



COLLECTIVE LABOR AGREEMENT

October 1, 2020 through December 31, 2022

for employees of

Nexperia B.V. & ITEC B.V.

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The undersigned:

1. Nexperia B.V. Netherlands & ITEC B.V.
henceforth referred to as Nexperia

and

2. FNV Metaal, headquartered in Utrecht;
3. CNV Vakmensen, headquartered in Utrecht;

affirm that the following agreement has been reached.

CHAPTER 1: GENERAL

Article 1.1

Definitions

- The employer: each of the parties afore mentioned under 1 for this purpose choosing to be domiciled in Nijmegen, Jonkerbosplein 52;
- The organizations: the parties afore mentioned under 2 and 3;
- The employees: all those in the service of the employer, classified into one of the grades 10 through 90, with the exception of:
- executive managers, to be designated by the employer after consultation with the organizations.
 - those working in the Netherlands temporarily, on the basis of an Expatriation Agreement.

Article 1.2

Term of the Collective Labor Agreement

This Collective Labor Agreement, hereafter referred to as 'CLA', goes into effect on October 1, 2020, and ends on December 31, 2022 with no notice of termination required.

This agreement replaces the previous agreements, which were valid from October 1, 2018 through September 30, 2020.

CHAPTER 2: OBLIGATIONS OF EMPLOYER AND EMPLOYEE

Article 2.1

Of the employer

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

Article 2.2

Of the employee

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

CHAPTER 3: EMPLOYMENT CONTRACT

Article 3.1

Commencement and duration of the employment contract

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

The individual employment contract also contains provisions relating to:

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

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

The employment contract for an indefinite period also contains a non-competition clause for employees in grades 50 through 90.

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

Article 3.2

Notice period in employment contract for an indefinite period

1. The employment contract can be terminated by the employer or by the employee. Except during the probationary period, a notice period applies, which begins on the first day of the month following the notice of termination; the employment contract terminates at the end of the notice period.
Notice of termination of employment will be confirmed in writing by the employer.

2. The notice period for the employer depends on the length of employment on the day the notice is given:
 - a. For employees in grades 10 through 45
 - employment of less than 5 years 1 month
 - employment of 5-10 years 2 months
 - employment of 10-15 years 3 months
 - employment of 15 years or more 4 months

- b. For employees in grades 50 through 90
 - employment of less than 15 years 3 months
 - employment of 15 years or more 4 months

- 3. The notice period for the employee depends on his/her grade:
 - Grades 10 through 45 1 month
 - Grades 50 through 90 3 monthsA shorter notice period may be arranged by mutual agreement.

- 4. Continuous periods of employment with other companies belonging to the Nexperia organization will count towards the calculation of years of employment.¹

Article 3.3

Termination of the employment contract by operation of law

The employment contract is terminated without the legally required notice of termination by operation of law on expiry of the period for which fixed-term employment was agreed;

The provisions of article 7:668a of the Dutch Civil Code apply to a number of fixed-term employment contracts. Operation of article 7:668a section 1 sub b of the Dutch Civil Code is excluded with regard to temporary agency employees as referred to in article 7:690 of the Dutch Civil Code. This means that if the temporary employee enters into a fixed-term employment contract with the employer immediately following or within six months after termination of the secondment agreement – which as regards commencement only refers to work duties performed for the employer or legal predecessors – the entire secondment period is considered to be the first fixed-term employment contract, also if this was interrupted by one or more periods of work disability.

As of July 1, 2015, article 7:668a section 1 sub a of the Dutch Civil Code (period of 24 months) does not apply to employment contracts entered into in connection with the performance of scientific and/or doctoral research, in as far as this is required for completing the doctorate.

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

¹ The years of continuous employment which employees spent at Philips and/or NXP count at Nexperia in all situations in which length of employment is a determining criterion

CHAPTER 4: EXCHANGE OF EMPLOYMENT CONDITIONS

Article 4.1

A la Carte

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

SYSTEM

The "à la carte" system of options is based on the possibility of using the value of a number of standard conditions of employment (sources) to which employees are entitled under the CLA for a different purpose of their own choice.

The total gross value of the employment conditions package remains the same. The standard conditions of employment (sources) can be sub-divided into two categories: "Money" and "Time".

TIME AT WHICH CHOICE IS MADE

At which time the choice is made each year depends on the particular source and purpose. Once a choice has been made, it applies to the entire calendar year, unless the nature of the purpose binds the employee to a choice for more than one year.

Once a choice has been made, it cannot be changed or revoked.

CONSEQUENCES

Choosing to use gross pay for another purpose has consequences for determining the level of the daily wage for social security benefits such as unemployment (WW) and invalidity insurance benefits (WAO and WIA).

Adverse consequences of choices with regard to social security, taxation, etc., as well as risks arising from any changes in tax legislation and regulations, are the sole responsibility of the employee, and no compensation will be paid by the employer in respect thereof.

Sources that can be used

MONEY

Salary, including allowances and personal budget

TIME

Vacation days in excess of the statutory number (a maximum of 5 days in case of full-time employment) that the employee did not take in the preceding calendar year;

PURPOSES

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

For further details concerning "à la carte", including conditions and times at which choices can be made, please refer to the documentation on the HR Portal on the internet.

Some of the benefits can be used because of fiscal and legal regulations. Parties will deliberate the situation in case of changes to these regulations.

CHAPTER 5: REMUNERATION

Article 5.1

Monthly salary

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

Article 5.2

Personal Budget

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

Employee working a 5- or 4/5-shift who works an average of 31.5 to 37.5 hours a week	19.12%
Other roster	24.57%

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

Article 5.3

Bonus scheme

1. The employer operates a bonus scheme for employees with an employment contract for an indefinite period in grades 10 through 90.
2. The employer will determine a bonus target per calendar year or part thereof. This will consist of objectively measurable, individual and/or group targets.

3. The bonus to be achieved as of the bonus year 2021 upon realization of the bonus targets for:
 - grades 10-75: 5%
 - grades 80 and 90: 12%of the sum of the annual salary including shift allowance and the fixed special hours allowance. If the targets have only been partially realized, the bonus percentage will be paid pro rata.
4. The bonus scheme provides for the possibility to pay out a bonus amounting to 200% of the nominal bonus in the case of the maximum realization of targets.
5. If and insofar as the bonus target has, in the opinion of the employer, been realized by the employee, the bonus will be paid out no later than four months after the period in question.
6. Employees who participate in the Global Sales Incentive Plan are excluded from the bonus scheme. This SIP bonus is not included in the pensionable salary. See Annex F, article 3.

Article 5.4

Collective salary increase

2021

July 1, 2021: a structural increase of 2,7% was awarded to employees as of July 1, 2021.

2022

May 1, 2022: a structural increase of 2,5% of the reference salary will be awarded to employees as of May 1, 2021.

One-time payment

With the salary payment of November 21, a one-time gross payment of 2,7% of the applicable reference salary (reference date June 30, 2021) of the first 6 months of 2021 will be made as a supplementary payment. For employees who joined the company after January 1, 2021 the payment of the one-time payment will be made pro rata.

Article 5.5

Vacation allowance

1. The statutory percentage of vacation allowance (8%) is included in the personal budget as referred to in article 5.2.
2. For employees aged 22 and over, the vacation allowance will, however, amount to at least € 2.034,40 gross per annum with effect from January 1; € 2.089,33 gross per annum with effect from July 1, 2021; € 2.141,56 gross per annum with effect from May 1, 2022. As of July 1, 2019, the age threshold for a full minimum wage has been lowered to 21. The latter amounts have been adjusted by the percentage of the collective increases as from those dates, as referred to in article 5.4.

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

Article 5.6

Payment per bank transfer

The employee will enable the employer to make payments due by transfer to a bank account, designated by the employee.

In December, the employee can choose to have the salary payments of the following calendar year transferred every month in two parts, to two different bank accounts, designated by the employee.

Article 5.7

Salary scheme

I. Determining the job level

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

II. Classifying employees into grades

The employees are classified into one of the grades: 10, 15, 20, 25, 27, 30, 35, 37, 40, 45, 50, 60, 70, 75, 80 or 90.

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

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

III. Salary system

1. Structure of the salary system

- The reference salary
A reference salary has been determined for each grade. The reference salary is the salary that employees who consistently perform well at least attain and keep.
- The minimum final salary within a grade (scale position 90).
All employees who satisfy the job requirements attain at least the minimum final salary.
- The final salary within a grade.
If further growth in the value of the employee's contribution to the company (the output) is ascertained after the minimum final salary has been attained, the employee's salary will increase beyond this minimum final salary. In general, if the employee continues to consistently meet the job requirements, this salary increase will continue to a level corresponding to at least the reference salary.
- The following salary scales will be increased as follows during the term of the CLA:
per July 1, 2021: all grades by 2,7% of the reference salary
per May 1, 2022: all grades by 2,5% of the reference salary
- Annex G of this CLA lists the salary scales.

2. Influence of assessment

At least once a year the supervisor and employee meet to assess the employee's contribution over the past period and to make agreements for the coming period. Content and results of the work as well as work methods and conduct are reviewed.

During this meeting the main considerations with respect to the salary determination are discussed.

3. Salary increase

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

IV. Individual guarantees

1. Classification guarantee

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

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

In such instances the employer will make further arrangements in consultation with the organizations.

2. Salary guarantee

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

CHAPTER 6: WORKING HOURS

Article 6.1

Definitions

1. Gross standard working hours: the number of days in a calendar year minus the number of Saturdays and Sundays in that year, expressed in hours. In 2020 the number of gross standard working hours is 2096, in 2021 it is 2088 and in 2022 it is 2088 hours.
2. The days mentioned in the preceding paragraph of this article are each considered to comprise 8 hours.
3. Shift duty roster: work schedule in which fundamentally distinct shifts occur which are worked by different employees at least once every four weeks. What is meant by fundamentally distinct shifts is that there are at least 12 working hours (excluding breaks) between the beginning of the first shift and the end of the last shift.

Article 6.2

Daily working hours

1. The working hours are set out in detail in a (shift) duty roster. The provisions of the consultative regulations of the Working Hours Act, valid until April 1, 2007 apply, on the understanding that:
 - a. in principle, a (shift) duty roster includes no more than 9.5 hours per shift, 190 hours per 4 weeks, and 552.5 hours per 13 weeks;
 - b. on an annual basis the average working week is 40 hours;
 - c. the working time in a (shift) duty roster is at least half a shift;
 - d. a shift comprises at least 6 hours;
2. In principle, the working hours in a day roster are Mondays to Fridays.
3. The roster is made known to the employees involved at least 7 calendar days before implementation.

Article 6.3

Setting (shift) duty rosters

1. The employer sets the applicable roster for the employees.
2. For the setting or changing of rosters for all, or a group of employees, the employer requires the approval of the Works Council concerned. The provisions in section 27, subsections 3, 4 and 5 of the Works Council Act apply.
3. Working during hours other than those set out in the roster as mentioned under paragraph 1 is obligatory, if the employer deems it necessary in the interests of the company.

4. Employees in grades 10 through 45 will only work overtime if the interests of the company so require. If so, the employee is obliged to work the overtime. This obligation does not apply to employees aged 50 or older. The employer will take the employees' personal interests into account as much as possible.
5. To employees in grades 10 through 45 the following applies: If in a particular business unit overtime is deemed necessary to a more significant extent – either in terms of the number of employees or the expected duration – the employer will consult with the Works Council.
6. If the employer deems it necessary, due to economic and/or operational circumstances, to impose work time reductions, combined with a corresponding income decrease, this will only be carried out in accordance with statutory regulations and in consultation with the organizations.

Article 6.4

Adjustment of working hours

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

Article 6.5

Pre-pension part-time work

1. Five years before reaching the (chosen) date of retirement, employees have the right to work part-time. A part-time percentage of 80% will apply and 90% of the salary and its derived elements (such as personal budget, leave, bonus, etc.) are continued. A chosen retirement age must be set before participation in this schema. The pension accrual of these employees shall be continued based on full-time employment. The premium owed by the employee shall be calculated based on a full-time income.
2. The request for adjustment of working hours in accordance with the above paragraph must be submitted at least 6 months prior to the effective date of this regulation up to and including a deadline of March 31, 2028.
3. This regulation will not be further modified within 7 years of the expiration of this CLA, unless legal regulations make it impossible to implement the regulation.
4. Employees who already work part-time may reduce their working time proportionately in the manner described in paragraph 1 of this article. The pension accrual will continue based on the income prior to the reduction of the part-time percentage and the premium payable will be calculated on the basis of that income.

CHAPTER 7: ALLOWANCES

Article 7.1

Overtime

1. This article applies to employees in grades 10 through 50.
2. Overtime is understood to mean, except in the case of hours worked in the period of July 1, 2015 to October 1, 2018 within the framework of the Flexitime bank, as referred to in the Flexitime Bank Protocol, agreed between employer and Works Council:
 - hours in a day roster and 2-shift roster that are worked by the employee on the employer's instructions, and that exceed the established duty roster, insofar as this roster comprises a working time of at least 8 hours.
 - hours in a 3-shift, 4-shift, 4/5-shift and 5-shift roster that are worked by the employee on the employer's instructions, and that exceed 7.5 hours per shift.
 - hours that are worked on days when no roster applies to the employee are always considered overtime if 40 hours per week are exceeded.
3. In principle, overtime is compensated by granting paid leave.
4. If and insofar as the employer deems it impossible to grant paid leave, the employee will receive a payment that equals 0.575% of his/her monthly salary for each hour of overtime worked, which for the application of this paragraph is set to at least € 1,590,- gross with effect from January 1; with effect July 1, 2021 to at least € 1.633,- gross; with effect from May 1, 2021 to at least € 1.674,- gross.

The latter sums have been adjusted with the percentage of the collective increases with effect from those dates (for the grades), as referred to in article 5.4.

The hourly wage for overtime in the 4/5 and 5 shift rosters is $40/38 * 0.575\% = 0.605\%$ of the monthly salary.
5. In addition to the compensation referred to in paragraph 3 or the payment referred to in paragraph 4, the employee will receive a bonus of 25% of the hourly wage per hour of overtime for the first two hours of overtime worked on a normal working day for the employee.
6. The bonus referred to in paragraph 5 is 50% of the hourly wage for every hour of overtime that exceeds the first two hours of overtime worked, as well as for the hours worked in excess of 10 on a normal working day for the employee.
7. For every hour of overtime worked on a Saturday, the bonus referred to in paragraph 5 amounts to:
 - 75% of the hourly wage for employees in grades 10 through 45, and
 - 25% of the hourly wage for employees in grade 50.
8. The bonus referred to in paragraph 5 amounts to 100% of the hourly wage for every hour of overtime worked on Sundays or public holidays.

9. If and insofar as an employee is permitted to take paid leave of absence in lieu of hours of overtime worked, the employee will receive only the bonuses referred to in paragraphs 5 through 8.
10. Detailed rules governing compensation of overtime have been established internally by the employer.

Article 7.2

Special hours in shift rosters

1. This article applies to employees in grades 10 through 60.
2. If and insofar as an employee does not receive extra payment for working special hours, via a shift work allowance or via his/her normal salary, he/she will receive a payment for working special hours in accordance with the provisions of paragraph 3 of this article.
3. This allowance amounts to:
 - 25% for hours on
Mondays to Fridays from: 00.00 – 07.00 hr
and from: 19.00 – 24.00 hr
and Saturdays from: 00.00 – 06.00 hr
 - 75% for hours on
Saturdays from: 06.00 – 24.00 hr
 - 100% for hours on
Sundays from: 00.00 – 24.00 hr
4. The allowances as referred to in paragraph 3 are calculated over 0.575% of the monthly salary.
5. This article does not apply to hours worked within the framework of the Flexitime Bank, as referred to in the Flexitime Bank Protocol, agreed between employer and Works Council.

Article 7.3

Stand-by duty

1. This article applies to employees in grades 10 through 60.
2. An employee does stand-by duty if he/she is available and contactable outside his/her duty roster on the employer's instructions.

3.
 - a. A fixed allowance of one hour's work at the normal salary rate is paid per 24 hours for being on stand-by from Mondays to Fridays. In this respect, 24 hours means the time between the end of the roster applying to the employee on one day and the commencement of the roster on the following day (16 hours).
 - b. A fixed allowance of two hours' work at the normal salary rate is paid per 24 hours for being on stand-by on collective leave days.
 - c. A fixed allowance of two hours' work at the normal salary rate, plus an allowance in accordance with article 7.2, is paid per 24 hours for being on stand-by on Saturdays, Sundays or public holidays.
4. The employer can convert the fixed allowance, in whole or in part, into paid leave. The special hours allowance is always paid out.
5. If the employee is actually called out on Mondays to Fridays, two bonus hours will be paid at the normal salary rate.
If the employee is actually called out on a Saturday, Sunday or public holiday, two and a half bonus hours will be paid at the normal salary rate.
6. If the employee is actually called out, the hours of attendance will be paid according to article 7.1.
7. If the last attendance period ends after 00.00 hr and before 05.00 hr, a rest period of 8 hours will follow. Where these hours coincide with hours on the duty roster for that day, the salary over these hours will be paid.
8. If an employee is called out only between 05.00 and 06.00 hr, a rest period of 8 hours will follow within 24 hours after 6 a.m.
9. If the employee is called out between 00.00 and 05.00 hr as well as between 05.00 and 06.00 hr, the provisions of paragraph 7 apply.
10. If the employee is called out only after 06.00, he/she works in accordance with the duty roster for that day; the maximum number of hours to be worked is 13. In a period of 13 weeks the employee will not work longer than an average of 45 hours per week.

Article 7.4

Sundays, generally recognized religious holidays, and the national holiday

1. Employees do not have to work on Sundays, generally recognized Christian holidays (New Year's Day, Easter Monday, Ascension Day, Whit Monday, Christmas Day and Boxing Day and beginning in 2022 May 5 (Liberation Day)) and the day on which King's Day is celebrated, unless work must be done for operational or economic reasons or for reasons of public interest.
2. The normal salary, including any shift allowances will be paid during public holidays as referred to in paragraph 1.

3. Employees in grades 10 through 50 who work on days mentioned in paragraph 1 of this article will receive, in addition to their normal salary as referred to in paragraph 2, compensation in the form of an alternative shift time off or the normal salary plus an additional payment of 100% over the hours worked during a duty roster that ends on a public holiday. In consultation with the employee, it will be decided if the compensation will be in the form of time or money.
Employees in grade 60 who work on days mentioned in paragraph 1 of this article will receive, in addition to the normal salary as referred to in paragraph 2, compensation in the form of an alternative shift time off or the normal salary for the hours worked during a duty roster that ends on a public holiday. In consultation with the employee, it will be decided if the compensation will be in the form of time or money.
4. The company will take into serious consideration any religion-based objections employees may have to working on Sundays and religious public holidays.
5. On a religious public holiday, the employee will be given the opportunity to take a vacation day or a leave of absence day, unless serious business circumstances do not permit it.

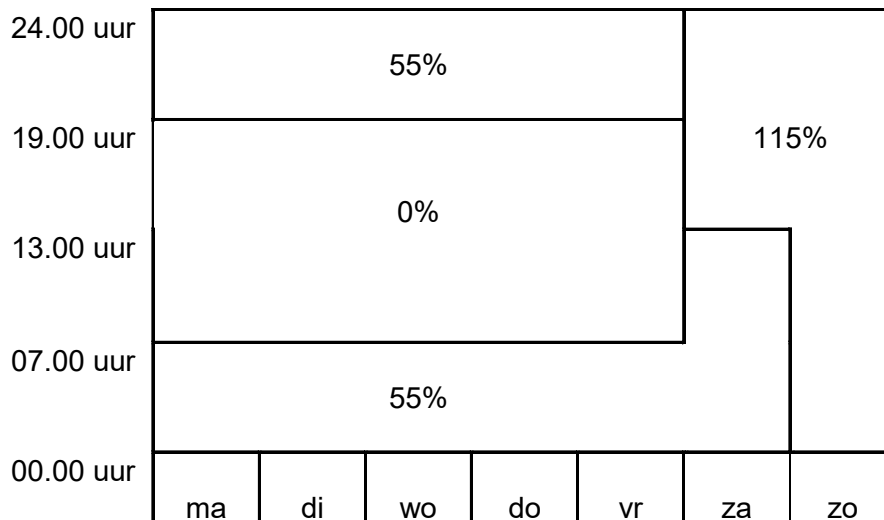
Article 7.5

Remuneration for shift work

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

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

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



- * For determining the shift work allowance for the 2-shift day/night work roster, an inconvenience-free zone of 12 hours will be calculated for Mondays to Fridays.
- The shift work allowance will be increased by 1.5% if, in the opinion of the employer, the employee performs work for which the break times vary from day to day and are not included in the duty roster, or if there is no continuous break of half an hour. This increase percentage will be multiplied by the base percentage that applies to the employee (see Annex B).
 - Payment of the shift work allowance is based on the sum total of the applicable income elements, but at least based on a monthly salary of at least € 2.118,- gross per month with effect from September 1, 2020; with effect from July 1, 2021 on 2.175,- gross per month; with effect from May 1, 2022 on € 2.230,- gross per month. The latter sums have been adjusted with the percentage of the collective increases as from those dates (for the grades up to and including 90), as referred to in article 5.4.
 - The employer's income reduction scheme is explained in Annex C of this agreement.

Article 7.6

Nuisance allowance

- This article applies to employees in grades 10 through 45.
- Employees who work in objectionable conditions may be entitled to a nuisance allowance. The employer will endeavor to eliminate the objectionable conditions. Once these conditions have been eliminated, any nuisance allowance will be discontinued.
- The following objectionable working conditions are covered by the nuisance allowance regulations:
 - grime;
 - climate;
 - air pollution;
 - personal protection equipment;
 - heaviness of the labor.

In addition, employees who work a roster of three or more shifts and work a series of at least 5 night shifts will be granted an allowance equal to level 1 as indicated in paragraph 4. The employer has established more detailed rules concerning this matter internally.

4. There are four ascending levels of objectionable working conditions. The corresponding allowances per month are:

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

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

CHAPTER 8: TIME OFF AND LEAVE

Article 8.1

Vacation

1. Vacation level

- a. The vacation year coincides with the calendar year.
- b. Except for the provisions in paragraphs 3 and 4 of this Article, employees who are in employment on the first business day of the calendar year are entitled to 20 statutory vacation days and 5 supplementary vacation days in addition to the statutory number in that year.
- c. In case of a collective vacation period of 2 or 3 weeks, the employee receives 1 or 2 days respectively, as compensation.

2. Vacation for those entering employment in the course of the calendar year

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

3. Vacation for those terminating employment in the course of the calendar year

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

4. Vacation entitlement during special circumstances

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

5. Vacation days during periods of long-term illness or full disability

If an employee has not been able to fulfill his/her agreed duties due to illness/disability during a continuous period of 6 months or longer (on the understanding that time periods will be added together if they succeed each other with an interruption of less than a month), 0.4 days for every calendar month during which the employee is incapacitated will be considered a vacation day, and will be deducted from the balance of supplementary, non-statutory vacation days in that calendar year.

6. Disability and other leave during vacation

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

7. Remuneration and expiry of vacation days

- a. Salaries will continue to be paid in full during vacation days.
- b. From January 1, 2022, the statutory statute of limitations will apply. This means that the statutory number of vacation days (20 days for day shift on a full-time basis) will expire six months after the last day of the calendar year in which the entitlement was acquired. For the extra-legal vacation days (5 days for day shift on a full-time basis), the limitation period of five years remains valid. The limitation periods do not apply to the balance of outstanding vacation days already accrued before January 1, 2022: this will remain in place and will not be time-barred.
- c. A maximum of five (non-statutory) vacation days may be paid out once a year, at the end of year.

8. Taking vacation

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

9. Vacation for employees working flexible (shift) duty rosters

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

Article 8.2

Collective leave days

The employer can, in consultation with the Works Council, designate 5 leave days for all, or a group of employees.

For employees working 4/5 or 5-shift rosters with an average working week of 31,5 to 37,5 hours this amount will be 1 day instead of 5.

The employer must obtain approval from the Works Council in designating more leave days for all or a group of employees.

Article 8.3

Buying extra leave days

1. Employees can buy 20 extra leave days per annum. Employees who work a 4/5 or 5-shift roster can buy 8 leave days per annum.
2. Half days as well as full days can be bought.
3. These extra leave days bought can be taken under the same conditions as vacation days. These conditions are set out in article 8.1, paragraphs 8b and 8c.
4. The value of an extra leave day bought has been determined as:
 - the number of hours x 0.682% of the full-time monthly salary including shift allowance
5. Employees have the possibility to buy a fixed amount of 13 days at the end of the year for the subsequent calendar year. This possibility is not available to employees who work a 4/5 or 5-shift roster.
6. Extra leave days bought that are not taken in the year for which they were bought, will expire and their purchase value will be paid back in March of the subsequent calendar year.

Article 8.4

Life course savings scheme

1. The life course savings scheme referred to in this article will only apply for employees who had a balance of more than € 3.000,- in their life course savings scheme on December 31, 2011 and are still participating in this life course savings scheme.
2. The life course savings scheme will end on December 31, 2021.

Article 8.5

Care leave

1. Nexperia follows the Work and Care Act (“Wet Arbeid en Zorg”) and grants the employees rights at least in accordance with this Act.
The Work and Care Act (“Wet Arbeid en Zorg”) gives employees certain rights with regard to care leave. Provisions are made for calamity/emergency leave, short-term care leave, long-term care leave, birth leave and supplementary birth leave, pregnancy and maternity leave, adoption and foster care leave, and parental leave.
2. The CLA extends the possibility of using purchase days as referred to in Article 8.3 for care leave in addition to the arrangements based on the Work and Care Act (“Wet Arbeid en Zorg”).

Article 8.6

Pay during vacation and leave

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

Article 8.7

Compensation for remaining vacation entitlement

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

Article 8.8

Unpaid leave

1. The employer is in no way responsible for paying an employee for time during which the employee has not carried out the work as stipulated because of reasons that are in all fairness due to the employee.
2. Absence without the express permission of the Employer is permitted only in cases of:
 - incapacity for work;
 - maternity leave, adoption leave, emergency leave and other short-term absence leave, (additional) birth leave, short-term care leave and any other form of leave for which no prior permission is required, all in accordance with the Wazorg (Work and Care Act / “Wet Arbeid en Zorg”).

In the event of absence within the meaning of the Wazorg whereby no prior permission is required, the taking of leave shall be reported in accordance with the relevant provisions of the Wazorg and with due observance of the regulations formulated in the Wazorg.

Article 8.9

Paid leave

1. Paid leave is allowed for participating in or attending the following events, for the time thereby stated, if the employee cannot otherwise be present.
 - a. Death of spouse or partner, child, parent, grandparent, sibling, daughter-in-law or son-in-law of employee: the amount of time necessary, but no more than 1 working day.
 - b. Death of spouse or partner, or child or parent who lived with employee: the days between the death and the funeral
 - c. Funeral of spouse or partner, child, parent, grandparent, sibling, brother-in-law or sister-in-law, son-in-law or daughter-in-law or grandchild of employee: 1 day
 - d. Celebration of employee's 25th or 40th service anniversary: 1 working day.
 - e. Service anniversary (25th or 40th): one working week. The employee can choose to take this week in the year of the official celebration or in the following calendar year. Payment of this week in lieu of time off is possible in consultation with the employer.
 - f. A course aimed at preparing for retirement, to be taken within 3 years before retirement: a maximum of 5 working days.
 - g. The employee's wedding/registered partnership and/or the employee's 25th or 40th wedding anniversary: 1 day per event.
 - h. The delivery of the spouse or partner.

Note:

As well as in the case of a registered partnership, a person with whom the employee co-habits and shares a common household is regarded as a partner if the co-habitation and sharing of the common household are proved by a notarized document.

Where reference is made above to "parents" and "grandparents," this is also understood to mean the parents and grandparents, respectively, of the employee's spouse or partner.

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

Article 8.10

Pre-pension paid leave

1. This article applies to employees in grades 10 through 45.
2. To permit a gradual transition to retirement, employees will be offered the opportunity to take a number of hours of leave each year without loss of pay, three years before the (chosen) date of retirement, though not before reaching the age of 60, namely:
 - a maximum of 60 hours three years before the (chosen) date of retirement;
 - a maximum of 90 hours two years before the (chosen) date of retirement;
 - a maximum of 120 hours one year before the (chosen) date of retirement.

In the event of work disability during part of a given year and for employees who work part-time, the number of hours of paid leave will be calculated pro rata. Employees who exercise the option of working a reduced number of hours in accordance with Article 6.5 are not entitled to extra hours of paid leave under this paragraph.

The employer will determine, in consultation with the employee, when these hours can be taken. Payment in lieu of this paid leave is not permitted.

CHAPTER 9: ADDITIONAL EMPLOYMENT CONDITIONS

Article 9.1

Pension scheme

1. Employees' pension entitlements are covered through the 'Stichting Bedrijfstakpensioenfonds voor de Metalektro (PME)' (industry wide Pension Fund for the Metal and Electro Technical Engineering Industry). Employees who entered the employment of the company on or after May 1, 2013 and who are entitled to a top-up pension and employees who were already employed by the company on or after that date who are entitled to a top-up pension are covered by the DC top-up scheme of ABN-AMRO Pensions instead of the PME top-up pension scheme.
2. The employer will deduct the employee's contributions to PME and (in so far as applicable) ABN AMRO Pensions from the employee's monthly salary and will transfer these to PME and ABN AMRO Pensions. The employee's part of the pension premium amounts to 2.7% of the pension base as of July 1, 2014.
3. The rights and responsibilities of the policy holders are laid out in the applicable PME regulations and further specified in the Addendum with respect to the PME pension scheme that applies to employees of Nexperia B.V. Netherlands and (in so far as applicable) in the Nexperia B.V. Top-up Pension regulations of ABN AMRO Pensions.
4. As of January 1, 2015 every employee whose pensionable salary exceeds the (for accrual of gross pension) maximum pensionable salary (which is adjusted each year and amounts to € 107,593,- as of January 1, 2020 and € 112.189,- as of January 1, 2021 and € 114.866,- as of January 1, 2022), is entitled to a gross benefit allowance of 12.3% of the difference between the pensionable salary and the maximum pensionable salary. This benefit allowance is determined each year per January 1 based on the then applicable pensionable salary and is only adjusted in the interim to changes in the part-time percentage. Each month 1/12 part of the total amount of benefit allowance is paid out.
5. The 2007 Guarantee Scheme agreed with the trade unions in 2007 (for employees who came from Philips at the time of the split-off of NXP) lapsed with effect from 1 January 2015. As compensation for the cancellation of the 2007 Guarantee Scheme, the employer shall pay a monthly gross bonus to the employees who were entitled to the 2007 Guarantee Scheme. The following provisions determine whether an entitlement to a gross supplement can be established and how the supplement should be calculated.
 - Any employee who was entitled to the Guarantee Scheme on the reference date of December 31, 2014 is eligible for the replacement monthly supplement;
 - The monthly supplement will be paid as of January 1, 2015 until the employee reaches the age of 65 or until the date of retirement, whichever comes first;
 - Starting point for calculating the amount of the individual monthly supplement is the premium as it would be for the employee in question in 2015 based on his/her age as of January 1, 2015 (in accordance with the age dependent PME rate tables of 2014);
 - This monthly supplement will be increased annually, for the first time on 1 January 2016, by 4.1%.

Article 9.2

Health Insurance

The employee may participate in a collective health insurance scheme arranged by the employer with AON Nederland C.V. (formerly IAK Verzekeringen B.V.). If the employee has a basic insurance policy in accordance with the Health Insurance Act (Zorgverzekeringswet) with AON Zorgverzekering (together with one of the supplementary packages: (Vitaal 2+, Vitaal 3+ or Vitaal 4+)) or a basic insurance in accordance with the Health Insurance Act with AON CZ (together with one of the supplementary packages: Plus Collective, Top Collective or 50+ Collective)), they will receive a monthly gross contribution of €15.30. This contribution does not apply to partners and family members.

Changes to this will not be made until after the employer has consulted with the organizations.

Article 9.3

Remuneration during work disability

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

CHAPTER 10: EMPLOYMENT AND EMPLOYABILITY

Article 10.1

Employment

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

To best achieve this aim, the employer will:

- a. preferably fill vacancies with employees currently working for the company. In so doing the employer will take into account as much as possible the employee's potential and his/her personal circumstances.
 - b. to enable employees to continue to occupy suitable positions within the company and to be eligible for placement in vacant positions, give employees the opportunity to develop their knowledge and skills, as well as to adapt them to technical and other developments
 - c. recognize the right to education and training in order to achieve this, and to this end support employees' wishes to take part in internal and external training and development activities which, according to the nature of these activities and the circumstances leading up to them, take place during or after working hours.
2. For the duration of this CLA, the employer will not resort to the collective dismissal of employees who were in its employment at the time of the signing of this agreement or who enter his employment while the agreement is in force, unless extraordinary circumstances make it necessary. In this case they will not decide on such action without thorough and comprehensive consultation with the organizations and the Works Council. In these discussions, the main focus will be on the circumstances previously mentioned.
 3. In the event of a long-term or temporary reduction in or discontinuation of work, the employer will do everything possible to offer alternative employment. If this necessitates secondment, transfer to another job and/or transfer to another department, location or to one of the employer's subsidiaries, the employee will cooperate within reason. The employer and the organizations recognize that this cooperation is of great importance in order to fulfill that which is stated in paragraph 2 with regard to collective dismissal.
 4. Any vacancies to be filled externally will be reported to the relevant UWV-WERKbedrijf. Information will also be provided as to whether these vacancies could be filled by young employees or employees with a disability, and whether the work can be done on a part-time basis.
 5. The employer will use agency workers only if vacancies cannot be filled in the usual way, or cannot be filled within the time required, or if the vacancies are of a temporary nature. The employer will observe the statutory regulations applicable to this situation. If, in a certain business unit, more extensive use of agency workers is necessary, the employer will not proceed before the appropriate Works Council has had an opportunity to give advice on the matter.
 6. Despite the company's pursuit of continuity of the labor relations, the loss of jobs may be unavoidable. However, if the employer sees no alternative than to opt for collective dismissal, the provisions of paragraph 2 of this article will apply.

Article 10.2

Employability

1. The current and future functioning of the employee and the organization are closely linked. The employer will implement a policy that is oriented toward promoting the employability of the employee now and in the future, through which his job security will improve. The employee is aware of his own responsibility with respect to the improvement of his employability and is prepared to work towards achieving this.
2.
 - a. Education is an important instrument in guaranteeing the current and future functioning of both the organization and the individual employee and to promote job security in the short- and long term.
 - b. The employer is responsible for creating the conditions that will enable the employee to follow the necessary training courses. In this context the employer will draw up an employability plan for each business unit. The employer will pay particular attention to the needs of older employees.
Employees must take responsibility for attending the relevant courses to ensure that they maintain their employability and therefore their job security now and in the future.
 - c. Training is a joint responsibility of both employer and employee.
This joint responsibility means that both employer and employee must contribute in terms of effort, time and cost. For this reason, agreements are laid down in a contract between the employee and Nexperia as much as possible. The training efforts form part of the employee's annual appraisal interview.
3. Considering that functional mobility is a prerequisite for employees to maintain their employability at a certain level, the employer will establish a vacancies database to which all employees will have access.
4. Within the employment agreement for an indefinite period of time, the employer and the employee may make arrangements concerning the time frame for which the employee holds one and the same position, in order to increase employability and hence the employee's job security by means of job variation.
5. To promote their employability, employees are entitled to receive structured feedback concerning their performance.
6. In order to give substance to the employee's employability in a structured way, the employer and the employee may periodically draw up a Personal Development Plan together. Such a plan may be aimed at the individual career in the shorter or longer term, as well as at increasing job security in the future. A Personal Development Plan will in any event be drawn up if the employee should request the employer to do so. In this context, employees who have been in the company's employment for at least 3 years will be offered the possibility of a career scan (consult), carried out by an external party, once every 5 years. The results of the career scan will be communicated to the participant only. It goes without saying that it can benefit the employee a great deal if he/she shares the results with his or her supervisor or HRM.

Article 10.3

Internal and external job counseling

Job counseling is of great importance to organizations that are subject to change. More attention to the mobility and employability of employees is necessary.

In this context job counseling activities can be crucial.

The support of the HR manager involved is used to help achieve effective job counseling.

These support services can, depending on the circumstances, include:

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

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

CHAPTER 11: WORKING CONDITIONS

Article 11.1

Working conditions

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

CHAPTER 12: INFORMATION AND CONSULTATION

Article 12.1

Works council

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

Article 12.2

Announcements to the employees

All official announcements made by the employer through regular channels (such as newsletters, email messages) or published through other channels will be deemed to have been communicated to each employee individually and personally.

CHAPTER 13: COMPANY DISCIPLINE/ INTERNAL APPEAL

Article 13.1

Disciplinary measures

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

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

Article 13.2

Internal appeal process

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

CHAPTER 14: ARRANGEMENTS WITH RESPECT TO UNION ORGANIZATIONS

Article 14.1

Obligation of the organizations

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

Article 14.2

Mutual obligations

1. The parties will observe and uphold this agreement in good faith.
2. For the duration of this agreement the parties will not undertake any campaign among the employees that is intended to change the conditions of employment laid down in this agreement.
3. If, while this agreement is in effect, one of the parties should deem a change in the agreement necessary because of special circumstances, they will notify the other parties in writing. The parties will without delay open negotiations on the issues in a spirit of cooperation and trust.

Article 14.3

Labor harmony, strike, and lockout

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

Article 14.4

Dispute settlement

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

Article 14.5

Trade Union Leave

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

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

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

Article 14.6

Union work in the employer's establishments

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

1. The chairman of a workplace branch or another executive member of the workplace branch designated by the chairman can, with due regard to the relevant directives agreed by the parties, have contact with:
 - a. members of the organizations in the establishment where he works, but only outside working hours; if the parties agree that special circumstances are involved, contact is also possible during working hours;

- b. paid union officials of his organization during working hours if circumstances make it impossible outside working hours at short notice;
 - c. members of the Works Council of this business establishment during working hours.
2. The organizations will, with due regard to the relevant directives drawn up by the parties:
- a. be given the opportunity, on their own responsibility, to make use of notice boards provided by the employer.
The notices will relate exclusively to the organizations and/or the functioning of the organizations and will not be concerned with individuals;
 - b. be allowed to use the company's notice boards to announce upcoming meetings of the organization if the notice boards mentioned under a. are not available. Notices that include any information beyond time, place and subject of upcoming meetings, must be approved by the employer before they can be posted;
 - c. receive copies of general announcements from the company to employees;
 - d. receive copies of documents regarding Works Council meetings that are sent by the employer to members of the Works Council, along with the agendas and reports of the Works Council meetings, provided that the Works Councils agree; the organizations will publish extracts from these internal documents only with the permission of the employer;
 - e. be able to hold informal discussions with company managers nominated for this purpose by the employer.
3. A shift worker who is a member of the executive committee of his organization's workplace branch can attend a meeting of this group without loss of salary, if, in the opinion of the employer, work permits it.
4. a. The employer will ensure that an employee who holds a trade union position is in no way put at a disadvantage in his/her position as employee of the company as a result of performing his/her trade union duties.
- b. An employee holding a trade union position will not be dismissed if he/she would not be dismissed if he/she were not a trade union member.
- c. An employee holding a trade union position is understood to mean a member of the executive committee of the workplace branches, a member of the sectional executive committees falling under these branches, and an employee member of the collective bargaining delegation, if and insofar as he/she is registered as such with the employer by the trade union organization.
5. Once a year the employer will, at the request of the organizations, assist in updating the membership lists of the organizations.

Article 14.7

Payment to the organizations

Nexperia B.V. Netherlands will make payments to the organizations mentioned in 2 and 3 according to the "Payments to the organizations regulations," as agreed by the parties.

Article 14.8

Information meeting on employment

1. The employer will periodically (at least twice a year) inform the organizations about the general situation in the organization. Particular attention will be given to developments in the economic sphere, investments and employment. The agenda for the meeting between employer and union organizations will include the following issues:
 - General situation
 - Employment
 - Flexibility
 - Position of women
 - Employability
 - Education and Training
 - Career policy
 - Salary and classification policy
 - Age-conscious human resources policy
 - Promotion of entrepreneurship.
2. If the employer is considering:
 - a. investments that will lead to a significant reduction, expansion, or change of operations in a business unit
 - b. closing and/or radically changing the staffing levels of an establishment or business unit
 - c. a merger, as defined in the SER-decree (Socio-Economic Council) Rules of Conduct for Mergers 2000,he will take into account the social consequences of any decisions taken.
3. In this context the employer will inform the organizations, the works council and the employees of the measures contemplated as soon as any necessary confidentiality allows.
4. The employer will then discuss with the organizations and the Works Council the measures under consideration and the possible consequences for the employees or a number of employees.
5. The financial arrangements included in a social plan will be at the expense of the employer, provided there is no statutory regulation governing it.

Article 14.9

Government measures

If the government passes legislation relating to matters such as wage development, social insurance acts or working hours that affect the agreements reached between the parties, the relevant provisions of this CLA will end on the date that such legislation goes into effect.

Parties will then meet to discuss the matter as soon as possible and establish which provisions will apply in that case. If necessary, the parties will take temporary measures in the interim until an agreement can be reached regarding the new provisions.

As agreed in Nijmegen on September 30, 2021.

On behalf of Nexperia B.V. & ITEC B.V.

Director: Charles Smit

Director Stefan Hermans

On behalf of parties 2 and 3

FNV Metaal

Director: Mustafa Kirac

CNV Vakmensen

Director: Arthur Bot

ANNEX A

REMUNERATION DURING WORK DISABILITY

1. Payment of salary during the first 104 weeks of work disability.
 - a. In deviation from the provisions laid down in Article 7:629 paragraph 1 of the Dutch Civil Code with respect to the amount of salary to be paid out in the event of work disability, the employer will pay the employee the following amounts in the event of work disability:
 1. during the first 6 months of work disability: 100% of the salary;
 2. after the first 6 months of work disability: 90% of the salary.
 - b. If, after the first 6 months of work disability, the employee is performing suitable work for a number of working hours of 75% or more, the employer will pay out 95% of the salary.
 - c. During the period that an employee in the second 6 months of work disability is entitled to benefits by virtue of Chapter 6 of the WIA (Income scheme for persons with a full and long-term work disability), the employer will pay out 100% of the salary.
 - d. If the company doctor establishes that there is no question of work disability and the employee requests an expert opinion from the UWV (employee insurances implementation agency), the opinion of the UWV will be respected.
 - e. For this article, periods of work disability will be added together, provided they succeed each other with an interruption of less than 4 weeks.
 - f. If the UWV imposes an obligation on the employer to also continue to pay out the salary after the first 104 weeks, the employer will pay out 90% of the salary.
 - g. The employee is required to cooperate in a medical examination carried out by an employer-approved company doctor and to follow the instructions of this company doctor. The employee is required to comply with the applicable rules of conduct during work disability.
 - h. If the employee does not cooperate in a medical examination and/or does not comply with applicable rules of conduct and/or instructions given by the company doctor, the right to supplementation of the statutory entitlement to continued payment of salary during work disability is forfeited.
 - i. Employees who fall under the safety net provisions of the Sickness Benefits Act or are considered occupationally disabled must report to the company doctor immediately upon onset of the occupational disability.
2. Remuneration after 104 weeks of work disability
 - a. The employer will supplement the statutory benefit for a maximum of one year for an employee who is fully work disabled in the sense of the Work and Income According to Labor Capacity Act (WIA), up to 90% of his/her gross salary, if and for as long as the employee has authorized the company to receive on his/her behalf the benefits payable under the work disability insurance legislation for inclusion in the payment made to him/her. If the employment is terminated at the start of that year or in the course of that year, the supplement to the statutory benefit for the remaining period of that year will be paid out in a lump sum at the time of dismissal.

- b. Employer will take out a WGA shortfall (Work and Income According to Labor Capacity Act) insurance for its employees. The costs for this insurance will be paid by the employer.
- c. The employer will pay a supplement to an employee who is entitled to a pay-related benefit or a pay supplement benefit under Section 7 of the Work and Income According to Labor Capacity Act (WGA-scheme) and who is performing suitable work if and for as long as the employee has authorized the company to receive the benefits on his/her behalf, for inclusion in the payment made to him/her. The income that is earned from the suitable work, together with the WGA benefit and the supplement paid by the employer, amounts to:
 - $80\% \times (A - B) + B$, during the pay-related benefit and during the pay supplement benefit period if the employee utilizes at least his/her residual earning capacity;
 - $80\% \times (A - C) + B$, during the pay supplement benefit period if the employee utilizes at least 50% of his/her residual earning capacity;

A stands for gross income, B for income earned from the suitable work, and C for residual earning capacity determined by the UWV (employee insurances implementation agency).

- d. The employer will supplement the lower income of an employee who is not entitled to a benefit under the Work and Income According to Labor Capacity Act (WIA) because the work disability is less than 35%, and who is performing suitable work.

The supplement is as follows:

3rd year of sickness	$80\% \times (90\% \text{ of the gross income minus the residual earning capacity})$
4th year of sickness	$70\% \times (90\% \text{ of the gross income minus the residual earning capacity})$
5th year of sickness	$60\% \times (90\% \text{ of the gross income minus the residual earning capacity})$
6th year of sickness	$50\% \times (90\% \text{ of the gross income minus the residual earning capacity})$
7th year of sickness	$40\% \times (90\% \text{ of the gross income minus the residual earning capacity})$
8th year of sickness	$30\% \times (90\% \text{ of the gross income minus the residual earning capacity})$
9th year of sickness	$20\% \times (90\% \text{ of the gross income minus the residual earning capacity})$
10th year of sickness	$10\% \times (90\% \text{ of the gross income minus the residual earning capacity})$
11th year of sickness	$0\% \times (90\% \text{ of the gross income minus the residual earning capacity})$

- 3. Further rules for the definition of the term "income," as referred to in this article, will be established internally by the employer.
- 4. Further rules apply internally for employees awarded a benefit under the WAO (Disability Insurance Act) during the period of their employment at Nexperia.

ANNEX B (pertaining to article 7.5)

EXPLANATORY NOTES ON CALCULATION OF MONTHLY SALARY FOR SHIFT WORK AND SHIFT WORK ALLOWANCE

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

The base percentage is calculated as follows:

$$\frac{\text{Actual number of work hours in a cycle}}{\text{Cycle x 40}^*}$$

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

The formula for calculating the shift work allowance is as follows:

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

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

*The calculation for the 4/5- and 5-shift duty rosters (24x7 shift rosters) and the duty rosters derived from them is based on 38 hours per week.

** The calculation of the monthly salary for an employee on a 4-shift work roster is based on 150 hours per cycle, while the calculation of the shift work allowance is based on 157.5 hours per cycle.

ANNEX C

SALARY REDUCTION SCHEME FOR SHIFT WORKERS

1. Employees who leave shift work and/or are transferred to a different duty roster with a lower monthly salary are eligible for the salary reduction scheme.
 - The reduction amount is equivalent to the difference between the former monthly salary (including shift work allowance) and the new monthly salary (including any (shift) allowance).
 - The duration of the reduction scheme is determined by the number of complete uninterrupted years of shift work, on the understanding that each complete year of shift work entitles the employee to one month of reduction payment. Employees aged 45 and older are entitled to two months of reduction payment for each complete year of shift work.
 - In the first half of the reduction scheme the employee receives 75% of the reduction amount, and in the second half 25%. An employee who leaves shift work voluntarily and is younger than 55 years of age, receives half of the aforementioned percentages.
 - Employees aged 55 and older, who have worked at least 10 but less than 20 uninterrupted years of shift work, receive, under the salary reduction scheme, a minimum of 25% of the reduction amount up to the date of his/her retirement.
 - Employees aged 55 or older, with a minimum of 20 but less than 30 uninterrupted years of shift work, receive a minimum of 50% of the aforementioned amount up to the date of his/her retirement.
 - An employee aged 55 or older, with a minimum of 30 uninterrupted years of shift work, receives 75% of the aforementioned amount up to the date of his/her retirement.
2. If an employee has left shift work for medical reasons and is granted a disability benefit (under WIA or WAO), he/she will be covered by the regulations outlined in Annex A of this CLA. The employee will also be covered by the salary reduction scheme, provided that this does not result in a decrease in the work disability percentage.

An employee who has left shift work for medical reasons and has been reassigned to a day duty roster without limitations is eligible for the salary reduction scheme if and insofar as he/she has not been granted this on other grounds, following a complete reassessment of the degree of work disability.

Reduction continues up to the monthly salary that applies under the provisions of the various paragraphs of Annex A.
3. An employee who leaves shift work involuntarily and received for the shift work a monthly salary equal to or higher than that of a comparable full-time non-shift worker, is entitled to be placed on a duty roster with a monthly salary at least corresponding to that of a comparable employee on a full-time day duty roster.

The above also applies to a shift worker aged 55 or older who leaves shift work voluntarily.
4. Payments made under the salary reduction scheme will cease when an employee is transferred to a (shift) work roster that entitles him/her to a monthly salary (including (shift) allowance) that is equal to or higher than the monthly salary (including (shift) allowance) before the transfer. The reduction scheme will cease when the employee's employment contract is terminated; if the employee re-enters the employer's employment, previous years of shift work will not count with regard to the salary reduction scheme.

5. In the event of collective scale adjustments, the reduction amount will be increased accordingly.
6. The following transitional arrangement applies to rights accrued by employees under the shift work allowance guarantee scheme that was in effect until January 1, 1989:
 - a. all payments under the present shift work allowance guarantee scheme will be guaranteed at the level reached on the day prior to that on which the new shift work structure is introduced;
 - b. all the years of shift work prior to the date of the introduction of the new shift work remuneration scheme count in the application of the new salary reduction scheme, at least to the extent that these years were not effectuated in accordance with the then applicable shift allowance guarantee scheme.
7. If an employee who fell under the shift work allowance guarantee scheme that applied prior to January 1, 1989 returns to shift work, his/her shift work allowance will be reduced to the guaranteed level reached on the basis of the guarantee scheme that applied before January 1, 1989 when he/she leaves shift work.

ANNEX D

PARTICIPATION ACT

Throughout the term of this Collective Labor Agreement, Nexperia will – in addition to the number of existing work placements - aim to create possibilities for people with work disabilities through a secondment construction with WerkBedrijf Rijk van Nijmegen (the organization in Nijmegen that implements the Sheltered Employment Act (WSW) in the Nijmegen region) or similar organizations.

ANNEX E

AGREEMENTS BETWEEN PARTIES TO THE COLLECTIVE LABOR AGREEMENT (CLA)

1. Informal care

The CLA parties recognize the importance of informal care in relation to work. Parties agree that this theme falls under the responsibility of both employer and employee. Nexperia will provide a professional informal care coach, who can support informal care givers if necessary.

2. Sustainable employability

Parties recognize the importance of a corporate policy aimed at increasing the employability of employees, which increases job security now and in the future. They have determined that education is an important instrument in furthering employees' performance, employability and job security. Parties also recognize employees' own responsibilities for maintaining and increasing their employability.

Within this context, parties have agreed the following for the duration of the CLA:

- By means of a promotion campaign, Nexperia will encourage employees to discuss their sustainable employability and possible need for a career change with their supervisors;
- Realistic requests for training and development within the context of sustainable employability should be granted;
- Nexperia will make an overview of awarded and refused requests available to the union organizations on a 6-monthly basis.

3. Consultation

Parties have agreed to have consultation meetings every 6 months to discuss business operations at Nexperia. The bonus scheme will be included in the topics to be discussed.

4. Compensation for 3rd year of unemployment benefit

The legal duration and structure of unemployment benefits, whereby the first day of unemployment falls on or after January 1, 2016, will be restricted. Nexperia has agreed with the trade unions to compensate the restrictions on structure and duration of the unemployment benefits in the legal, public section with private supplementary insurances at CLA level (PAWW). The premium will be paid by the employee.

5. Changes during the term of the CLA

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

6. Working from home

Employees who make use of the working-from-home agreement (RAV 704) receive a net compensation of € 2,- per day in accordance with the NIBUD guideline. If this amount is increased by the NIBUD during the term of the CLA, Nexperia will increase the compensation accordingly. Employees are not entitled to a travel allowance for days worked from home within the framework of the working-from-home agreement (RAV 704). Employees are no longer entitled to this net reimbursement if, due to changes in (tax) legislation, it is no longer allowed to provide a (net) reimbursement of these expenses, or if this provision involves extra costs for Nexperia.

7. Wellbeing

In 2021 Nexperia will offer all employees the opportunity to undergo a scan at Seneca (expertise center for sport, work and health of HAN University). If, based on this scan, there is substantiation for a targeted approach (coaching, training) that contributes to the sustainable employability of the employee, Nexperia will bear the reasonable costs for this approach.

8. Heavy Work

Trade unions and Nexperia are jointly investigating whether Nexperia's work is 'heavy'. Based on the results of the joint investigation, they are determining whether and what measures are necessary in the context of the national pension agreement with regard to the RVO scheme or leave savings.

ANNEX F

REPLACEMENT PROVISIONS THAT APPLY TO PARTICIPANTS IN THE GLOBAL INCENTIVE PLAN

Article 1 Definitions

In this Annex the following terms are understood to mean:

S&M employee:	anyone employed by the employer, who is employed in a specific function within Global Sales & Marketing and also participates in the Plan;
Basic salary:	This is the annual salary, excluding personal budget and variable salary.
Plan:	The Global Sales Incentive Plan that applies for the specific functions within Global Sales & Marketing. The employee to whom the plan applies has a fixed basic salary plus a variable component of 30%.

Article 2

General

1. The Global Sales Incentive Plan applies to the following job positions:
 - Regional Sales Management, Account Management and Field Sales Engineers (OEM/EMS), Field Application Engineer/Product Application Engineer, Distri/EMS Channel Management
 - Regional Marketing Management, Regional Marketing & Global Commercial Marketing
2. The applicable period of the Global Sales Incentive Plan is equivalent to the 12-month fiscal year, from January 1 through December 31 of a given year.

Article 3

1. Article 5.3 of the CLA is not applicable to S&M employees.
- 2.
3. The Sales Incentive Plan bonus is not included in the pensionable salary.

Article 4 Validity

The validity of this Annex is equivalent to that referred to in Article 1.2 of the CLA (October 1, 2020 through December 31, 2022).

ANNEX G

SALARY SCALES

ANNUAL SALARY SCALE FOR GRADES 10 THROUGH 45 as of July 1, 2021 in euros
(including the collective scale adjustment of 2.7% of the reference salary as of July 1, 2021)

JAARSALARISSCHAAL VAKGROEPEN 10 t/m 45 per 1 juli 2021 in euro's										
inclusief de collectieve schaal aanpassing per 1 juli 2021 van 2.7% van het referentiesalaris										
Schaalpositie	10	15	20	25	27	30	35	37	40	45
115	27627	27978	29099	30686	32427	34251	38184	41718	44590	51589
110	26426	26761	27834	29352	31017	32762	36524	39904	42651	49346
105	25225	25545	26569	28018	29607	31273	34864	38090	40712	47103
Referentie salaris = 100	24024	24329	25304	26684	28198	29784	33204	36277	38774	44860
95	22822	23112	24038	25349	26788	28294	31543	34463	36835	42617
90	21621	21896	22773	24015	25378	26805	29883	32649	34896	40374
85	20420	20679	21508	22681	23968	25316	28223	30835	32957	38131
80	19219	19463	20243	21347	22558	23827	26563	29021	31019	35888
75	18018	18246	18978	20013	21148	22338	24903	27207	29080	33645
70	16816	17030	17712	18678	19738	20848	23242	25393	27141	31402
65	15615	15813	16447	17344	18328	19359	21582	23580	25203	29159
60	14414	14597	15182	16010	16918	17870	19922	21766	23264	26916

MONTHLY SALARY SCALE FOR GRADES 10 THROUGH 45 as of July 1, 2021 in euros
(including the collective scale adjustment of 2.7% of the reference salary as of July 1, 2021)

MAANDSALARISSCHAAL VAKGROEPEN 10 t/m 45 per 1 juli 2021 in euro's										
inclusief de collectieve schaal aanpassing per 1 juli 2021 van 2.7% van het referentiesalaris										
Schaalpositie	10	15	20	25	27	30	35	37	40	45
115	2302	2331	2425	2557	2702	2854	3182	3476	3715	4298
110	2202	2229	2319	2446	2585	2730	3043	3325	3554	4111
105	2102	2128	2214	2335	2467	2606	2905	3174	3392	3924
Referentie salaris = 100	2002	2027	2109	2224	2350	2482	2767	3023	3231	3738
95	1901	1925	2003	2112	2232	2357	2628	2871	3069	3551
90	1801	1824	1898	2001	2115	2233	2490	2720	2907	3364
85	1701	1722	1792	1890	1997	2109	2351	2569	2746	3177
80	1601	1621	1687	1779	1880	1985	2213	2418	2584	2990
75	1501	1520	1581	1668	1762	1861	2075	2267	2423	2803
70	1401	1418	1476	1556	1645	1737	1936	2116	2261	2616
65	1301	1317	1370	1445	1527	1613	1798	1964	2100	2429
60	1201	1216	1265	1334	1410	1489	1660	1813	1938	2242

Schaalpositie: Scale position
Referentiesalaris: Reference salary

ANNUAL SALARY SCALE FOR GRADES 10 THROUGH 45 as of May 1, 2022 in euros
(including the collective scale adjustment of 2.5% of the reference salary as of May 1, 2022)

JAARSALARISSCHAAL VAKGROEPEN 10 t/m 45 per 1 mei 2022 in euro's										
inclusief de collectieve schaal aanpassing per 1 mei 2022 van 2.5% van het referentiesalaris										
Schaalpositie	10	15	20	25	27	30	35	37	40	45
115	28318	28677	29827	31453	33238	35108	39139	42761	45704	52879
110	27087	27430	28530	30086	31793	33581	37437	40902	43717	50580
105	25856	26183	27233	28718	30348	32055	35735	39043	41730	48281
Referentie salaris = 100	24625	24937	25937	27351	28903	30529	34034	37184	39743	45982
95	23393	23690	24640	25983	27457	29002	32332	35324	37755	43682
90	22162	22443	23343	24615	26012	27476	30630	33465	35768	41383
85	20931	21196	22046	23248	24567	25949	28928	31606	33781	39084
80	19700	19949	20749	21880	23122	24423	27227	29747	31794	36785
75	18468	18702	19452	20513	21677	22896	25525	27888	29807	34486
70	17237	17455	18155	19145	20232	21370	23823	26028	27820	32187
65	16006	16209	16859	17778	18786	19843	22122	24169	25832	29888
60	14775	14962	15562	16410	17341	18317	20420	22310	23845	27589

MONTHLY SALARY SCALE FOR GRADES 10 THROUGH 45 as of May 1, 2022 in euros
(including the collective scale adjustment of 2.5% of the reference salary as of May 1, 2022)

MAANDSALARISSCHAAL VAKGROEPEN 10 t/m 45 per 1 mei 2022 in euro's										
inclusief de collectieve schaal aanpassing per 1 mei 2022 van 2.5% van het referentiesalaris										
Schaalpositie	10	15	20	25	27	30	35	37	40	45
115	2359	2389	2485	2620	2770	2925	3261	3563	3808	4406
110	2257	2285	2377	2506	2649	2798	3119	3408	3643	4215
105	2154	2181	2269	2392	2529	2671	2977	3253	3477	4023
Referentie salaris = 100	2052	2078	2161	2279	2409	2544	2836	3099	3312	3832
95	1949	1974	2052	2165	2288	2416	2694	2944	3146	3640
90	1846	1870	1944	2051	2168	2289	2552	2789	2980	3448
85	1744	1766	1836	1937	2047	2162	2410	2634	2815	3257
80	1641	1662	1728	1823	1927	2035	2268	2479	2649	3065
75	1539	1558	1620	1709	1806	1908	2127	2324	2484	2874
70	1436	1454	1512	1595	1686	1780	1985	2169	2318	2682
65	1333	1350	1404	1481	1565	1653	1843	2014	2152	2490
60	1231	1246	1296	1367	1445	1526	1701	1859	1987	2299

Schaalpositie: Scale position
Referentiesalaris: Reference salary

ANNUAL SALARY SCALE FOR GRADES 50 THROUGH 90 as of July 1, 2021 in euros
(including the collective scale adjustment of 2,7% of the reference salary as of July 1, 2022)

JAARSALARISSCHAAL VAKGROEPEN 50 t/m 90 per 1 juli 2021 in euro's							
inclusief de collectieve schaal aanpassing per 1 juli 2021 van 2.7% van het referentiesalaris							
Schaalpositie		50	60	70	75	80	90
	130	65787	82206	104808	114437	124069	148902
	125	63257	79045	100777	110036	119297	143175
	120	60727	75883	96746	105634	114525	137448
	115	58196	72721	92715	101233	109753	131721
	110	55666	69559	88684	96831	104981	125994
	105	53136	66397	84653	92430	100209	120267
Referentie salaris =	100	50606	63236	80622	88029	95438	114540
	95	48075	60074	76590	83627	90666	108813
	90	45545	56912	72559	79226	85894	103086
	85	43015	53750	68528	74824	81122	97359
	80	40484	50588	64497	70423	76350	91632
	75	37954	47427	60466	66021	71578	85905
	70	35424	44265	56435	61620	66806	80178
	65	32893	41103	52404	57218	62034	74451
	60	30363	37941	48373	52817	57262	68724

MONTHLY SALARY SCALE FOR GRADES 50 THROUGH 90 as of July 1, 2021 in euros
(including the collective scale adjustment of 2.7% of the reference salary as of July 1, 2022)

MAANDSALARISSCHAAL VAKGROEPEN 50 t/m 90 per 1 juli 2021 in euro's							
inclusief de collectieve schaal aanpassing per 1 juli 2021 van 2.7% van het referentiesalaris							
Schaalpositie		50	60	70	75	80	90
	130	5482	6851	8734	9536	10338	12408
	125	5271	6587	8398	9170	9941	11931
	120	5060	6324	8062	8803	9543	11454
	115	4849	6060	7726	8436	9145	10976
	110	4638	5797	7390	8069	8748	10499
	105	4427	5533	7054	7702	8350	10022
Referentie salaris =	100	4217	5270	6719	7336	7953	9545
	95	4006	5006	6383	6969	7555	9067
	90	3795	4743	6047	6602	7157	8590
	85	3584	4479	5711	6235	6760	8113
	80	3373	4216	5375	5868	6362	7636
	75	3162	3952	5039	5502	5964	7158
	70	2951	3689	4703	5135	5567	6681
	65	2741	3425	4367	4768	5169	6204
	60	2530	3162	4031	4401	4771	5727

Schaalpositie: Scale position
Referentiesalaris: Reference salary

ANNUAL SALARY SCALE FOR GRADES 50 THROUGH 90 as of May 1, 2022 in euros
(including the collective scale adjustment of 2.5% of the reference salary as of May 1, 2022)

JAARSALARISSCHAAL VAKGROEPEN 50 t/m 90 per 1 mei 2022 in euro's							
inclusief de collectieve schaal aanpassing per 1 mei 2022 van 2.5% van het referentiesalaris							
Schaalpositie		50	60	70	75	80	90
	130	67432	84262	107429	117299	127171	152625
	125	64838	81021	103297	112787	122280	146755
	120	62245	77780	99165	108276	117388	140884
	115	59651	74539	95033	103764	112497	135014
	110	57058	71298	90901	99253	107606	129144
	105	54464	68057	86769	94741	102715	123274
Referentie salaris =	100	51871	64817	82638	90230	97824	117404
	95	49277	61576	78506	85718	92932	111533
	90	46683	58335	74374	81207	88041	105663
	85	44090	55094	70242	76695	83150	99793
	80	41496	51853	66110	72184	78259	93923
	75	38903	48612	61978	67672	73368	88053
	70	36309	45371	57846	63161	68476	82182
	65	33716	42131	53714	58649	63585	76312
	60	31122	38890	49582	54138	58694	70442

MONTHLY SALARY SCALE FOR GRADES 50 THROUGH 90 as of May 1, 2022 in euros
(including the collective scale adjustment of 2.5% of the reference salary as of May 1, 2022)

MAANDSALARISSCHAAL VAKGROEPEN 50 t/m 90 per 1 mei 2022 in euro's							
inclusief de collectieve schaal aanpassing per 1 mei 2022 van 2.5% van het referentiesalaris							
Schaalpositie		50	60	70	75	80	90
	130	5619	7021	8953	9774	10597	12719
	125	5403	6751	8608	9398	10190	12230
	120	5187	6481	8264	9022	9782	11740
	115	4971	6211	7920	8646	9374	11251
	110	4755	5941	7575	8270	8967	10762
	105	4539	5671	7231	7894	8559	10273
Referentie salaris =	100	4323	5401	6887	7519	8152	9784
	95	4106	5130	6542	7143	7744	9294
	90	3890	4860	6198	6767	7336	8805
	85	3674	4590	5853	6391	6929	8316
	80	3458	4320	5509	6015	6521	7827
	75	3242	4050	5165	5639	6114	7338
	70	3026	3780	4820	5263	5706	6848
	65	2809	3510	4476	4887	5298	6359
	60	2593	3240	4132	4511	4891	5870

Schaalpositie: Scale position
Referentiesalaris: Reference salary