

## **Negotiation result new Social Plan VodafoneZiggo as of 1 January 2024**

VodafoneZiggo and labor union De Unie have reached a negotiation result on **9 October 2023** for a new Social Plan for VodafoneZiggo as of 1 January 2024. The duration of the new Social Plan is 36 months, from 1 January 2024 until 31 December 2026.

The aim of the Social Plan is to prevent redundancy and unemployment as a result of organizational changes as much as possible. The focus of this Social Plan is therefore on job-to-job guidance, within or outside of VodafoneZiggo.

### **Main points of the new VodafoneZiggo Social Plan**

#### **1. Job-to-job guidance for everyone**

##### Duration of the period of job-to-job guidance

In the new Social Plan, everyone who becomes redundant will by default be offered a period of job-to-job guidance by an external party (chosen by VodafoneZiggo). Depending on the duration of the employment, this guidance period is **three** months for an employment up to five years and **six** months for an employment of five years or longer. If, on the basis of a labor market scan, it appears that an employee has a proven less favorable starting position on the labor market, the guidance period can be extended by a maximum of 3 months. This extension of the guidance period is tailor-made.

##### Labor conditions during the period of job-to-job guidance

During the period of job-to-job guidance, the employee is exempted from duties, but still employed by VodafoneZiggo. This means that the employee receives his monthly salary and Benefit Budget, pension accrual and time-related allowances (such as irregular hours allowance, on-call duty allowance) paid on the basis of averages. During the guidance period, the employee does not accrue entitlement to a bonus.

##### Facilities during the period of job-to-job guidance

In the period of job-to-job guidance, the employee has the following support:

- working together with the external party to ultimately take a next step on the labor market
- use education and training from Progress For You to learn new skills to strengthen their labor market position
- access into the internal labor market through the VodafoneZiggo vacancy site.

If the employee finds a new position internally, the employee immediately starts in this new position and the job-to-job guidance ends.

##### Optional: Leave without job-to-job guidance

By default, everyone who becomes redundant is offered a period of job-to-job guidance. The employee can choose not to make use of this guidance and to buy off this period: in that case, the salary will be paid over the bought off job-to-job guidance period of 3 or 6 months. This further means that the employment contract ends immediately on the redundancy date with payment of the salary over the notice period (in addition to the salary over the job-to-job guidance period and the severance payment).

#### **2. Always a severance payment when leaving**

If the employee leaves after the period of job-to-job guidance, because of either accepting a job outside VodafoneZiggo or because the guidance period has expired or has been bought off, the employee will always receive a severance payment.

##### Reference date for determining the amount of the severance payment

The reference date for calculating the severance payment is the redundancy date.

#### **3. The severance payment is based on the statutory transition payment**

##### Calculation of statutory transition payment

The amount of the current statutory transition payment is determined by the salary and the duration of the employee's employment. The transition payment is 1/3 monthly salary per year worked, and pro rata for the remaining part of the employment or if the employment has lasted less than one year.

#### VodafoneZiggo multiplies the statutory transition payment

The result of the statutory transition payment is multiplied by a factor of 1.6. With this, we do **not** take into account the maximum of the statutory transition payment. However, the transition payment is never higher than the total number of monthly salaries that the employee would have received from the date on which the employment ends until the date of the employee's state pension age.

#### **4. Paying out the notice period**

The notice period is paid separately from the severance payment. The statutory notice period currently has a length of between 1 and 4 months, depending on the duration of the employment. The notice period is, for an employment of:

- a. less than five years: one month
- b. five years or more but less than ten years: two months
- c. Ten years or more but less than fifteen years: three months
- d. fifteen years or more: four months.

If a different notice period has been agreed upon contractually, this notice period will be used.

#### **5. Additional compensation**

In the new Social Plan, the employee receives:

- a. a severance payment based on the transition payment multiplied with a factor of 1.6;
- b. a period of job-to-job guidance of three or six months, or the salary for that period;
- c. the salary for the applicable notice period (one to four months, unless another notice period has been contractually agreed upon).

In the expired Social Plan, the employee receives:

- d. a severance payment based on the cantonal court formula;
- e. a notice period of one to four months;
- f. a signing bonus.

For the employee who is employed by VodafoneZiggo on 31 December 2023 and becomes redundant during the duration of the new Social Plan, the following will be calculated on the redundancy date:

- the total amount from a to c (see above) based on the new Social Plan
- the total amount from d to f (see above) based on the expired Social Plan

If the amount based on the expired Social Plan is higher than the amount based on the new Social Plan, the difference between the two will be compensated for **100%**. If the amount based on the new Social Plan is higher, the employee will receive this amount.

#### **6. Supplement to a lower salary (wage supplement)**

If, during or immediately following the period of job-to-job guidance, the employee finds a new job externally with a lower gross monthly salary than the last gross monthly salary earned at VodafoneZiggo, the employee is eligible for a supplement to that lower salary (wage supplement).

The supplement takes place over a maximum difference of up to 30% salary, whereby any difference in the number of working hours per week is converted into the working hours on the redundancy date.

The period of wage supplementation is up to 18 months, during which:

- a. in the period until six months: 100% wage supplement over a max. of 30% difference
- b. in the period of seven until twelve months 90% wage supplement over a max. of 30% difference
- c. in the period of thirteen until eighteen months: 80% wage supplement over a max. of 30% difference

#### **7. Expired supplement (amount) and reparation (duration) of the WW**

In the Social Plan, the supplement and reparation of the WW, as included in Articles 43 and 44 of the Collective Labor Agreement VodafoneZiggo (CLA), are suspended. The arrangements in the Social Plan replace these arrangements.

#### **8. Placement procedure**

##### Travel time determination

In the definition of suitable function, there are conditions attached to the travel time (one way). In the new Social Plan, the travel time is determined by an external agency based on the travel time by public transport on a weekday.

### Farewell to the Acceptable Position

In the new Social Plan, the acceptable position will no longer be used. The acceptable position is actually an equivalent to an internal vacancy. When appointing an employee to a vacancy, the policies from the CLA will be applicable. In practice, this means that if the redundant employee applies for a job within VodafoneZiggo and is appointed to a position in the same scale, a salary increase of 2% of the norm salary will be applicable based on the CLA. If appointed in a higher scale, a salary increase of 6% of the norm salary will be applicable based on the CLA. In the case of appointment to a position in a lower scale, the CLA states a reduction of 6% of the norm salary, combined with a phase-out scheme in case of two or more scales difference, as described in paragraph 31 of the CLA.

### Trial placement

Unplaced employees who are (potentially) redundant can be eligible for a trial placement when applying for internal vacancies (formerly: acceptable position), if it concerns a vacancy for which they may be suitable based on the search profile. The trial placement has a maximum duration of six months. During the trial placement, the new people leader and the employee regularly evaluate the trial placement. A trial placement suspends the period of job-to-job guidance.

### **9. Objections Committee**

In the new Social Plan, as before, a Social Plan Objections Committee is available. In consultation with the Works Council, it is being investigated whether this committee can be combined with the General Objections Committee, which oversees the application of the CLA and company policies.

### **Other subjects of the Social Plan (main points):**

In addition to the aforementioned topics, the other topics in the new Social Plan will stay the same. This includes for example:

- Responsibilities
- Placement- and appointment process
- Labor conditions in case of placement
- Description of the process after announcement of the redundancy
- Voluntary departure scheme\*
- Replacement scheme\*
- Hardship clause

\*These schemes will be adjusted to be in line with the new agreements.

<b>New SP from 1 January 2024</b>	<b>Expired SP</b>
Always a severance payment, also in combination with a period of job-to-job guidance	Choice between a severance payment or period of job-to-job guidance while retaining salary
Standard period of job-to-job guidance (3 or 6 months, depending on length of employment) with option to waive	Job-to-job guidance is choice.
Education and training from Progress For You remains available to everyone during the period of job-to-job guidance	-
Severance payment based on the statutory transition payment x factor 1.6 without maximum (except that it never exceeds the number of monthly salaries up to state pension age)	Severance payment based on the cantonal court formula (this is never higher than the number of monthly salaries up to state pension age)
Combination of job-to-job-guidance, financial compensation and wage supplement	Outplacement budget, signing bonus and additional amount and repair of the duration of the WW
Travel time determined by an external agency	Travel time determined by Google Maps
Acceptable position no longer described separately, the collective labor agreement applies when applying for an internal position	Acceptable position: when applying for a position in the same or higher salary scale, less arranged than in the collective labour agreement. In case of a lower salary scale, this is better arranged than the collective labour agreement.
Trial placement	-