make it necessary to come to an agreement regarding a reduction in working hours, including a corresponding

reduction in income, we will do so within the legal regulations as well as after consultation with the labor unions.

## 6.4 Adjusting working time, workplace and working hours

### 1 Submitting and handling requests

You can submit a request for adjustment of working time, workplace and working hours according to the provisions in Article 2 of the Flexible Work Act. Signify will therefore handle all such requests according to these provisions.

### 2 Adjustment of working time

If Signify adjusts your working time, it will do so proportionally to all your terms of employment.

### 3 Mutual flexibility

Signify will always adopt a positive attitude to all of your requests for adjustment of working time, workplace and working hours. We will keep the operating conditions in mind and will operate on the basis of 'mutual flexibility' between you and Signify. This means that both parties are willing to align their respective requirements for time, place and organization of work and are aware of each other's wishes and possibilities. Signify will always provide written reasons when turning down a request.

## 6.5 Part-time scheme for employees aged 60 and above, for employees assigned to the professional grades up to and including 45 (up to and including December 31, 2021), or (from January 1, 2022) up to and including Hay grade 14 (80-85-100 Scheme)

### 1 Request to work part-time

You can submit a request to work part-time starting at age 60. That request must be for a working time percentage of at least 80%. You will be paid for this on the basis of 85% work. You will continue to take part in the pension scheme based on full-time employment. Your share of the pension contribution will also be calculated based on full-time employment. You can make use of this scheme for a maximum of 8 years.

This scheme enters into force on July 1, 2021. Once you have opted for the 80-85-100 Scheme, you can no longer opt for the 80-90-100 Scheme from the age of 62, as referred to in Article 6.6 below.

## 6.6 Part-time scheme for employees aged 62 and above (80-90-100 Scheme)

### 1 Request to work part-time

You can submit a request to work part-time starting at age 62. That request must be for a

working time percentage of 80%. You will be paid for this on the basis of 90% work. You will continue to take part in the pension scheme based on full-time employment. Your share of the pension contribution will also be calculated based on full-time employment. You can make use of this scheme for a maximum of 6 years.

## 6.7 Company AOW from January 1, 2022

If you are an employee in a specific position in the factory organization, within distribution, and if you are assigned to a Hay grade up to and including 14, you can stop working up to three years before you reach the applicable state pension age. You can find an overview of the functions in Appendix E.

In that case, we will pay you a monthly amount of €1,847 gross (reference date January 1, 2021) with end date the AOW eligible age.

If you want to make use of this scheme, you must request this 6 months before the commencement date. You can only make use of this scheme if you are employed at the time this scheme commences and if you are not occupationally disabled. The scheme will be in place until December 31, 2025.

# 7. Your allowances

Signify is committed to being an attractive employer to all employees, now and in future. This is expressed not just in our remuneration policy, but also in the allowances you will receive if you e.g. work overtime, work on public holidays, or are available outside your normal work schedule.

## 7.1 Overtime

### 1 Professional grades/Hay grades

You are eligible for an overtime allowance if you work in professional grades 10 through 50 (up to and including December 31, 2021), or (from January 1, 2022) Hay Grade 7 through 15.

### 2 What is overtime?

Overtime comprises hours:

- that you work during day shifts and 2-shift schedules commissioned by Signify in excess of an established work schedule with a work time of at least 8 hours;
- that you work during 3, 4, 4/5 and 5-shift schedules commissioned by Signify in excess of 7.5 hours per shift;
- that you work on days that you are not assigned to a work schedule. These hours are considered overtime if you exceed a working time of 40 hours per week.

### 3 Compensation

In principle, you will receive compensation for overtime in the form of paid leave of absence.

### 4 Payment per hours worked in overtime

If paid leave is not possible according to Signify, you will receive a sum of money for each hour of overtime worked. This payment will amount

to 0.498% of your monthly salary. To calculate the payment, Signify uses a minimum monthly salary of €2,017. We will adjust this amount by the percentage of the collective salary scale adjustment (see Article 5.4).

### 5 Additional payment of 25%

In addition to compensation or payment for each hour of overtime worked, you will receive an additional payment of 25% of your hourly wages per hour of overtime worked for the first 2 hours of overtime worked on a normal working day.

### 6 Additional payment of 50%

You will receive an additional payment of 50% of your hourly wages per hour of overtime worked that exceeds the number of two, as well as for hours worked in excess of 10 hours on a normal working day.

### 7 Additional payment for working on Saturdays

On Saturdays, the additional payment per hour of overtime worked consists of:

- 75% of your hourly wage, if you have been assigned to professional grades 10 through 45 (up to and including December 31, 2021), or (from January 1, 2022) Hay grade 7 through 14;
- 25% of your hourly wage if you have been assigned to professional grade 50 (up to and including December 31, 2021), or (from January



1, 2022) Hay grade 15.

#### **8 Additional payment for working on Sundays and public holidays**

On Sundays and public holidays, the additional payment consists of 100% of your hourly wages per hour of overtime worked.

#### **9 Paid leave of absence**

If you are allowed to take paid leave of absence for hours of overtime worked, you will only receive the allowances from paragraphs 5 through 8.

### **7.2 Special hours in work schedules**

#### **1 Professional grades/Hay grades**

An allowance for special hours in work schedules only applies if you work in professional grades 10 through 60 (up to and including December 31, 2021), or (from January 1, 2022) Hay grade 7 through 16.

#### **2 Allowance**

If you do not yet receive any extra payment for working special hours through your shift work allowance or your normal salary, you will receive an additional payment in accordance with paragraph 3.

#### **3 Scope of the allowance**

This allowance consists of:

- 25% for hours on: Monday through Friday midnight to 7:00 a.m. and from 7:00 p.m. to midnight; Saturdays from midnight to 6:00 a.m.;
- 75% for hours on Saturday from 6:00 a.m. to midnight;
- 100% for hours on Sunday from midnight to the following midnight.

#### **4 Calculation**

Signify calculates the allowances based on 0.498% of your monthly salary. This percentage is the hourly value of the monthly salary.

### **7.3 Standby duty**

#### **1 Professional grades/Hay grades**

You are eligible for an allowance for standby duty if you work in professional grades 10 through 60 (up to and including December 31, 2021), or (from January 1, 2022) Hay grade 7 through 16.

#### **2 What is standby duty?**

Standby duty means that you are available and contactable by order of Signify outside the working hours associated with your work schedule.

#### **3 Fixed remuneration**

For standby duty, you will receive on:

- a. Monday to Friday: fixed remuneration of 1 hour of work at your normal salary. A day refers to the time between the end of your work schedule on one day and the beginning of your work schedule on the following day (16 hours);
- b. a collective day off: fixed remuneration of 2 hours of work at your normal salary;
- c. Saturdays, Sundays and public holidays: a fixed remuneration of 2 hours of work at your normal salary, plus an allowance for special hours in accordance with Article 7.2.

Signify has appropriate allowances for unusual working hours.

#### **4 Paid leave of absence**

Signify can convert the fixed remuneration partly or fully into paid leave. We always remunerate the special hours allowance in money in accordance with Article 7.2.

#### **5 Bonus hours**

If you actually need to show up at work on Monday to Friday, Signify will pay 2 bonus hours at your normal salary. If this happens on Saturdays, Sundays and public holidays, we will pay 2.5 bonus hours at your normal salary.

## 6 Attendance hours

If you actually need to show up at work, Signify will pay the attendance hours in accordance with Article 7.1.

## 7 Attendance after midnight and before 5:00 a.m.

If the last attendance period ends after midnight and before 5:00 a.m., you will get a subsequent 8-hour period of rest. If these hours coincide with the hours of your work schedule for that day, Signify will pay your salary for these hours as well.

## 8 Called for work between 5:00 a.m. and 6:00 a.m.

If you only receive a call between 5:00 a.m. and 6:00 a.m., you will get an 8-hour period of rest within 24 hours after 6:00 a.m.

## 9 Called for work between midnight and 5:00 a.m. AND between 5:00 a.m. and 6:00 a.m.

If you receive a call between midnight and 5:00 a.m. as well as between 5:00 a.m. and 6:00 a.m., paragraph 7 applies.

## 10 Called for work after 6:00 a.m.

If you are only called for work after 6:00 a.m., you will work according to your subsequent work schedule for that day. You are only allowed to work a maximum total of 13 hours in that way. Over a period of 13 weeks, you are not allowed to work in excess of 45 hours per week on average.

## 7.4 Public holidays

### 1 What are public holidays?

You do not work on Sundays, New Year's Day, Easter Monday, Ascension Day, Whitsun Monday, Christmas Day, Boxing Day, the day on which King's Day is celebrated, and May 5 (celebrated once every 5 years; the next one will be in 2020), unless you need to work for operational or commercial

reasons or for reasons of general interest.

### 2 Remuneration

On public holidays, you will receive your normal salary, including any shift work allowance.

### 3 Replacement free shift and additional compensation

If you work in professional grades 10 through 50 (up to and including December 31, 2021), or (from January 1, 2022) Hay grade 7 through 15 and you work on public holidays in accordance with paragraph 1, you will receive, in addition to your normal salary from paragraph 2 for the hours worked in a shift that ends on a public holiday, a free shift as compensation and an additional payment of 100%. In consultation with Signify, you can receive payment for the free shift as compensation. If you work in professional grade 60 (up to and including December 31, 2021), or (from January 1, 2022) Hay grade 16 and you work on a public holiday in accordance with paragraph 1, in addition to your normal salary from paragraph 2 for the hours worked in a shift that ends on a public holiday, you will receive a free shift as compensation. In consultation with Signify, you can receive payment for the free shift as compensation.

### 4 Objection due to belief or creed

Signify will take your objections against working on Sundays and widely recognized religious holidays into account as far as possible.

### 5 Vacation day

Signify provides you with the opportunity to take a vacation day on a widely recognized religious holiday, unless compelling operational conditions prevent this.

## 7.5 Shift work

### 1 Monthly salary for shift work

If you work in shifts according to an established shift work schedule, you will receive a monthly salary based on shift work. Signify will determine this salary based on your working time.

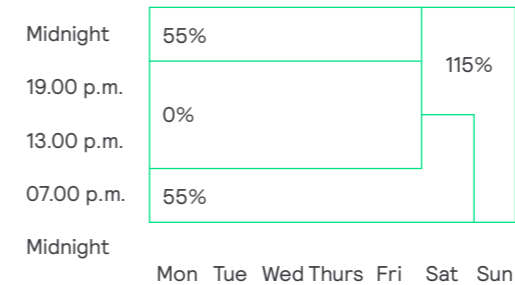
The monthly salary will affect the related income components. In addition to your shift work monthly salary, you will also receive a shift work allowance.

### 2 Shift work allowance

Signify will pay the shift work allowance from the time that you work in shifts and for as long as you continue to do so. An explanation of the method used to calculate your shift work monthly salary and the shift work allowance can be found in Appendix B. The size of the shift work allowance depends on the level of inconvenience of your work and break times.

### 3 Inconvenience schedule

To identify the inconvenience involved, Signify uses the following chart. (\*)



\* To determine the shift work allowance of the 2-shift work day/night, Signify calculates an allowance-free zone of 12 hours for Monday to Friday.

### 4 Increase in shift work allowance

Signify increases the shift work allowance by 1.5% if you carry out activities during which you have variable breaks on a daily basis without those breaks being specified on your work schedule or if you do not have a continuous half-hour break. We need to multiply this percentage increase by the basic percentage that applies to you (see Appendix B).

### 5 Calculation of shift work allowance

Signify pays the shift work allowance based on the sum of designated income components. We base this on a minimum amount of €2,631 gross per month. We will adjust this amount by the percentage of the collective salary scale adjustment (see Article 5.4)

### 6 Income reduction scheme

The current Signify income reduction scheme can be found in Appendix C.

## 7.6 Inconvenience allowance

### 1 Professional grades/Hay grades

You are eligible for an inconvenience allowance if you work in professional grades 10 through 45 (up to and including December 31, 2021), or (from January 1, 2022) Hay grade 7 through 14.

### 2 Inconvenience allowance

If you work under inconvenient conditions, Signify may award an inconvenience allowance. We strive to eliminate inconvenient working conditions. If this is the case, then any inconvenience allowance will no longer apply.

### 3 Inconvenient working conditions

The following inconvenient working conditions are covered by the inconvenience allowance:

- Dirt;
- Climate;
- Air pollution;
- Personal Protective Equipment;
- The extent of heavy labor.

In addition, Signify grants an allowance if your work schedule involves 3 or more shifts with a consecutive series of at least 5 night shifts. The amount of the allowance shall be equal to level 1 as mentioned in paragraph 4.

### 4 Four levels of inconvenience

Ascending in measure of inconvenience, Signify distinguishes 4 levels. The associated gross allowances per month consist of:

Level	Allowance
0	Nil
1	€ 28,60
2	€ 50,40
3	€ 76,25

### 5 Calculation of allowance

Signify bases the allowance on the uninterrupted presence of inconvenience throughout all working hours. If you only have to deal with this inconvenience during part of your working hours, we will pay you the allowance proportionate to your exposure to the inconvenience.

### 6 Payment

In general, Signify pays the inconvenience allowance on a monthly basis.





# 8. Your leisure time and leave

It is important that you have enough free time outside of work to relax and do fun things. It is also in Signify's interest that you come to work well-rested and that you stay fit and energetic. We therefore offer you various forms of leave.

## 8.1 Vacation

### 1 Number of vacation days

- a. Your vacation year coincides with the calendar year.
- b. If you enter employment on the first day of the calendar year, you are entitled to 25 vacation days for that year, except when the provisions from paragraph 3 and 4 of this article apply.
- c. In the event of a collective vacation period of 2 or 3 weeks, you will receive an additional 1 or 2 vacation days as compensation.

### 2 Vacation days if you start working during the course of the calendar year

- a. If you commence your employment during the course of the calendar year, you are entitled to a corresponding number of vacation days for that year. If you commence your employment over the course of a month, that month will be included in the calculation of your proportionate number of vacation days.
- b. If you can show upon commencing employment that you are still entitled to unpaid leave due to unused vacation days from your previous employer, Signify will allow you to take those days over the calendar year in which you commence employment. This type of unpaid leave of absence is subject to the other provisions of this article.

### 3 Vacation days in case of termination of employment during the calendar year

If your employment is terminated during the calendar year, you are entitled to a proportionate number of vacation days for that year. If you terminate your employment with Signify before the end of a month, that month will not be included in the calculation of your proportionate number of vacation days. If you have used too many vacation days, we will settle that excess with the final payment.

### 4 Accrual of vacation days during special circumstances

- a. You will not accrue any vacation days in a period in which you are not entitled to receive a salary because you are not working. You will accrue vacation days in cases and in periods such as those mentioned in Article 7:635 of the Dutch Civil Code (including long-term care leave, pregnancy, childbirth, adoption leave and incapacity for work), in case of unpaid leave as referred to in paragraph 2b and in case of leave permitted by Signify as referred to in Article 14.5 (labor union leave).
- b. The provisions in paragraphs 2 and 3 on how your proportional part of vacation days is calculated also apply to the beginning or end of a period in which you do not accrue vacation days based on paragraph 4a.

### 5 Illness during vacation and paid leave

If you suffer from illness during (collective) vacation days or if you are involved in an incident as specified in Article 8.9, Signify does not consider those vacation days as having been used. This rule only applies if you report it in the prescribed way.

### 6 Payment and expiration of vacation days

- a. Signify will continue to pay your salary when you use your vacation days.
- b. Your entitlement to use unused vacation days expires after 5 years, calculated from the end of the year in which that entitlement was established.
- c. It is possible to have a maximum of 5 (non-statutory) vacation days paid at the end of the year.

### 7 Using vacation days

- a. In principle, you need to use vacation days in the calendar year in which you receive them.
- b. If there is no collective vacation period and you submit your preferred consecutive vacation period in writing to your manager well in advance, that manager will in principle confirm that vacation period. If the required staffing for that specific period does not allow your vacation to be scheduled in that period, you will work out another vacation period in consultation with your manager.
- c. You can use your other vacation days in oral consultation with your manager.
- d. Signify will establish the collective vacation period with the consent of the Works Council.
- e. Taking into account the provision from paragraph 7d, Signify is allowed to designate a maximum of 15 working days as a consecutive vacation period. In principle, this needs to be done before January 1 of that vacation year.
- f. If it is in the company's interests, Signify is allowed to change a confirmed vacation in consultation with you. We will compensate you for any loss suffered as a result.

### 8 Vacation days for employees working in flexible (shift) work schedules

- a. If you work in schedules with a working time which deviates from 8 hours per shift with due observance of Article 6.2, Signify will specify the scope of your vacation days in hours.
- b. When you take a vacation, Signify will deduct the actual number of hours from your total vacation according to the work schedule.

## 8.2 Collective days off

In consultation with the Works Council, Signify can establish 5 days off for all employees concerned or a group of them. If you work in a 5-day shift or 4/5 shift with average weekly working hours of between 31.5 and 37.5 hours, we can only establish 1 day off. To establish more days off, we require the consent of the Works Council.

## 8.3 Purchased days

### 1 Purchasing days off

You can purchase 20 days off each year (purchased days).

### 2 Half days or full days

You can purchase half days or full days off.

### 3 Using purchased days

When using purchased days, the same terms apply as when using vacation days (see Article 8.1, paragraphs 7b and 7c).

### 4 Value of a purchased day

The value of a purchased day is

- the number of hours x 0.591% of your full-time monthly salary.

### 5 End of year

You can choose to use the option of purchasing

13 days off in one go at the end of the year, to be used in the following calendar year.

## 8.4 Life Course Savings Scheme (until October 31, 2021)

### 1 Participation

The government has discontinued the Life Course Savings Scheme as of January 1, 2012. This means that new participations are no longer possible. If you had a balance of at least €3,000 (including interest) by December 31, 2011, you are still allowed to participate in the Life-Course Savings Scheme from 2012 onward. This arrangement ends on October 31.

### 2 Two parts

The Life Course Savings Scheme consists of 2 parts: the Life Course Savings Scheme and the Life Course Leave Scheme. The Life Course Savings Scheme describes how you can accrue savings. The Life Course Leave Scheme tells you what forms of leave you can use those savings for.

### 3 Life Course Leave

Life Course Leave is a long-term leave of absence. Signify makes a distinction between:

#### Interim leave:

This type of leave has a lower limit of 4x your weekly working time and an upper limit of 52x your weekly working time. You can take a leave of absence on a part-time basis or on a full-time basis. The maximum period between the start date and end date of the leave of absence is 1 year. You can request a full-time leave of absence if you have been employed at Signify for at least 1 year;

#### Leave of absence prior to your retirement:

The maximum period between the start date and end date of the leave of absence is 3 years. You can take a leave of absence on a part-time basis or on a full-time basis. When taking Life

Course Leave, you must compensate at least 50% of the loss of income due to this leave of absence from your Life Course Savings balance. In principle, Life Course Leave is subject to the same employment regime as part-time work.

### 4 Compensation for loss of income

You can also use your Life Course Savings to compensate for the loss of income when taking a leave of absence based on the Work and Care Act (see Article 8.5).

## 8.5 Care leave

### 1 Forms of care leave

The Work and Care Act grants you specific rights for the following types of care leave: urgent leave, short-term care leave, long-term care leave, paternity leave, pregnancy and maternity leave, adoption and foster care leave, birth leave, and parental leave.

#### Additional birth leave

Partners can take up to 5 working weeks of additional birth leave. As a partner, you are entitled to additional birth leave if your child is born on or after July 1, 2020. You will then receive a benefit amounting to 70% of your daily wage (with a maximum of 70% of the maximum daily wage). The UWV pays Signify for these weeks of leave and Signify settles this with the employee. If you want to make use of these leave weeks, you have to take them within 6 months after the birth of your child.

### 2 Paid or unpaid leave

Some of these forms of leave are paid leave (or partly paid), others are unpaid leave. It is important that you come to work well-rested and that you stay fit and energetic.

### 3 Full payment of income

During pregnancy and maternity leave as well as during adoption and foster care leave, as referred

to in Articles 3:1 and 3:2 of the Work and Care Act respectively, Signify will pay 100% of your income. However, you must then determine the start date of the leave in consultation with Signify 10 weeks before the estimated delivery date, adoption or foster care date.

### 4 Other options for care leave

This CLA offers a number of options which you can use for care leave next to the arrangements based on the Work and Care Act. These are:

- purchased days;
- Life Course Leave;
- (temporarily) working part-time.

### 5 Compensation for loss of income

You can use the savings balance from your Life Course Savings Scheme to compensate for your income loss in case of unpaid leave.

## 8.6 Payment during vacation and leave

Signify pays your salary, including applicable shift work allowance, during vacation days and paid leave, as established in Article 8.9 and Article 14.5.

## 8.7 Percentage in case of payment of unused vacation days

When Signify pays your unused vacation days, you will receive 0.591% of your full-time monthly salary for each hour.

## 8.8 Unpaid leave

### 1 No work

Signify does not need to pay you for the time in which you did not work.

### 2 No payment

You are not entitled to payment in cases such as

those referred to in Article 7:628 and Article 7:629 of the Dutch Civil Code and Article 4:1 and Article 4:2 of the Work and Care Act, unless Article 8.9 and Article 14.5, as well as Appendix A of this CLA, state otherwise.

### 3 Without permission

If you have taken leave of absence from your work without the explicit permission of Signify, such leave is only permitted in the event of occupational disability.

### 4 Compensation for loss of income

You can use the savings balance from your Life Course Savings Scheme (see Article 8.4) to compensate for your loss of income in case of unpaid leave.

### 5 Taking a sabbatical

Once every three years, you are entitled to take a sabbatical for a period of 3 consecutive months. For this period of unpaid leave, you can use the vacation days to which you are entitled in the year in which your leave of absence starts.

## 8.9 Paid leave

### 1 Event participation/attendance

You are allowed paid leave of absence to participate in or attend the following events, if you cannot attend otherwise:

- a. Death of your spouse or partner, child, parent, grandparent, brother, sister, daughter-in-law, or son-in-law: the necessary time with a maximum of 1 working day;
- b. Death of your spouse or partner, child or parent living in your home: the working days between the death and the funeral;
- c. Funeral of your spouse or partner, child, parent, grandparent, brother, sister, brother-in-law, sister-in-law, daughter-in-law, son-in-law, or grandchild: 1 day;
- d. Celebration of your 25th or 40th work



- anniversary: 1 working day;
- e. In the 3 years before your retirement age, for the purpose of attending a course in preparation for your retirement: a maximum of 5 working days;
  - f. To anticipate the upcoming retirement, employees aged 57 and older are offered the opportunity to make one-off use of a financial scan during working hours, offered by Signify in combination with a personal consultation;
  - g. For the birth of your child, your marriage or registered partnership, and your 25th or 40th wedding anniversary: 1 day per event;
  - h. After the birth of your child for you as a partner: 10 days

Please note: Next to a registered partnership, if you cohabit and share a joint household with someone, Signify also considers them your partner. However, this status does need to be proven by notarial deed.

When "parents" or "grandparents" are mentioned in this paragraph, this also refers to the "parents" or "grandparents" of your spouse or partner.

#### **2 Birthday leave**

In 2020, you will be off on your birthday if your birthday falls on a regular working day. From 2021, if your birthday falls on a weekend or public holiday, by way of compensation, you may take another day of your choice off, prior to or subsequent to the week of the weekend/public holiday

#### **3 Visiting a physician, and so forth**

If you are unable to visit your physician, dentist, midwife, specialist, or physical therapist in your own time and it is not possible to change your working hours, Signify will pay your salary during the time needed for your visit.

#### **4 Exceptional circumstances**

If Signify believes that exceptional circumstances justify it, you may also take paid absence from work for other events and for a longer period than specified in paragraph 1.

### **8.10 Paid leave for employees aged 60 years and over (60 Hours Scheme)**

#### **1 Professional grades/Hay grades**

This article applies to people who have been assigned to professional grades 10 through 45 (up to and including December 31, 2021), or (from January 1, 2022) Hay grade 7 through 14

#### **2 60-hours scheme**

From the age of 60 onward, you can take 60 hours of paid leave annually. You can make use of this leave scheme for a maximum of 8 years. If you are ill during part of such a year or if you are working part-time, Signify will calculate the corresponding number of hours of paid leave. If you use the option to change your working hours based on Article 6.5 (80-90-100 Scheme) or Article 6.6 (80-90-100 Scheme), you are not entitled to these hours of paid leave.

#### **3 Consultation**

You decide in consultation with Signify when you use those additional hours. You are not allowed to replace this leave of absence with a sum of money.

# 9. Your other terms of employment

In addition to the terms of employment in Chapters 5 to 8, you also take part in the Flex Pension and you are eligible to participate in the Signify share purchase plan. In addition, we also have a payment plan during occupational disability.

## 9.1 Signify Shares Savings Scheme

### 1 Participation

If you have been employed for 6 months or more, you are eligible to participate in the Signify share purchase plan.

### 2 Buying shares

You are allowed to spend a maximum of 10% of your gross annual salary on buying shares in Signify N.V. at a 15% discount.

### 3 Lock-up period

A six-month lock-up period applies from the date on which shares are purchased.

### 4 Conditions

The conditions of the share savings scheme will be announced by Signify in the brochure entitled "Share Savings Scheme."

## 9.2 Pension Scheme

### 1 Participation in the Pension Scheme

- a. You are taking part in the Flex Pension Scheme. The Philips Pension Fund Foundation will implement this pension scheme.
- b. Your rights and obligations resulting from participation in the Pension Scheme can be found in the articles of association and the "Flex Pension Scheme" of the Philips Pension Fund Foundation. You can also access these documents via the website of the fund. You can also request a version of the articles of association and the prevailing Pension Scheme from the Fund.
- c. You will not take part in this Pension Scheme if you have serious objections based on religion or creed (= conscientious objections) and have been exempted from insurance obligation for the purpose of social security contributions.

If you would still like to participate in the Flex Pension Scheme, then participation at your own request is still possible at any given time.

### 2 Standard retirement age / (chosen) legal retirement age

- a. If you take part in the Flex Pension Scheme, the standard retirement age will be 68 years.
- b. Your legal retirement age is 68 years, unless you choose a different retirement age (see sub c).
- c. You are entitled to make a one-time choice of an early retirement age that is between 60 and 68 years. You can make that choice at the earliest at age 58 and you need to make it at the latest 6 months before your intended retirement. With Signify's consent, you can also retire no later than age 70. You should have this formally arranged no later than 6 months before you turn 68.

### 3 Premium contribution

You will pay a personal income-dependent contribution to the pension premium. The CLA parties will determine the size of that personal contribution. The personal contribution amounts to 5% of pensionable earnings. Pensionable earnings is the portion of your income on which you accrue pension. Signify will deduct the contributions you owe for the retirement premium from your gross monthly salary. We will contribute the total payable pension premiums to the Philips Pension Fund Foundation.

### 4 Pension allowance

If you participate in the Flex Pension Scheme and your fixed pensionable salary exceeds the

maximum pensionable salary in the pension scheme, you are entitled to a pension allowance of 15% on the difference. Together with your monthly salary, Signify pays your pension allowance at the end of the calendar month, taking into account any part-time percentages.

### 5 Temporary Pension Allowance

If you were already participating in the Flex Pension Scheme on December 31, 2014 and you had an annual salary of €80,000 or more, you are entitled to a Temporary Pension Allowance. Signify will pay that allowance on a monthly basis from January 1, 2015 to December 31, 2021. In 2022, 2023 and 2024 we will pay 75%, 50% and 25% of this amount respectively. We will determine the Temporary Pension Allowance once according to the table on the next page based on your salary as of December 31, 2014.

For the purpose of determining the Temporary Pension Allowance, Signify considers the annual salary to be 12 times the monthly salary excluding personal budget.

## 9.3 Payment during occupational disability

You can find the scheme for payment during occupational disability in Appendix A. If you continue working after you reach the state pension age, the scheme does not apply, unless your state pension age is before 68. This scheme also does not apply if you are already entitled to a state pension when you join the company.

#### 9.4 Additional WW and WGA benefits

Signify has taken out a private additional WW/WGA insurance with effect from July 1, 2018. WW stands for Unemployment Insurance Act (Dutch: Werkloosheidswet) and WGA stands for Return to Work (Partially Disabled) Regulations (Dutch: Werkhervatting Gedeeltelijk Arbeids-geschikten). Signify has joined the Business Sector CLA for Industry and Technology for this purpose. Your participation is mandatory. The full premium (for both administration and benefit expenses) will be deducted monthly from your salary.

You can find more information on the website of the PAWW Foundation: <https://spaww.nl/english/>

##### Temporary pension allowance per month on a full-time basis

Annual salary		VG70	VG 80/90
		Temporary pension allowance	Temporary pension allowance
€ 80.000	till € 85.000	€ 60,00	€ 105,00
€ 85.000	till € 90.000	€ 95,00	€ 145,00
€ 90.000	till € 95.000	€ 130,00	€ 185,00
€ 95.000	till € 100.000	€ 165,00	€ 225,00
€ 100.000	till € 105.000	€ 200,00	€ 265,00
€ 105.000	till € 110.000		€ 300,00
€ 110.000	till € 115.000		€ 340,00
€ 115.000	till € 120.000		€ 380,00
≥ € 120.000			€ 420,00



Alexandra Santos | Head of R&D Management

# 10. Your employment opportunities and sustainable employability

Signify and the labor unions greatly value your sustainable employability. We want you to keep enjoying your work and to remain energetic throughout your career. For that reason, we also consider it important that you are aware of your talents and qualities, and that you make optimum use of them. Keep on developing and investing in yourself. That is of course in your own best interests, but your expertise is also essential for Signify. The organization is evolving constantly and the developments in the external job market are proceeding at a rapid pace. This requires flexibility and the ability to keep on evolving with your surroundings. To keep you and your colleagues “in good shape” for the job market and to help you retain a sharp focus on your own development, Signify provides a wide range of tools, products and services to increase your job security. Think, for example, of training and tools to take a closer look at your career. These resources will enable you to shape your own future – and that is a key priority for us.

## 10.1 Employment opportunities

### 1 Continuity of employment

Signify considers job retention a high priority. Good employment relations, working conditions, and terms of employment are key in making that possible. However, we are not able to offer solid job guarantees.

### 2 Mass redundancy

While this CLA remains in effect, Signify will not implement any mass redundancies of employees who were in Signify’s employment when the CLA was agreed or who have entered employment while it is in effect. This only happens when special circumstances dictate it. If that is the case, Signify will only decide on mass redundancies after thorough and in-depth consultation

with the labor unions and the relevant Works Council. In this consultation, the parties involved will pay particular attention to the circumstances mentioned previously.

### 3 Alternative employment opportunities

In case of a permanent or temporary reduction or cancellation of work activities, Signify will try to provide alternative employment opportunities. If this requires secondment, reassignment to another job, or transfer to a different department, location or affiliate of Signify, then it is reasonable for you to cooperate. Signify and the labor unions acknowledge that such cooperation is also key in facilitating mass redundancies in special circumstances (see paragraph 2).

### 4 External job openings

Signify will notify UWV Werkbedrijf, the Public Employment Service, of all its job openings that need to be filled with external candidates. We will also indicate to what extent young employees or employees with occupational limitations are eligible for these job openings and to what extent part-time work is an option.

### 5 Contracted workers

Signify only uses contracted workers if the normal procedure to fill job openings is not possible, or is no longer possible within the preferred period or when dealing with temporary work activities. We comply with the applicable legal requirements. If we need to use contracted workers in a business unit on a larger scale, we will only make that decision after receiving advice from the relevant Works Council.

### 6 Redundancies

In spite of pursuing continuity of employment, redundancies may still be unavoidable. If Signify considers it necessary to implement mass redundancies, the provisions in paragraph 2 apply.

## 10.2 Sustainable employability

### 1 Joint responsibility

Your performance and that of Signify now and in the future, are closely linked. “Development” is an important condition for safeguarding that performance and promoting job security in the short and long term. Signify, you, and all your colleagues share responsibility in terms of time, effort, and costs.

### 2 Signify’s responsibilities

#### Signify:

- pursues a policy which improves your employability now and in the future;
- is responsible for creating conditions and facilities through which you can develop personally and professionally, and for this purpose provides a learning platform, and encourages you to spend at least 40 hours of learning time per year on this platform;
- provides you with the opportunities to develop your knowledge and skills and continue to adapt to technological and other developments. This will increase your chances of continuing to occupy a suitable position in the company and to be eligible for job openings as they become available;
- acknowledges the right to training and will lend you assistance in participating in internal and external training activities. Depending on the reason for the training as well as the nature of the training, you will attend the courses either within or outside your working time;
- will provide at least 4 training days per year. You can carry over unused training days from the previous year, up to a maximum savings balance of 8 days. Unused training days therefore remain valid for a maximum of 24 months;
- continues the “Dare to Start” training experiment during the course of this CLA to meet the training needs of employees who want to improve their position on the job

market. The Resilience@work investment fund will free up financial means to that end;

- provides tools, products and services on the “Create your own future” portal to improve your job security and personal development;
- organizes a Sustainable Employability Day during the term of this CLA, in which you can participate during working hours.

We improve your employability, now and in the future.

### 3 Employees’ responsibilities

You:

- are aware of your responsibility for increasing your employability and you are willing to make an effort to make that possible;
- take responsibility for developing in such a way that your employability and your job security will be maintained, now and in the future.

### 4 Structured feedback

You are entitled to structured feedback with regard to your performance. In order to manage and assess your employability, your manager will have one mid-year dialogue and one end-of-year PPM dialogue with you each year.

Your development is discussed at the mid-year interview. This interview could be about your short-term or long-term career prospects as well as about increasing your future job security.

During the interview you can make agreements about how long you want to remain in your current position, your need for development, the development of your competencies and your personal aspirations regarding development.

### 5 Functional mobility

Horizontal mobility within your professional field or vertical mobility toward another professional field (= job mobility) is a prerequisite in keeping your employability up to par. That is why a transparent job market within Signify is also vitally important.

In principle, we publish all job openings on our vacancy site on the HR Portal. We prefer to fill our job openings with people who are already employed at our company. In this situation, we take your future opportunities and personal circumstances into account as much as possible.

In relation to the promotion of horizontal, lateral and vertical career steps, a study agreement was made to start a project called “Career Changes.” We will look at limiting and promoting factors that negatively or positively influence this choice process.

## 10.3 Internal and external counseling and career coaching

### 1 Importance

Signify considers counseling and (career) coaching activities very important because of the continuous changes in the organization. We want to pay as much attention as possible to your mobility and employability, among others. Counseling activities may be relevant here.

### 2 External parties

For the purpose of increasing your mobility and employability, Signify may use external parties to support you in this process. The labor unions may also provide their members with this support - at their own expense.

### 3 Counseling support

Support for counseling and career coaching may include:

- (re)focusing on your personal options, including by means of career coaching;
- training, retraining and refresher training;
- job application training and support in creating your resume or LinkedIn profile, completing your Talent Card, preparing for job interviews and networking;
- acquiring insight into job opportunities, both internally and externally (job market orientation);
- targeted search for suitable job openings (job hunting).

### 4 Supervisory committee

To promote counseling and (career) coaching activities following reorganizations, a central Supervisory Committee has been set up. Separate guidance committees are set up for the Flight Forum, Maarheeze and Winterswijk locations. This central Supervisory Committee consists of at least one HR manager and one member from the company are appointed by the director.

Labor unions shall be given the opportunity to appoint an employee representative. In addition to an employee representative appointed by the Works Council, the latter will join the Committee. If no employee representative is appointed by the labor unions, the Committee on the employees’ side shall be composed of at least two representatives appointed by the Works Council.

### 5 Other positions

If there are no redundancies, both you and Signify - together with the relevant manager and/or HR department - may still take the initiative to explore options for transferring to other positions.

## 10.4 Career changes

Our employment relationship is based on trust, respect and equality, in which both Signify and you are responsible for your development and employability.

By career change we mean the situation where you take a step up, horizontally or down or decide to leave Signify.

This career change can occur at any point in your career. Because the step down is the least obvious, this article and appendix G focus mainly on the consequences of the step down. When you submit a request for a career change, we will approach this positively and together we will look for a suitable solution. Appendix G of this CLA provides more detail on this.

# II. Your working conditions

Signify wants to keep its employees as healthy as possible. That is why we take great care to provide optimum working conditions. But no matter how much we want you to be fit and able, you can always still get sick or suffer from physical symptoms. Such issues will affect your work performance or may even cause (temporary) occupational disability. That is why we provide plans to prevent your absence or inability to work and to expedite your recovery or return. They are part of the Health Support Package. Signify also pays specific attention to your well-being, because your well-being matters. We consider it very important that you have a healthy and safe working environment and that you are always able to discuss maintaining a healthy work-life balance with your manager.

## 1.1 Working conditions

### 1 Good and safe

Signify provides good and safe working conditions. We also want you to be able to use and develop your talents and abilities to the full in your work. That is why we will always enable you to bear your own responsibilities in your position.

Your well-being is important

### 2 Obligations

- a. Signify continually monitors (physical) working conditions, in part by:
  - Risk Inventories and Evaluations (RI&Es) and executing corresponding plans of approach;
  - adopting targeted measures on behalf of employees;
  - providing information and consulting the Works Councils about health, safety and well-being;
  - informing and instructing you about job hazards, the prevailing safety regulations and the measures that need to be taken during malfunctions and irregularities;
  - provide you with Personal Protective Equipment (PPE) where necessary.

- b. You keep a close eye on your own safety as well as that of your colleagues. This includes:
  - informing yourself about the regulations,
  - adhering to the safety rules and following the given instructions;
  - contributing to the maintenance or improvement of safety at each level of consultation;
  - reporting existing hazards to your manager;
  - using your Personal Protective Equipment.

Signify provides efficient equipment and organization of the services that provide assistance to you and your colleagues to prevent your absence or inability to work and to expedite your recovery or return. The Health Guide contains the Absenteeism Protocol and a description of various

trajectories and interventions to prevent absenteeism and to promote return to work after an absence. It also addresses explicitly the issue of informal care and the guidance that can be offered to informal caregivers in this context.

### 3 Social misconduct

Signify's policy on social misconduct in the workplace – discrimination, aggression and violence, bullying and sexual harassment – aims to achieve prevention and a proper complaints handling procedure. That is why Signify has appointed confidential counselors, developed a Complaints Procedure for Social Misconduct and set up a Complaints Committee. Signify has also set up an "Ethics hotline," which employees can also contact.





## 12. Information and consultation

Signify puts considerable effort into providing proper information to employees and ensuring careful consultation with the Works Councils. That is in line with an organization which embraces the core value of 'Stronger together'.

### 12.1 Works Councils

#### 1 Participation

Each technical-organizational Signify business unit designated by Signify with as a minimum the number of eligible employees specified in the Works Councils Act shall have a Works Council as an internal body for consultation and advice.

#### 2 No disadvantage

Signify will ensure that you do not suffer any disadvantage in your position as a Signify employee

because of your Works Council membership or because of the way you do your work as part of that position.

### 12.2 Notifications for employees

Notifications for employees which Signify has collectively announced in the company or business unit, through the use of e.g. a company magazine or notice boards, are deemed hereby to also be given separately and personally to each individual employee.

# 13. Company discipline and individual dispute resolution

Signify trusts you will comply with the obligations in your employment contract. If not, we are allowed to impose disciplinary measures on you. Signify and you must behave toward each other as a good employer and good employee. However, a dispute may arise between you and Signify. Specifically for that purpose, we have created rules on the settlement of individual disputes in consultation with the Central Works Council.

## 13.1 Disciplinary measures

If you fail to comply with the obligations of your employment contract, Signify is allowed to impose the following disciplinary measures on you, depending on the seriousness of the issue:

- Reprimand;
- Suspension without pay for a maximum of 5 working days;
- Demotion;
- Termination of employment with due observance of the applicable notice period;
- Termination of employment without due observance of the applicable notice period. The last disciplinary measure is only possible in case of termination of employment due to compelling reasons (see Article 7:678 of the Dutch Civil Code).

## 13.2 Individual dispute resolution

### 1 Adoption of dispute resolution

Signify has established an individual dispute resolution procedure in consultation with the Central Works Council based on rules agreed by both parties.

### 2 Definition of dispute

A dispute is an unresolved difference of opinion between Signify and you about how Signify, or someone on behalf of Signify, takes (or has taken) your interests into account in your work situation. The dispute must be about your terms of employment or your legal status. The rules are not intended for complaints or disputes which are covered by a specific procedure. This could include the Complaints Procedure for Undesirable Behavior or the procedure based on the Integrity Code.

### 3 Court

The introduction of the rules on the settlement of individual disputes does not remove your options to go to court.

### 4 Handling disputes

Signify informs the Central Works Council within the framework of Article 31b of the Works Councils Act in writing about the handling of disputes at Signify at least once a year.

# 14. Arrangements for labor unions

Signify and the labor unions have jointly developed this CLA. Both parties aim to observe and enforce this CLA in close consultation. They meet regularly throughout the year to discuss e.g. employment conditions in centralized consultations and local meetings. They also make agreements about labor union activities by the labor unions and individual Signify employees.

## 14.1 Obligations of the trade unions

The trade unions encourage their members to observe the provisions of this CLA.

## 14.2 Reciprocal obligations

### 1 Observe and enforce

Signify and the labor unions will observe and enforce this CLA.

### 2 Terms of employment

Neither party shall take any action among employees during the term of this CLA to change the terms and conditions of employment of this CLA.

### 3 Exceptional circumstances

If one of the two parties deems that a change of the CLA is necessary while it is in effect, due to exceptional circumstances, said party will notify the other party in writing. Signify and the labor unions will then negotiate about this in cooperation and trust.

## 14.3 Industrial peace, strikes and exclusion

### 1 Uninterrupted operations

The labor unions will promote uninterrupted operations at Signify as much as possible and will try to prevent disturbances of industrial peace. They will not organize any strikes during the term of this CLA.

### 2 Merger or reorganization

Paragraph 1 is not applicable if Signify decides or considers to:

- enter into a merger;
- close a business unit or drastically reorganize staffing when the labor unions have serious objections to such measures from the perspective of the employees' best interests. The labor unions will only organize a strike after consultation with Signify.

### 3 Exclusion

It is only possible for Signify to use exclusion – forbidding employees to do their agreed work – as a countermeasure in case of a strike after

consultation with the labor unions.

#### 4 Continued operations

In case of a strike or industrial conflict, the labor unions will try to ensure that operations which are necessary for maintaining materials and installations can continue.

### 14.4 Disputes between Signify and labor unions

#### 1 Handling disputes

Signify and the labor unions will as much as possible handle their mutual disputes in close consultation.

#### 2 Court cases

If Signify and the labor unions are unable to come to an agreement within two months of written notification of the dispute, they have the option of taking the dispute to court.

#### 3 Interim proceedings

In addition, both parties can always ask the court for a preliminary ruling in interim proceedings.

### 14.5 Labor union leave

If operations permit and at your labor union's request, Signify will allow you to take paid leave to participate:

- in education and training sessions of your labor union;
- as a representative at official meetings of the bodies mentioned in the articles of association of your labor union or similar bodies;
- in consultations with paid officials of the labor unions under the supervision of Signify. One (executive) labor union member can participate per labor union. Signify will give

these paid officials the opportunity to meet with their relevant (executive) members for consultation 1 hour before and after this meeting.

### 14.6 Labor union work at Signify

Signify wants to facilitate contact between the labor unions and their members, as well as among the members. In addition, we provide labor unions with the opportunity to support chosen members of the Works Council in their activities. That is why we cooperate with the labor unions in the following ways:

#### 1 Chairperson of the corporate members group

If you are the chairperson of the corporate members group or if you are a board member of the corporate members group appointed by the chairperson, then, in due observance of the prevailing guidelines, you are allowed to:

- have contact with members of your labor union outside working hours. If both parties agree there are exceptional circumstances, you are also allowed to do so during working hours;
- have contact with paid officials of your labor union during working hours when this is not possible outside working hours in the short term;
- have contact with members of the Works Council outside working hours.

#### 2 Labor unions

With due observance of the applicable guidelines, Signify will:

- provide the labor unions with the opportunity to make use of the notice boards provided by Signify under their own responsibility. Their notifications may only relate to Signify or the operation of the labor unions. They should

not be about individual people;

- provide the labor unions with the opportunity to announce labor union meetings on the notice boards in the companies, provided that the notice boards mentioned under a. are not available. If the content of these notifications goes beyond mentioning the time, location and subject of the meetings, the Signify's consent will be required for those notifications;
- send copies of general company notifications to employees;
- send the labor unions documents which Signify sends to the members before the Works Council meetings. They will also receive the agendas and reports of the Works Council meetings, insofar as the Works Councils agree to that. The labor unions are only allowed to publish excerpts from these internal documents with Signify's consent;
- provide the labor unions with the opportunity to hold informal meetings with company officials appointed by Signify.

#### 3 Shift workers

If you are a shift worker and you are a member of the corporate members group of your labor union, you can participate in a labor union meeting with full pay, if Signify considers it possible within the constraints of the work.

#### 5 Executive members

- An executive member is a member of the board of the corporate members groups, a member of the board of a section or an employee member of the CLA negotiation delegation. However, your labor union must register you as an executive member with Signify.
- Signify will ensure that, as an executive member, you do not suffer any disadvantage in your position as a Signify employee because of the way you do your work as a labor union representative.

- Termination can only take place for reasons unrelated to the fact that you are an executive member.
- You can mention your work as an executive member as a competence on your CV and e-portfolio.

#### 5 Keeping membership lists up-to-date

Once a year at the request of the labor unions, Signify cooperates in keeping their membership lists up-to-date.

### 14.7 Payment to labor unions

Signify pays the labor unions a sum of money according to the 'Arrangement for Payment to Labor Unions'.

### 14.8 Consultations about employment opportunities

#### 1 General state of affairs

Signify informs the labor unions in the central consultation at least twice a year about the general state of affairs in the company. We pay particular attention to developments regarding the economic situation, investments and employment opportunities, such as the position of women, age-aware personnel policy, improving entrepreneurship, the employment plan, and training.

#### 2 Social consequences

If Signify considers:

- making investments which will lead to significant reduction, expansion or change in the activities of a business unit,
- closing a business unit or drastically changing staffing,
- entering into a merger as referred to in the "Merger Code 2000 of the Social and

Economic Council (SER),” then Signify will include the social consequences in its decision-making process.

### 3 Notification of the parties involved

Regarding the social consequences mentioned in paragraph 2, Signify will inform the labor unions, the relevant Works Councils and the employees about the intended measures as soon as possible.

### 4 Discussion of intended measures

Further to paragraph 3, Signify will discuss the intended measures and any consequences for (a number of) employees with the labor unions and the relevant Works Council(s).

### 5 Financial schemes

The financial schemes in the social plan will be covered by Signify, insofar as there are no statutory regulations stating otherwise.

## 14.9 Government measures

If the government introduces legal measures which touch upon the agreements between Signify and the labor unions, such as on wages, social insurance laws or working time, then those relevant provisions from this CLA will end on the date on which those legal measures enter into

force. Both parties will then meet in consultation as soon as possible and jointly decide which provisions will apply from then on. If necessary, they will arrange for temporary measures until such time as they agree on the new provisions.

## 14.10 Local consultations

In addition to the centralized consultations (see Article 14.8, paragraph 1), regular consultations also take place in business units at the initiative of the relevant management or the labor unions. In these consultations, both parties can discuss e.g. the following subjects:

- **General state of affairs:**  
Turnover and financial results of the relevant business unit, as well as exceptional projects or activities;
- **Employment opportunities:**  
Expected developments in the nature and scope of local employment opportunities, measures in the field of sustainable employability and vitality that have been taken or are expected to be taken;
- **Flexibility:**  
Tangible effects of flexibility models, such as types of flexible contracts, temps, flexible work schedules, part-time work or working on Saturdays;

- **Employment plan:**  
Local activities in the employment plan, such as attention to special categories on the job market and training activities for participants to this plan;
- **Position of women:**  
Attention to women in recruitment and selection, career and education, including topics such as parental leave, childcare, and work-life balance;
- **Education and training:**  
Training-related endeavors in the relevant business unit, total participation in training, participation based on job level, age and type of training;
- **Career policy:**  
Implementation of the career policy within the relevant business unit, depending on the nature of the activities, staff composition, educational level, etc;
- **Salary and allocation policy:**  
Implementation of the assessment policy, salary and allocation policy, statistics of the salary policy (including collective guarantees) at plant and company level.



Thus agreed in Eindhoven on July 1, 2021

On behalf of Signify Netherlands B.V.

General Manager  
F. van der Vloed

HR Benelux  
H. Pieters

CNV Vakmensen  
A. Huizenga

VHP2  
J. Sauer

De Unie  
S. Koetloe



**CNV Vakmensen**  
Tiberdreef 4, 3561 GG Utrecht  
Postbus 2525, 3500 GM Utrecht  
Telefoon: 030 - 7511007  
[www.cnvvakmensen.nl](http://www.cnvvakmensen.nl)



**VHP2**  
Ruusbroeclaan 21, 5611 LT Eindhoven  
Telefoon: 040 - 2116222  
[www.vhp2.nl](http://www.vhp2.nl)



**De Unie**  
Multatulilaan 12, 4103 NM Culemborg  
Postbus 400, 4100 AK Culemborg  
Telefoon: 0345 - 851963  
[www.unie.nl](http://www.unie.nl)

# Appendices

## Appendix A

# Payment during occupational disability

### 1 Payment of salary during the first 104 weeks of occupational disability

- By way of derogation from what is stated in Article 7:629 paragraph 1 of the Dutch Civil Code about the level of your remuneration during occupational disability, Signify will pay the following in the event of occupational disability: 1. in the first 6 months: 100% of your salary; 2. after the first 6 months: 90% of your salary.
- If you are engaged in suitable work activities for at least 75% of your working time after the first 6 months of your occupational disability, Signify will pay 95% of your salary.
- During the period that in the second 6 months of your incapacity for work you are entitled to a benefit according to chapter 6 of the Work and Income according to Labor Capacity Act (WIA), the Income Provision Scheme for Fully Occupationally Disabled Persons (IVA), Signify pays out 100% of your wages.
- If the company physician determines that you are not occupationally disabled and you request an expert assessment from the Employee Insurance Agency (UWV), then both you and Signify will abide by the assessment of the UWV.
- In the context of this article, Signify will add up all periods of occupational disability if they are consecutive with a hiatus of less than 4 weeks.
- If UWV requires Signify to also continue to pay your salary after the first 104 weeks, Signify

will pay 90% of your salary or 95% if you work at least 75% of your working hours in suitable employment.

- You are obligated to cooperate with a medical examination by a medical adviser assigned by Signify and to follow their directions. You are also obligated to comply with the prevailing code of conduct during your occupational disability.
- If you do not cooperate with a medical examination, if you do not comply with the prevailing code of conduct and/or you do not follow the directions of the medical adviser, then you are no longer entitled to supplementation of the statutory right to payment of salary during occupational disability.

### 2 Payment after 104 weeks of occupational disability

- a. If you are fully incapacitated for work within the meaning of the WIA (Work and Income according to Labor Capacity Act), Signify will supplement your statutory benefit up to 90% of your salary for a maximum of 1 year. This will only happen if and insofar as you authorize Signify to receive the benefits in accordance with the occupational disability legislation. If your employment is terminated at the start of that year or during that year, Signify will pay you the supplementation to the statutory

The income you earn with suitable work, together with WGA (Return to Work (Partially Disabled) Regulations) benefits and the supplementation Signify pays, amounts to:

- $80\% \times (A - B) + B$ , while receiving the salary-related benefits and the wage supplement, and if you make use of at least your remaining earning capacity;
- $80\% \times (A - C) + B$ , while receiving the wage supplement, and if you make use of at least 50% of your remaining earning capacity.

In this, A represents your income, B represents the income you earn by doing suitable work, and C represents the remaining earning capacity which UWV determines.

That supplementation will be as follows in your year of illness:

- 3  $80\% \times (90\% \text{ of your income} - \text{the remaining earning capacity})$ ;
- 4  $70\% \times (90\% \text{ of your income} - \text{the remaining earning capacity})$ ;
- 5  $60\% \times (90\% \text{ of your income} - \text{the remaining earning capacity})$ ;
- 6  $50\% \times (90\% \text{ of your income} - \text{the remaining earning capacity})$ ;
- 7  $40\% \times (90\% \text{ of your income} - \text{the remaining earning capacity})$ ;
- 8  $30\% \times (90\% \text{ of your income} - \text{the remaining earning capacity})$ ;
- 9  $20\% \times (90\% \text{ of your income} - \text{the remaining earning capacity})$ ;
- 10  $10\% \times (90\% \text{ of your income} - \text{the remaining earning capacity})$ ;
- 11  $0\% \times (90\% \text{ of your income} - \text{the remaining earning capacity})$ .

benefits of the remaining period of that year in a lump sum upon termination.

- b. If you are entitled to a salary-related benefit or a salary supplement on the basis of Chapter 7 of the WIA (= WGA Scheme, Return to Work (Partially Disabled) Regulations) and you work in suitable employment, you will receive a supplement to this WGA benefit if and for as long as you grant Signify the power of attorney to receive the benefits for settlement. This applies to the wage

supplement benefit only if you earn an income with work that is equal to or higher than your determined earning capacity by the UWV.

- c. If you are not entitled to a benefit on the grounds of the WIA (Work and Income according to Labor Capacity Act) because you are less than 35% incapacitated for work and you work in suitable employment, Signify will give you a supplement to your lower income.

## Appendix B

# Explanatory notes for calculation of monthly salary for shift work and shift work allowance (corresponding to Article 7.5)

- Signify establishes the monthly salary of a shift worker by multiplying the monthly salary by the basic percentage according to Article 5.1.
- We calculate the basic percentage as follows:

the number of hours that you actually worked in a cycle

cycle x 40\*

- Signify will identify the shift work allowance by dividing the inconvenience of the working time and break time in a cycle, as determined by the inconvenience schedule from Article 7.5 paragraph 3, by the number of hours that you actually worked in a cycle. Then we multiply the result by the basic percentage.

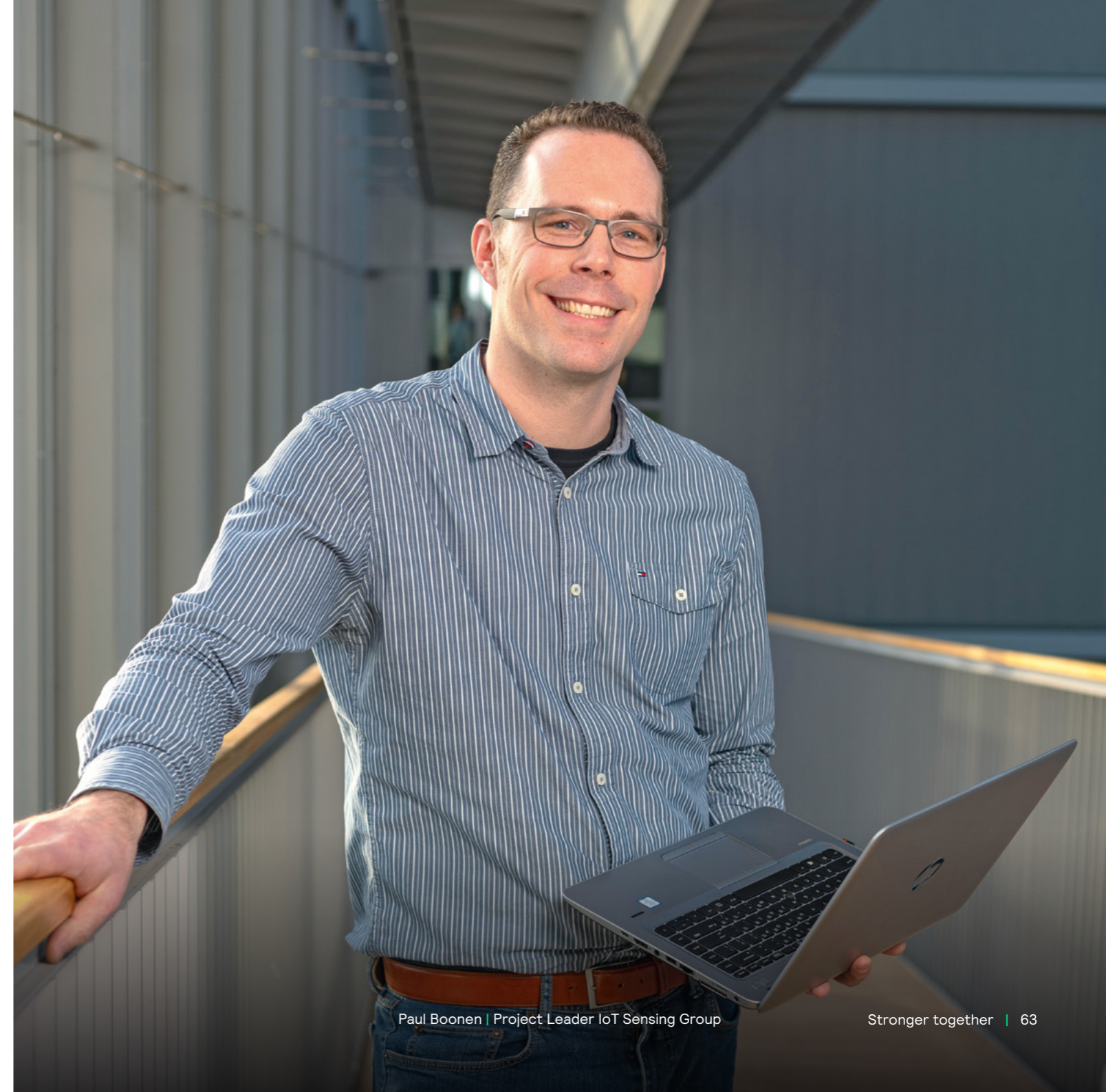
\* The calculations for non-stop work schedules (4/5 and 5-shift work) and derived schedules will take place based on 38 hours per week.

- The formula for the calculation of the shift work allowance will be:

$$\frac{\text{total allowance in a cycle}}{\text{the number of hours that you actually worked in a cycle}^{**}} \times \text{basic percentage}$$

- A sample calculation of the monthly salary for shift work and the shift work allowance can be found in the brochure entitled "Remuneration schemes for shift workers." (corresponding to Article 7.5)

\*\* In calculating the monthly salary of a 4-shift worker, Signify will assume 150 workable hours in a cycle; in calculating the shift allowance, we assume 157.5 hours in a cycle.





## Appendix C

# Income reduction scheme for employees working in shifts

### 1 Scope and duration

- If you leave shift work and switch to another work schedule with a reduced monthly income, you are eligible for the Income reduction scheme.
- The amount to be reduced is equal to the difference between your old monthly income including shift work allowance and your new monthly income including any allowances (such as shift work allowance).
- Signify will derive the duration of your Income reduction scheme from the number of full and uninterrupted years of shift work. Each full year of shift work entitles you to 1 month of reduction. If you are aged 45 or older, then each full year of shift work entitles you to 2 months of reduction.
- In the first half of the reduction scheme, you will receive 75% of the amount to be reduced; in the second half, you will receive 25%. If you leave shift work voluntarily and you are younger than 55 years old, you will receive half of these percentages: 37.5% in the first half and 12.5% in the second half.
- If you are aged 55 or older and you have done at least 10, but fewer than 20 full and

uninterrupted years of shift work, you will receive at least 25% of the amount to be reduced, with due observance of the Income reduction scheme, up until the date of your retirement. If you have at least 20, but fewer than 30 full and uninterrupted years of shift work, you will receive at least 50%. If you have at least 30 full and uninterrupted years of shift work, you will receive 75%.

### 2 Medical grounds

- If you leave the shift work on medical grounds and the UWV (Employee Insurance Agency) grants you benefits under the WIA (Work and Income according to Labor Capacity Act), you are eligible for the scheme in Appendix A. You are also eligible for the Income reduction scheme, provided this does not lead to a reduction in your incapacity for work percentage.
- If you leave shift work for medical reasons and you have been transferred to the day shift without limitations, then, upon the cancellation of your WIA benefits, you are eligible for the Income reduction scheme if and insofar as it has not already been granted for another

reason. The reduction will still take place up to the monthly income based on the provisions in Appendix A.

### 3 Eligible for monthly income based on full-time day shift work schedule

- If you leave shift work involuntarily and you had a monthly income at least equivalent to that of a similar full-time day shift worker, you are eligible to a work schedule structured in such a way that your monthly income will be equivalent to that of a similar employee working in a full-time day shift work schedule.
- If you are a shift worker aged 55 or older and you leave shift work voluntarily, this provision also applies.

### 4 Discontinuation of Income reduction scheme

- The payment according to the Income reduction scheme will be discontinued if you transfer to a work schedule (or shift work schedule) which entitles you to a monthly income including an allowance (and/or shift work allowance) that is at least equal to your previous monthly income including allowance (and/or shift work allowance). - The Income reduction scheme will be discontinued once your employment ends. If you start working for Signify again, the previous shift work years will not count towards the Income reduction scheme.

### 5 Increasing the income reduction amount

Signify will also apply the collective salary increases to the gradual income reduction amount.

### 6 Accrued rights for Shift Work Allowance Guarantee Scheme

If you have accrued rights based on the Shift Work Allowance Guarantee Scheme which was applicable up until January 1, 1989, the following scheme applies to you:

- Signify will guarantee all payments based on the current Shift Work Allowance Guarantee Scheme at the level which you have reached on the day prior to the implementation of the new shift work structure;
- In the implementation of the new Income reduction scheme, all shift work years that you worked prior to the implementation of the new shift work structure will count, insofar as the Shift Work Allowance Guarantee Scheme prevailing at that time has not already been applied.

### 7 Reduction of Shift Work Allowance

If you were covered by the Shift Work Allowance Guarantee Scheme from before January 1, 1989 and you start working shifts again, and you then leave shift work again, Signify will reduce your shift work allowance to the guaranteed level you had reached on the basis of the guarantee scheme that applied before January 1, 1989.

## Appendix D

# Corporate Social Responsibility

### 1 Resilience@work

On December 22, 2014 Signify and the labor unions reached an agreement about the “2014–2018 Central Social Plan.” In this plan, both parties reached agreements about an innovative approach to the improvement of your job market position. For the duration of this plan, an investment fund has been established. When this CLA was drawn up, the parties agreed to once again release financial resources for the period 2019–2021, totaling €1.3 million, and to continue the “Resilience@work” program. With the Resilience@work program, we aim to increase your job security, both within the company and beyond, by ensuring that you:

- obtain and retain insight into your job market position;
- know which products and services you can use;
- have taken tangible steps to remain up to the changing requirements demanded by your position and your surroundings, as well as reinforcing your job market position within the company and beyond.

From the perspective of joint responsibility, as well as in view of the developments and experience at Signify as well as on the external

labor market, Signify and the labor unions believe that additional investment is needed to improve your job security as well as to achieve the desired working environment. Changes take place rapidly and require a flexible, resilient and proactive way of thinking. In each calendar year, we choose a number of key issues that contribute to the objective of the fund. This is done by means of projects, research and the provision of adequate facilities.

### 2 Employment Plan

Signify will continue the Employment Plan during the term of this CLA. We aim to have a maximum of 1% of staffing at the level of work experience positions. That requires good support to increase the market value of the participants. Next to learning on the job through the work experience position, they get the opportunity to participate in trainings, which support the personal learning needs as elaborated in the personal development plan.

In addition, a career coach will assist them in finding a regular job. They can also participate in various workshops which will increase their chances of finding work.

We take an active approach to counseling the participants in their search for work. In the implementation of the employment plan, Signify will be aligned as closely as possible with the groups in society that are part of “hard-core” unemployment. We emphatically take into account the target group criteria according to the Participation Act, which needs to ensure that more people with an illness or handicap will be able to find a job. In the Employment Plan, we pay particular attention to:

- tackling youth unemployment;
- attaining professional qualifications at vocational levels 3 and 4 through the use of work/study programs (BBL);
- creating work experience positions through job creation, in which particular attention is paid to people with physical or other limitations.

As part of the Employment Plan, Signify provides a contribution to the objective similar to projects of other companies. We do that by providing knowledge, experience, resources and support in implementation. The labor unions can nominate projects for this. Signify will inform the labor unions twice a year about the progress of the Employment Plan. In addition, both parties meet in consultation about activities which will, in part in view of relevant social developments, strengthen the position of groups of employees who are in need of that.

### 3 Corporate Social Responsibility

In principle, Signify has a positive attitude with regard to employees participating in activities in society for people from a disadvantaged background. We would also like to help think about that in a constructive way.

## Appendix E

# Agreements between parties to the collective labor agreement

Positions eligible for the company pension, Article 6.6:

- Machine Operator;
- Maintenance Technician;
- Manufacturing Group Leader;
- Process Operator;
- Production Worker;
- Warehouse Logistics Group Leader;
- Warehouse Operator.



## Appendix F

# Salary scales

**Monthly salary scale for professional grade 45 as per April 1, 2020**  
(including the collective scaling adjustment of 1% as per April 1, 2020)

Salary scale position	10	15	20	25	27	30	35	37	40	45
115	2.946	2.987	3.106	3.275	3.461	3.654	4.066	4.356	4.764	5.392
110	2.818	2.857	2.971	3.133	3.310	3.495	3.889	4.166	4.557	5.158
105	2.690	2.727	2.836	2.990	3.160	3.336	3.713	3.977	4.350	4.923
<b>Reference 100</b>	<b>2.561</b>	<b>2.597</b>	<b>2.701</b>	<b>2.848</b>	<b>3.009</b>	<b>3.177</b>	<b>3.536</b>	<b>3.788</b>	<b>4.142</b>	<b>4.689</b>
95	2.433	2.468	2.566	2.706	2.859	3.019	3.359	3.598	3.935	4.454
90	2.305	2.338	2.431	2.563	2.708	2.860	3.182	3.409	3.728	4.220
85	2.177	2.208	2.296	2.421	2.558	2.701	3.005	3.219	3.521	3.985
80	2.049	2.078	2.161	2.278	2.407	2.542	2.829	3.030	3.314	3.751
75	1.921	1.948	2.025	2.136	2.257	2.383	2.652	2.841	3.107	3.517
70	1.793	1.818	1.890	1.994	2.106	2.224	2.475	2.651	2.900	3.282
65	1.665	1.688	1.755	1.851	1.956	2.065	2.298	2.462	2.693	3.048
60	1.537	1.558	1.620	1.709	1.806	1.906	2.122	2.273	2.485	2.813

**Monthly salary scale for professional grade 50 and above as per April 1, 2020**  
(including the collective scaling adjustment of 1% as per April 1, 2020)

Salary scale position	50	60	70	80	90
130	6.713	8.438	10.769	12.788	15.293
125	6.455	8.114	10.355	12.296	14.705
120	6.197	7.789	9.941	11.804	14.117
115	5.939	7.465	9.527	11.313	13.529
110	5.680	7.140	9.112	10.821	12.940
105	5.422	6.816	8.698	10.329	12.352
<b>100</b>	<b>5.164</b>	<b>6.491</b>	<b>8.284</b>	<b>9.837</b>	<b>11.764</b>
95	4.906	6.166	7.870	9.345	11.176
90	4.648	5.842	7.456	8.853	10.588
85	4.389	5.517	7.041	8.361	9.999
80	4.131	5.193	6.627	7.870	9.411
75	3.873	4.868	6.213	7.378	8.823
70	3.615	4.544	5.799	6.886	8.235
65	3.357	4.219	5.385	6.394	7.647
60	3.098	3.895	4.970	5.902	7.058

**Monthly salary scale for professional grade 45 as per May 1, 2021**  
(including the collective scaling adjustment of 1% as per May 1, 2021)

Salary scale position	10	15	20	25	27	30	35	37	40	45
115	2.975	3.016	3.137	3.308	3.495	3.690	4.107	4.399	4.811	5.446
110	2.845	2.885	3.001	3.164	3.343	3.530	3.928	4.208	4.602	5.210
105	2.716	2.754	2.864	3.020	3.191	3.369	3.750	4.017	4.393	4.973
<b>Reference 100</b>	<b>2.587</b>	<b>2.623</b>	<b>2.728</b>	<b>2.876</b>	<b>3.039</b>	<b>3.209</b>	<b>3.571</b>	<b>3.825</b>	<b>4.184</b>	<b>4.736</b>
95	2.457	2.492	2.592	2.733	2.887	3.048	3.393	3.634	3.974	4.499
90	2.328	2.361	2.455	2.589	2.735	2.888	3.214	3.443	3.765	4.262
85	2.199	2.230	2.319	2.445	2.583	2.728	3.035	3.252	3.556	4.026
80	2.069	2.098	2.182	2.301	2.431	2.567	2.857	3.060	3.347	3.789
75	1.940	1.967	2.046	2.157	2.280	2.407	2.678	2.869	3.138	3.552
70	1.811	1.836	1.910	2.013	2.128	2.246	2.500	2.678	2.928	3.315
65	1.681	1.705	1.773	1.870	1.976	2.086	2.321	2.487	2.719	3.078
60	1.552	1.574	1.637	1.726	1.824	1.925	2.143	2.295	2.510	2.842

**Monthly salary scale for professional grade 50 as per May 1, 2021**  
(including the collective scaling adjustment of 1% as per May 1, 2021)

Salary scale position	50	60	70	80	90
130	6.780	8.523	10.877	12.916	15.446
125	6.520	8.195	10.459	12.419	14.852
120	6.259	7.867	10.040	11.922	14.258
115	5.998	7.539	9.622	11.426	13.664
110	5.737	7.212	9.204	10.929	13.070
105	5.476	6.884	8.785	10.432	12.476
<b>100</b>	<b>5.216</b>	<b>6.556</b>	<b>8.367</b>	<b>9.935</b>	<b>11.882</b>
95	4.955	6.228	7.948	9.439	11.288
90	4.694	5.900	7.530	8.942	10.694
85	4.433	5.573	7.112	8.445	10.099
80	4.173	5.245	6.693	7.948	9.505
75	3.912	4.917	6.275	7.452	8.911
70	3.651	4.589	5.857	6.955	8.317
65	3.390	4.261	5.438	6.458	7.723
60	3.129	3.934	5.020	5.961	7.129

**Monthly salary scale for professional grade H14 as per January 1, 2022**  
(implementation of Hay grading)

Salary scale position	H7	H8	H9	H10	H11	H12	H13	H14
115	3.137	3.308	3.495	3.737	4.107	4.399	4.872	5.446
110	3.000	3.164	3.343	3.574	3.928	4.208	4.660	5.210
105	2.864	3.020	3.191	3.412	3.750	4.017	4.448	4.973
<b>Reference 100</b>	<b>2.728</b>	<b>2.876</b>	<b>3.039</b>	<b>3.249</b>	<b>3.571</b>	<b>3.825</b>	<b>4.236</b>	<b>4.736</b>
95	2.591	2.733	2.887	3.087	3.393	3.634	4.024	4.499
90	2.455	2.589	2.735	2.924	3.214	3.443	3.813	4.262
85	2.319	2.445	2.583	2.762	3.035	3.252	3.601	4.026
80	2.182	2.301	2.431	2.599	2.857	3.060	3.389	3.789
75	2.046	2.157	2.280	2.437	2.678	2.869	3.177	3.552
70	1.909	2.013	2.128	2.275	2.500	2.678	2.965	3.315
65	1.773	1.870	1.976	2.112	2.321	2.487	2.754	3.078
60	1.637	1.726	1.824	1.950	2.143	2.295	2.542	2.842

**Monthly salary scale for professional grade H15 and above as per January 1, 2022**  
(implementation of Hay grading)

Salary scale position	H15	H16	H17	H18	H19
130	7.204	8.523	9.588	10.877	12.916
125	6.927	8.195	9.219	10.459	12.419
120	6.650	7.867	8.851	10.040	11.922
115	6.373	7.539	8.482	9.622	11.426
110	6.096	7.212	8.113	9.204	10.929
105	5.819	6.884	7.744	8.785	10.432
<b>100</b>	<b>5.542</b>	<b>6.556</b>	<b>7.375</b>	<b>8.367</b>	<b>9.935</b>
95	5.265	6.228	7.007	7.948	9.439
90	4.987	5.900	6.638	7.530	8.942
85	4.710	5.573	6.269	7.112	8.445
80	4.433	5.245	5.900	6.693	7.948
75	4.156	4.917	5.532	6.275	7.452
70	3.879	4.589	5.163	5.857	6.955
65	3.602	4.261	4.794	5.438	6.458
60	3.325	3.934	4.425	5.020	5.961

**Monthly salary scale for professional grade H14 as per May 1, 2022**  
(including the collective scaling adjustment of 2% as per May 1, 2022)

Salary scale position	H7	H8	H9	H10	H11	H12	H13	H14
115	3.200	3.374	3.565	3.811	4.189	4.487	4.969	5.555
110	3.060	3.227	3.410	3.646	4.007	4.292	4.753	5.314
105	2.921	3.081	3.255	3.480	3.825	4.097	4.537	5.072
<b>Reference 100</b>	<b>2.782</b>	<b>2.934</b>	<b>3.100</b>	<b>3.314</b>	<b>3.643</b>	<b>3.902</b>	<b>4.321</b>	<b>4.831</b>
95	2.643	2.787	2.945	3.149	3.461	3.707	4.105	4.589
90	2.504	2.641	2.790	2.983	3.278	3.512	3.889	4.348
85	2.365	2.494	2.635	2.817	3.096	3.317	3.673	4.106
80	2.226	2.347	2.480	2.651	2.914	3.122	3.457	3.865
75	2.087	2.201	2.325	2.486	2.732	2.927	3.241	3.623
70	1.948	2.054	2.170	2.320	2.550	2.731	3.025	3.381
65	1.808	1.907	2.015	2.154	2.368	2.536	2.809	3.140
60	1.669	1.760	1.860	1.989	2.186	2.341	2.593	2.898

**Monthly salary scale for w group H15 and above as per May 1, 2022**  
(including the collective scaling adjustment of 2% as per May 1, 2022)

Salary scale position	H15	H16	H17	H18	H19
130	7.348	8.693	9.780	11.095	13.174
125	7.066	8.359	9.404	10.668	12.668
120	6.783	8.025	9.028	10.241	12.161
115	6.500	7.690	8.651	9.814	11.654
110	6.218	7.356	8.275	9.388	11.147
105	5.935	7.021	7.899	8.961	10.641
<b>100</b>	<b>5.652</b>	<b>6.687</b>	<b>7.523</b>	<b>8.534</b>	<b>10.134</b>
95	5.370	6.353	7.147	8.108	9.627
90	5.087	6.018	6.771	7.681	9.121
85	4.805	5.684	6.395	7.254	8.614
80	4.522	5.350	6.018	6.827	8.107
75	4.239	5.015	5.642	6.401	7.601
70	3.957	4.681	5.266	5.974	7.094
65	3.674	4.347	4.890	5.547	6.587
60	3.391	4.012	4.514	5.121	6.080

## Appendix G

# Career Trends

During the term of our previous CLA, a working group with members of Signify, labor unions and the Central Works Council started working on the subject of career changes. The working group focused on career changes that take place at your request. The starting point is that both you and Signify wish to continue your employment relationship within Signify. Subsequently, the working group made a number of concrete recommendations to the CLA parties. These recommendations have been incorporated into this CLA. The CLA parties will continue to evaluate the implementation thereof.

### 1 Internal policy information

We believe it is important to measure the effectiveness of these measures in reality, so that we can adjust them if necessary. We have therefore agreed to conduct regular evaluations and to keep both the labor unions and the Works Council informed.

### 2 Scheme integration

We believe it is important that the various schemes are known by our employees, in order to encourage the use thereof. The CLA parties have therefore agreed that they will continue to investigate how the various schemes can be offered as effectively as possible, in the best mutual consistency.

### 3 Information for employees

The CLA parties make agreements regarding the communication about the theme of career changes, in order for a clear, comprehensible and coherent form of communication. When communicating about topics related to career changes, such as internal vacancies, stretch assignments and mentoring, we will also pay attention to the issue of career changes.

### 4 Training/coaching of managers/PPM interviews

It is important that the communication between managers and employees feels safe. As an organization, we pay attention to this in various ways, for example by offering training courses and guidelines. We also have various other training courses available. Take, for example, our dialogue skills training and e-learning in preparation of the PPM mid-year and end-of-year interviews.

### 5 Employment schemes

Customization is of great importance in a career change. That is why the CLA parties have formulated a number of principles, based on which a customized solution can be found.

### Basic principles in conversations with employees

Taking a step back can be a big decision, that can also lead to financial consequences. That is why it

is important that you make careful considerations about these choices. We offer you the opportunity to obtain financial advice. An HR professional will guide the process.

### Guarantees in assignment of scale position

If you (temporarily) take on a lower-classified position at your own request, we will classify you in the new salary scale. The CLA parties have made a number of agreements about this classification. These agreements only apply when you take on a position that is one professional grade/Hay grade lower than your current position. If you take on a position that is more than one professional grade/Hay grade lower, we will seek a tailor-made solution.

- We guarantee that the classification of your new lower professional grade/Hay grade will not be more than 10 scale positions lower than your current pay in your current professional grade/Hay grade;
- In the first instance, your new professional grade/Hay grade will never be classified higher than scale position 125 (professional grade 50 and higher, up to and including December 31, 2021 and from January 1, 2022, Hay grade 15 and higher) and 115 (professional grade 45 or lower, up to and including December 31, 2021 and from January 1, 2022: Hay grade 14 or

lower).

- We will never classify you lower than scale position 100 of your new professional grade/Hay grade.

### Salary reduction

We will reduce the difference between your old and new salary over a minimum of 3 years and a maximum of 5 years.

The reduction period we agree on together depends on the amount of the allowance. Your other terms of employment, such as representation expenses, bonus, etc., are immediately adjusted to your new professional grade/Hay grade.

PPM calibration takes place with the group equal to your new professional grade/Hay grade, regardless of how long you have been working in your new professional grade/Hay grade in the relevant year. You can adjust your Key Areas of Responsibility and objectives immediately after the classification of your professional grade/Hay grade has been changed, in consultation with your manager.



© 2021 Signify Holding. All rights reserved. The information provided herein is subject to change, without notice. Signify does not give any representation or warranty as to the accuracy or completeness of the information included herein and shall not be liable for any action in reliance thereon. The information presented in this document is not intended as any commercial offer and does not form part of any quotation or contract, unless otherwise agreed by Signify. All trademarks are owned by Signify Holding or their respective owners.

September 2021