

OUTCOME OF NEGOTIATIONS

CEA Philips

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Philips and the trade unions FNV Metaal, VHP2, CNV and De Unie continued negotiations on a new collective employee agreement (CEA) with the following result. This result will be presented to the union members.

1. Duration

The new CEA has a duration of 24 months. This CLA will apply from 1-7-2024 to 30-6-2026.

2. Salary

Salaries will be increased as follows:

- As of 1-12-2024 by 3% with a minimum of € 1.800 gross on an annual basis
- As of 1-9-2025 by 3% with a minimum of € 1.800 gross on an annual basis

The percentage collective increases will be implemented in the salary scales.

3. Generation pact

The scheme for employees who have reached the age of 60 will be adjusted from 80-85-100 to 80-87.5-100 as of 1-1-2025. Existing participants will be automatically converted to 80-87.5-100 as of 1-1-2025. At 80% work, a salary of 87.5% and pension accrual on a 100% basis applies.

The provision on entitlement to the scheme will be expanded (unilateral right for employees); At present, there is only a unilateral right to the scheme from 1 year before the (chosen) retirement date.

4. Leave policy 8x60 hours

The CLA agreement for extra paid leave from the age of 60 applies to employees up to and including department 45 who do not make use of the 80-85-100 scheme (which will become 80-87.5-100).

If an employee has used the 80-85-100 scheme for at least one year, there is the option to stop it and – if applicable – make use of the 8x60 scheme. Conversely, the same possibility applies. If, at the time of termination, more days than entitled to have been taken under the 8x60 arrangement, they will be deducted from the vacation balance.

When the 80-85-100 scheme is terminated, an employee will continue to work 80% (with 80% salary and 80% pension accrual) and the working time percentage will not be automatically increased. Only in consultation and after approval of the manager can an extension of hours be made.

5. Travel expenses

The limit of 9 kilometers for travel allowance will be removed on 1-1-2025.

6. Personal development

During the term of this CEA, a budget of € 1.000.000,- is available within the Personal Training Budget (POB), to be divided into two tranches in 2025 and 2026.

7. Additional childbirth leave

The law stipulates that partners can take additional childbirth leave for a maximum of 5 weeks (5 times the number of working hours per week). During this leave, the partner will receive a benefit from the UWV. The statutory benefit for the additional childbirth leave will be supplemented up to the full salary, the benefit from the UWV will be paid to Philips. This regulation applies to children born on or after 1 January 2025.

8. Bereavement leave

It is important that employees feel supported by their employer in difficult times. Bereavement leave allows them to temporarily take time off work to take time for the grief, which contributes to their well-being and ultimately their long-term employability. The text of the CEA will make it clearer that tailor-made bereavement leave will be applied.

9. Central Social Plan

The Central Social Plan (CSP) will be extended by three years until 31-12-2028. The relocation protocol and the CSP will be merged into a single document.

The budget for self-selected outplacement will be increased from €2.500 to €4.000.

Employees with a fixed-term employment contract, who are not offered an extension for their contract as a result of a reorganisation, will be given the opportunity to participate in an outplacement program offered by Philips.

The new text will apply from 1 January 2025.

In a tendering process for the hiring of temporary workers from potential suppliers/temporary employment agencies, Philips will draw attention to the support of temporary workers in finding another job if a temporary worker loses his job due to a reorganization at Philips and no alternative work can be offered by the temporary employment agency.

In the event of a reorganisation, temporary workers will be made aware of support from trade unions (trade unions are still providing concrete proposals for this).

10. Payment in the event of incapacity for work

Because the pension scheme will change on 1-1-2025 with regard to the disability pension, the collective labor agreement will also be amended. In the event of total incapacity for work, there will be a right to a supplement of up to 90% in the third year of incapacity for work, on the condition that the payment of the disability pension is assigned to Philips.

The same applies to the supplement in the event of partial incapacity to work if the employee remains employed with suitable work.

As a result, the amount of payment in the event of incapacity for work in accordance with the CEA will not change.

11. Early retirement scheme (RVU)

The RVU scheme as it is currently stated in the CEA ends on 31-12-2025. Trade unions and Philips will continue the early retirement scheme after 2025. The extension of the statutory early retirement scheme is intended for the people who really need it. The new target group should be clearly defined, focusing on demanding roles and tasks.

In the course of 2025, the trade unions and Philips will further determine the target group for the RVU scheme that will apply from 1-1-2026. It will also be determined whether there are restrictive situations for which the scheme needs to be expanded financially and to what extent.

12. Study agreements

During the term of the CEA, a number of studies will be carried out. These studies will focus on:

- a. The payroll system including variable salary;
- b. Spending of the budget of the work-related costs scheme;
- c. Existing policy of payment in the event of reassignment to a department in the event of a reorganisation.

13. Working time and arrangements

For clarity, equal treatment and feasibility, the following arrangements will be adjusted effective 1-1-2025.

- a. The overtime allowance for grade 50 and below will be as follows:

25% for the first two hours on Monday to Friday;

50% for the extra hours worked above the 2 hours of overtime on Monday to Friday;

75% for working on Saturdays;

100% for working on Sundays and public holidays.

To determine if overtime applies, we look at the hours worked beyond the contracted weekly hours.

- b. The 5,75-minute vacation accrual will be discontinued. The separate arrangement for extra hours in part-time will also be removed. As a result of the abolition of the extra hours part-time scheme, employees in grade 50 and below will receive overtime pay for all hours worked beyond their contractual hours.
- c. The stand-by scheme will be extended up to and including grade 70 (currently only 60 and below), including the allowance for working hours. For the time being, the percentages of this allowance are equated with the overtime allowance (under a). Remote working is equated with attendance. The name of the scheme will be changed to stand-by scheme in Dutch and English.
- d. The surcharge for the special hours scheme (working in a pre-agreed shifted services schedule at the request of Philips) for employees in grade 60 or lower will be adjusted as follows:
 - 25%: Monday to Friday from 00:00 – 07:00 and from 19:00 – 21:00;
 - 40%: Monday to Friday from 21:00 – 24:00 (was 25%);
 - 75%: Saturday from 00:00 – 24:00 (was: 25% on Saturday between 00:00 and 06:00);
 - 100% Sunday 00.00 – 24.00 hrs.
- e. The hourly wage is calculated as 0.575% of the monthly salary (including holiday pay).

14. Participation of employees in the collective employee agreement process:

Trade unions and Philips will jointly organize meetings to inform employees about the collective labor agreement process, for example under the title "Month of the Union".

15. Text of the CEA and CSP

The text of the CEA will be updated and clarified. To this end, a committee will be formed, for which FNV and CNV have promised to cooperate. The new document linked to the CSP will also be reviewed in more detail.

Philips Electronics Nederland B.V.

FNV Metaal

VHP2

CNV

De Unie