

VodafoneZiggo  
Attention: Karlijn van Aalten

Betreft: Letter of Intent Social Plan

Dear Mrs. Van Aalten, dear Karlijn,

I would like to inform you about the stance of De Unie in our upcoming discussions regarding the establishment of a Social Plan at VodafoneZiggo.

In preparation for the negotiations concerning a new Social Plan, VodafoneZiggo and De Unie have enlisted the help of InnerVoice, the research partner of DigiC, to conduct a survey among the employees. The purpose of this survey is to assess the employees' needs on this matter, gain insight into potential areas for improvement, and understand what employees consider important in a mutually agreed-upon Social Plan. The results of this survey will shape our approach in the forthcoming discussions.

The survey results indicate that there is no need to make essential changes to the current Social Plan. This particularly concerns the option for employees to choose between a direct compensation upon departure or the option to offset between the mediation period and the compensation upon departure. Therefore, we propose to maintain the current Social Plan. Furthermore, we suggest making the text of the current Social Plan more comprehensible, modernizing it, and removing provisions that are no longer relevant.

Additionally, in comparison to the current Social Plan, we propose the following improvements:

- The survey clearly shows that a substantial majority of employees (80%) would prefer to remain employed in a different position at VodafoneZiggo in case of redundancy. We suggest incorporating into the Social Plan that redundant employees, if feasible, will be given priority for placement in available vacancies and in roles/tasks carried out by hired employees, freelancers, or similar positions.
- We propose that redundant employees should have the option to seek advice from a financial expert to make the most informed decisions. We also wish to extend this service to employees who might consider the alternative leave arrangement or the voluntary departure scheme.
- We suggest that when determining the length of employment, the period during which the employee worked as an external workforce for the employer or its predecessor should be taken into account.

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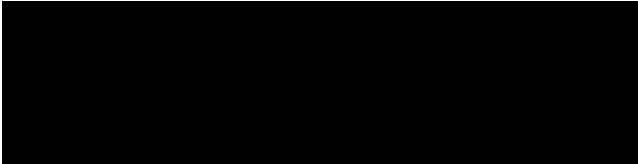
24 augustus 2023



We reserve the right to make additional proposals before and during our discussions.

We look forward to the upcoming conversations.

Best regards,



Jan Admiraal  
Senior Representative of De Unie

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