

A photograph of a man and a woman in a modern office setting. The man, wearing a blue and white checkered shirt, is leaning over a desk and looking at a laptop. The woman, with blonde hair, is seated and looking towards the man. The background shows office partitions and a potted plant.

Collective Labour Agreement for NEDAP

1 April 2022 to 31 March 2023

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Introduction

The parties to this collective labour agreement are:

1. Nedap N.V. in Groenlo

and

2. Trade unions:
FNV in Amsterdam
De Unie in Culemborg

Nedap has undergone drastic changes over the past few years, growing from an inventive manufacturer-supplier into a self-assured innovative supplier of technological solutions that address socially relevant challenges.

The company has set the objective of achieving solid organic revenue growth and increasing the value added per employee. The most significant factor in achieving these growth objectives is being able to attract and retain talented employees.

This places high demands both on the professionalism of Nedap employees and on Nedap as an employer. In addition to having the right qualifications, Nedap expects its staff to have the capacity to continue to learn throughout their career, and counts on them being creative, enterprising, persevering, friendly and team spirited.

Employees expect Nedap to guide them through all stages of their career by listening to their needs and being open to their opinions, ensuring the right balance between the company's objectives and their own. Furthermore, employees want to feel appreciated for their contribution to Nedap's growth, and to have a good work-life balance.

It is essential for Nedap staff to feel at home in the company and feel that they can develop fully, both professionally and personally. The foundation for all of this is mutual trust, i.e. trust that you see in the way we treat each other and in the entrepreneurial freedom at the company.

Nedap and the trade unions have set out their agreements in this collective labour agreement.

1. General provisions

1.1 Agreement and scope

Nedap and the trade unions FNV and De Unie have agreed that this collective labour agreement applies to employees working at Nedap in Groenlo under an individual contract of employment concluded between Nedap and an employee whose salary is in one of the salary grades I to IX.

1.2 Term, further effects, availability

This collective labour agreement takes effect on 1 April 2022 and will remain in force until 31 March 2023, at which time it will end automatically without notice of termination being required. If this collective labour agreement has ended and negotiations on a new collective labour agreement have not yet been completed, the provisions of this collective labour agreement, even though terminated, will continue to apply as though the collective labour agreement were still in force.

This collective labour agreement is available for download on the Nedap Hub and a print copy is available on request.

1.3 Definitions

- a. Employer: Nedap N.V. in Groenlo
- b. Nedap: the employer referred to under a. above
- c. Trade union(s): FNV and De Unie
- d. Works council: the Nedap works council
- e. Employee: a person employed by the employer under an individual contract of employment who has been placed into one of the salary scales I to IX
- f. Monthly salary: the salary set for a particular employee or the salary according to the salary scale

1.4 Disputes

If an employee and Nedap or Nedap and the trade unions have a difference of opinion on the application of the collective labour agreement or one or more of its provisions, they will consult to reach a solution to this dispute.

1.5 Trade union facilities

Nedap will give the trade unions, their executive members and their regular members reasonable access to facilities for the purpose of carrying out union activities at Nedap. Examples of facilities are making meeting rooms available and allowing employees to use a portion of their working hours to attend to their union responsibilities, with the proviso that this may not interfere with the particular employee's regular work.

Employees can furthermore make use of a beneficial tax arrangement through Nedap's payroll department to reclaim a portion of their union subscription in a particular calendar year, assuming this arrangement is still in effect at the time.

1.6 Employer's contribution to the trade unions

The employer declares that, for the contract year that runs from 1 April 2022 to 31 March 2023, it is willing to pay its employer's contribution directly to the unions that are party to this collective labour agreement, splitting its contribution equally (50/50) between the two trade unions, unless mutually agreed otherwise.

1.7 Employer's obligations under the collective labour agreement and pension plan

The employer will not hire or employ any employees under terms of employment that conflict with one or more provisions of this collective labour agreement.

The employer will add any new employees to the pension plan in effect at the company, with due observance of the applicable guidelines.

The individual contract of employment of every employee in service with Nedap will make reference to the collective labour agreement for Nedap and to the company pension plan in effect at the time.

1.8 Social and employment policy

Nedap aims to ensure the long-term viability of the company and to protect jobs in a responsible way. Nedap pursues a social policy and, in line with this, will provide the works council once a year with fact-based information on business practices, appointment, remuneration, training, promotion, equal treatment of men and women with regard to job opportunities, work meetings and dismissal. Nedap will provide the works council with a report on these matters, and will possibly provide this to the trade unions as well.

The trade unions and Nedap will consult at least once a year on the general course of events in the business, expected developments and matters relating to employment in the company.

Vacancies at Nedap are posted on the Workplace site. When vacancies arise, Nedap will always first check whether suitable candidates can be found in the company, taking into account the task and the position of the works council.

When considering suitable candidates for job openings, Nedap will pay special attention to participation in the labour process by people with a disadvantage on the labour market. However, in view of the limited number of such candidates, Nedap will consider, together with the trade unions, whether there are other constructive approaches that can be used in this regard.

1.9 Mergers, reorganisation and company closure

In the context of the obligations arising from the Merger Code of the Social and Economic Council (SER), the Dutch Works Councils Act and the Dutch Collective Redundancy (Notification) Act, in the event of reorganisations, mergers and acquisitions, insourcing and outsourcing, and work relocation, Nedap will take the implications for employees into account. Nedap will then consult with the trade unions and the works council to discuss these consequences and the measures that can or will be taken.

2. Employees and Nedap

Nedap is responsible for the company's long-term viability and success. Employees and their expertise are critical success factors for Nedap and, accordingly, the company attaches great importance to the employees' professional and personal development. Nedap facilitates personal growth by offering employees the opportunity to follow training and courses that are relevant to the employee and the company. The employee plays an important initiator role.

Nedap offers employees the opportunity to do business in technology that matters. Thanks to the flat organisation, what counts is the quality of the arguments, rather than the employee's place in the hierarchy. Personal initiative, the drive to achieve, creativity and personal entrepreneurship are essential attributes. At Nedap, personal entrepreneurship means taking responsibility and turning ideas into action.

Nedap and its employees have a shared responsibility for maintaining employees' vitality, health and long-term employability. For years, Nedap has been working to ensure a healthy, safe and inspiring working environment, in close consultation with its employees. Furthermore, Nedap offers employees the personal freedom to organise their work and workplace according to their own needs and wishes, but always in such a way that there is a good balance between the interests of the employee and those of Nedap.

2.1 Position of temporary agency workers

Nedap will minimise its use of temporary agency workers and, in situations where the use of these workers cannot be avoided, will consult with the works council on the matter.

Nedap will only make use of employment agencies that are a member of the Dutch Federation of Private Employment Agencies (ABU).

2.2 Responsibility of employees and Nedap

The employee will conduct themselves in a manner befitting a good employee, and Nedap will conduct itself in a manner befitting a good employer. Both will consider the interests of the other.

2.3 Employee development

Nedap wants to attract and retain talented employees, and talented employees need to be given opportunities for personal and professional development. Agreements must be made in advance between the employee and his or her manager concerning the training and/or courses the employee will follow. Unless otherwise agreed between the employee and his or her manager, Nedap covers the costs for all training and courses.

2.4 Secondary work

The employee will inform his or her manager of any relevant paid or unpaid work he or she performs in addition to the work for Nedap. The employee will discuss these activities with the manager and only undertake or continue these activities with the employer's consent. This secondary work may not interfere with the employee's work at Nedap nor disadvantage Nedap in any way.

2.5 Salary

In determining salary, Nedap bases this on the employee's responsibilities and the activities these responsibilities entail.

2.5.1 Employee job classification

Every employee is placed in one of the job categories that have been defined for Nedap. Jobs are graded according to the nature, gravity and/or difficulty of the position. The jobs and the associated job grade are listed in Annex 2 to this collective labour agreement.

2.5.2 Placement in salary scale and incremental salary increases

Tables showing the salary scales and the incremental salary increases per year in the position are included in this collective labour agreement as Annex 1.

The content of the job determines which salary scale it comes under. The amounts shown in the salary-scale tables are gross monthly salaries that apply for a full-time contract. If an employee works part-time, the salary shown will be adjusted pro rata to the contracted hours.

The salary of an employee who has not yet reached the highest salary point in the relevant salary grade will be increased incrementally for each year of service in that position.

If the responsibilities of an employee change, Nedap will, in consultation with the employee, set out these new or increased responsibilities in an individual contract of employment, which will also state the salary to be paid.

Nedap will ensure that the employee's salary is deposited to the bank account the employee has specified by no later than the 25th of each month.

Nedap will provide the employee with a monthly (online) payslip showing the salary paid and all pay elements.

2.6 Commuting expenses

Employees are entitled to use the commuting expenses scheme as agreed between (and which can be amended by) the works council and the employer.

2.7 Working hours and work schedule

The work week for a full-time employee is 38 hours. Employees strictly working the day shift will, in principle, work their hours between 07:00 and 18:00 on working days Monday to Friday, unless the employee and his or her manager have agreed an earlier starting time or later finishing time. Employees working according to a rotating two-shift schedule will work their hours between 06:00 and 23:00 on working days Monday to Friday. The work schedule shows the set working hours for a period of at least one week; the hours set in the work schedule may not be in violation of the provisions of the Dutch Working Hours Act.

The total working hours and the times at which the employee will be scheduled to work will be agreed between the employer and his or her manager and set down in writing. In setting these times and hours, Nedap will observe the legal requirements and the provisions of the collective labour agreement, and also consider what is reasonable. Insofar as this does not conflict with the company's interests, the interests of the employee will be given serious consideration.

If a fixed work schedule is agreed with the employee, this schedule also applies where breaks, overtime, the shift premium and overtime premium are concerned.

If the employer intends to make changes to the working hours policy, the works council has the right of consent and the employer must consult the trade unions on the matter. If the change to the work schedule concerns working on a Sunday, Nedap will consult with the trade unions. Each employee has the right to decline working on Sunday.

2.8 Age-aware HR policy/long-term employability policy/vitality policy

Employees are entitled to take additional hours of leave starting from five years prior to the date they reach state retirement age; this is a voluntary arrangement. The maximum additional hours of leave per year are:
from five to four years prior to reaching state retirement age: 96 hours
from four to three years prior to reaching state retirement age: 192 hours
- from three years prior to reaching state retirement age to state retirement age: 288 hours

This will be paid leave at 90% of the employee's normal wage.
The manager and employee will consult on when the leave will be taken.

Nedap will take the physical and mental fitness of older employees into consideration wherever possible.

The parties to this collective labour agreement affirm the importance of sustainability in the broadest sense. This will be discussed within the company and with the works council, and Nedap will make suitable arrangements where possible.

In view of their long-term employability, the development of employees is a high-priority concern. Employees will be encouraged to work on their own development.

2.9 Shift-work premium

An employee who regularly works shifts is entitled to a premium on top of his or her regular salary, amounting to 15% for a two-shift pattern.

If an employee who worked shifts no longer does so without having asked for a change, the following transitional arrangement with regard to payment of the premium applies.

If the employee has been working shifts for an uninterrupted period of:

- longer than 3 months but less than 6 months : 100% for at least 2 weeks
- longer than 6 months but less than 3 years : 100% in the current and subsequent month
- longer than 3 years but less than 5 years : 100% in the current and subsequent month
 - : 80% for 2 months
 - : 60% for 2 months
 - : 40% for 1 month
 - : 20% for 1 month
- longer than 5 years but less than 60 years : 100% in the current and subsequent month
 - : 80% for 4 months
 - : 60% for 4 months
 - : 40% for 3 months
 - : 20% for 3 months
- longer than 5 years and employee is 60 or older : 100% of the premium until reaching retirement age.

An employee who normally does not work shifts and is temporarily required to do so for more than three days will receive a shift premium of 15%.

Employees aged 50 years or older cannot be required to work shifts.

2.10 A healthy and safe approach to work

Working in a safe and healthy manner is of vital importance to employees, and to Nedap in particular. Nedap will take all legally required and other measures that are necessary to facilitate safe and healthy work conditions, taking into account the provisions of the Dutch Working Conditions Act. These measures will be discussed and implemented in collaboration with the works council. Employees will also comply with the legal provisions, which they will be informed of by Nedap.

If either Nedap or the employee does not comply with said measures and/or provisions, the party observing the non-compliance may call the other party to account.

2.11 Sundays and public holidays

An employee is not required to work on Sundays or public holidays. Public holidays are paid days off. If the manager has arranged with the employee that the employee has to work on a Sunday and/or public holiday, the provisions of Article 2.12 apply. The employee will be entitled to time off in lieu at plain time for hours worked on Sunday and/or a public holiday.

The public holidays are:

- New Year's Day
- Easter Sunday and Monday
- Ascension Day
- Whit Sunday and Whit Monday
- Christmas Day and Boxing Day
- King's Day

2.12 Overtime

Nedap will keep overtime to an absolute minimum.

Overtime refers to hours an employee works beyond their ordinary hours of work under a day-shift schedule or rotating two-shift schedule and beyond or in excess of the hours as stipulated in Article 2.7, provided the manager and employee have agreed that the hours of work will be deemed to be overtime. The works council will be consulted where an employee is required to work overtime over an extended period.

Additional hours worked will be compensated with overtime pay or time off in lieu at plain time. If, in the interests of Nedap or the employee, time off in lieu is not an option, before the employee works the additional hours the manager and employee will make agreements on the payout of overtime pay. In this case, the employee will receive his or her regular hourly wage for each additional hour worked, including breaks, and an overtime premium of:

50% for overtime hours worked between 0:00 on Monday and 12:00 on Saturday

100% for overtime hours worked between 12:00 on Saturday and 24:00 on Sunday, or at any time on a public holiday.

2.13 Excess hours and part-time employees

If a part-time employee has been instructed by Nedap to work beyond their contracted working hours, the employer will generally give the employee time off in lieu at plain time. However, if this is not an option or desirable, prior to the employee working these excess hours the manager and employee may agree for the employee to receive overtime pay – at the normal hourly rate with the addition of the holiday allowance and 13th-month pay – instead of time off in lieu.

2.14 Paid special leave

On certain special occasions and in certain exceptional personal circumstances, an employee can take paid leave with the approval of his or her manager.

Nedap will continue to pay the employee's salary when the employee takes leave:

- to register his/her notice of marriage: maximum of 4 hours
- to get married or enter into a registered partnership: 2 days
- to celebrate his/her 25th, 40th or 50th wedding anniversary or that of his/her parents or parents-in-law: 1 day
- in the event of the death of his/her spouse or registered partner, or of a parent, mother or father-in-law or child living in the employee's home: from the day of the death until the day of the funeral
- in the event of the death of a brother or sister, or of a parent, mother or father-in-law, son or daughter-in-law or child not living in the employee's home: the day of the death and the day of the funeral
- in the event of the death of a brother-in-law, sister-in-law, or a grandparent: one day
- to visit a doctor or medical specialist: the time needed if the appointment cannot be scheduled for a time outside working hours
- to attend meetings to prepare for retirement – with proof of registration for such – for employees close to retirement: a maximum of 5 days.

2.15 Annual leave

It is important to have a good work-life balance and the starting point for achieving this is the employee, in good consultation with his or her manager, finding the right combination of work and personal activities.

A full-time employee accrues 25 days of annual leave each calendar year. Part-time employees accrue annual leave entitlement pro rata to their contracted working hours. The annual leave entitlement is paid leave.

In addition to the standard annual leave entitlement, an employee who has been working for Nedap for a certain period of time without interruption is entitled to an amount of additional paid leave per year, as follows:

- for 12.5 years of service or on reaching the age of 45: 1 day
- for 20 years of service or on reaching the age of 50: 2 days
- for 25 years of service or on reaching the age of 55: 3 days
- for 40 years of service or on reaching the age of 60: 4 days

Entitlement to age-related leave is based on the employee's age at the start of the holiday year. Part-time employees accrue age-related leave entitlement pro rata to their contracted working hours.

Employees who are under the age of 19 on 1 January of the year concerned are entitled to an additional five days of paid annual leave for that year.

When calculating the total annual leave entitlement, the following applies:

- an employee who started or ended employment on or before the 15th of the month is considered to have started or ended employment, as applicable, on the 1st of the same month;
- an employee who started or ended employment after the 15th of the month is considered to have started or ended employment, as applicable, on the 1st of the following month.

For an employee who works with Nedap for less than one month, the annual leave entitlement is calculated strictly on a pro rata basis.

If one of the special occasions or exceptional personal circumstances described in Article 2.14 coincides with the scheduled annual leave, the special leave day or days will not count as days of annual leave.

The manager will schedule the annual leave in consultation with the employee and, in principle, in accordance with the employee's wishes, unless the planned annual leave conflicts with the company's interests. In line with ensuring a good work-life balance, the employee will try to take the annual leave in the year in which the leave was accumulated wherever possible.

2.16 Holiday allowance

Every employee receives a holiday allowance amounting to 8% of their gross annual salary. The gross holiday allowance for an employee aged 23 and older is at least €2732. For an employee who joins or leaves Nedap during the course of the year, the holiday allowance will be calculated pro rata (1/12th for each month worked).

For the purpose of calculating the holiday allowance, the annual salary is twelve times the salary for June of that year, with the addition of the shift-work premiums paid if the employee regularly works shifts. If an employee leaves the company before June, the holiday allowance will be calculated based on the salary in the month in which the contract of employment is terminated.

If an employee's contracted working hours change in the course of the year, this will be taken into account when calculating the holiday allowance.

The holiday allowance that an employee receives over benefits paid out to the employee under the Dutch Work and Income (Capacity for Work) Act (WIA) will be deducted from the holiday allowance that Nedap must pay the employee.

2.17 13th month

Every employee is entitled to payment of a '13th month', a gross amount equivalent to the monthly salary for December of the previous calendar year. This amount is calculated pro rata for an employee who joins or leaves the company in the course of the year.

The '13th month' is paid out in January of each year.

2.18 Profit-sharing scheme

Nedap distributes a share of the annual profits to the employees, specifically, 6.5% of the parent company's profit before tax (i.e. not including profit for the subsidiaries).

This amount is distributed evenly over all employees so that each employee receives an equal gross amount, taking into account the following deviations:

1. Part-time employees receive a portion of the gross amount pro rata to the hours they have worked.
2. Employees younger than 23 receive the gross amount less the age-related discount rate that applies to them on 31 December.
3. Employees who join or leave the company in the course of the year receive a gross amount calculated pro rata to the number of months worked.

The employee has the option of linking their profit-share payment with the Nedap depositary receipt participation scheme that is in effect at the time.

2.19 Sickness and disability

2.19.1 Sickness

If an employee is unable to work due to sickness Nedap will pay the employee:

during the first year of sick leave: 100% of the monthly income;

during the second year of sick leave: 100% of the monthly income, on the condition that the employee cooperates sufficiently with his or her vocational rehabilitation. If Nedap feels that the employee is not cooperating sufficiently, the employee will receive 70% of his or her monthly income.

Nedap's obligation to pay sick leave ends when the contract of employment with the employee is terminated.

2.19.2 Benefits top-up

If an employee receives benefits under the Dutch Work and Income (Capacity for Work) Act (WIA) and/or the Dutch Unemployment Insurance Act (WW), Nedap will top up the total benefits to a maximum of 100% of the employee's net monthly salary during the first year of receiving WIA benefits (i.e. following the second year of sick leave). This is conditional on the employee working sufficiently towards making full use of his or her 'residual earning capacity'. If the employee fails to do so, Nedap will not top up the benefits as stated.

In this context, monthly income is the monthly salary that applied on the day prior to the first day of sick leave, with the addition of the average shift-work premium per day calculated over the previous 12 months, personal allowance, overtime premium, holiday allowance, payment under the profit-sharing scheme and any other fixed pay elements.

2.20 Death benefit

In the event of an employee's death, Nedap will pay the employee's surviving relatives, as defined in Article 7:674(3) of the Dutch Civil Code, a lump-sum death benefit. The death benefit will be equal to the employee's salary, including holiday allowance, the '13th month' payment, shift-work premium, personal allowance, overtime premium, payment under the profit-sharing scheme, and any other fixed pay elements, from the day after the employee's death up to and including the last day of the second month following the month in which the death occurred.

This benefit will be reduced by any death benefit that the surviving relatives can claim under legally required health insurance or disability insurance or on the basis of the Dutch Supplementary Benefits Act.

2.21 Start of employment, probationary period, termination

In principle, the legally stipulated probationary period applies to an employee working at Nedap. However, Nedap and the employee can agree in writing that no probationary period or a shorter probationary period applies.

A contract of employment, which will include this collective labour agreement, will be drawn up for each employee individually and signed by the employer and employee.

Unless an employee and his or her manager agree otherwise, the individual contract of employment will terminate on the last day of the calendar month, with due observance by the party terminating the contract of the notice period stipulated by law. The contract of employment terminates automatically when the employee reaches the state retirement age.

Thus agreed and signed:

De Unie

FNV

Nedap N.V.

Appendix 1 Salary scales

Salary scales for categories I to IX
(as per 1 April 2022 in EUR) + 3.75%

Job categories:	I	II	III	IV	V	VI	VII	VIII	IX
0 years of service									
aged 23	2529	2549	2611	2675	2806	2967			
aged 24							3127		
aged 25								3296	
aged 26									3467
Incremental									
increases	55	70	77	104	104	109	120	149	175
Number and amount	2	2	3	4	5	6	7	8	9
Scale:									
After 1st year of service	2584	2619	2688	2779	2910	3076	3247	3445	3642
2nd	2639	2689	2765	2883	3014	3185	3367	3594	3817
3rd			2842	2987	3118	3294	3487	3743	3992
4th				3091	3222	3403	3607	3892	4167
5th					3326	3512	3727	4041	4342
6th						3621	3847	4190	4517
7th							3967	4339	4692
8th								4488	4867
9th									5042
Young workers scale:									
Aged 16	47.50	1201	1211	1240					
Aged 16 and 6 months	51.25	1296	1306	1338					
Aged 17	55.00	1391	1402	1436	1471	1543			
Aged 17 and 6 months	58.75	1486	1498	1534	1572	1649			
Aged 18	62.50	1581	1593	1632	1672	1754	1854		
Aged 18 and 6 months	66.25	1675	1689	1730	1772	1859	1966		
Aged 19	70.00	1770	1784	1828	1873	1964	2077		
Aged 19 and 6 months	73.75	1865	1880	1926	1973	2069	2188		
Aged 20	77.50	1960	1975	2024	2073	2175	2299		
Aged 20 and 6 months	81.25	2055	2071	2121	2173	2280	2411		
Aged 21	85.00	2150	2167	2219	2274	2385	2522		

Aged 21 and 6 months	88.75	2244	2262	2317	2374	2490	2633
Aged 22	92.50	2339	2358	2415	2474	2596	2744
Aged 22 and 6 months	96.25	2434	2453	2513	2575	2701	2856

The young workers (pay) scales are used for employees working in student jobs.

Annex 2 – Job categories

Job categories under the Collective Labour Agreement for Nedap and forming part of Article 2.5 of this collective labour agreement.

JOBS IN CATEGORY I, falling under salary grade I

no jobs

JOBS IN CATEGORY II, falling under salary grade II

102	Technician/Service Engineer
112	Winding machine operator
212	Metalworker
222	Metal stamper
232	Turret lathe operator
252	Paint sprayer
302	Sprayer
592	Canteen worker
602	Junior warehouse clerk
612	Shipping clerk
622	Packer
1502	Department assistant
1512	Typist

405	Toolmaker
415	Tool miller
425	Tool grinder
445	Tool turner
455	Mechanical engineer
535	Electrician
545	Quality controller
605	Assistant warehouse manager/shipping manager
705	Drafter
725	Modeller
805	Procurement assistant
905	Office sales assistant
1005	Administration assistant
1105	Job analysis assistant
1115	Planning and order preparation/checking assistant
1125	Product costing assistant

JOBS IN CATEGORY III, falling under salary grade III

103	Technician/Service Engineer
113	Winding machine operator
203	Metal cutter
213	Metalworker
223	Metal stamper
243	Lathe machine setter
253	Paint sprayer
303	Sprayer
523	Technician/Service Engineer
603	Warehouse clerk
633	Forklift truck operator
1203	Data entry clerk
1503	Department assistant
1523	Filing clerk
1533	Operator/Receptionist

JOBS IN CATEGORY VI, falling under salary grade VI

106	Technician/Service Engineer
406	Toolmaker
506	Work supervisor
546	Quality controller
706	Drafter/builder
726	Modeller
1116	Planning and order preparation/checking assistant/clerk
1516	Department secretary

JOBS IN CATEGORY VII, falling under salary grade VII

507	Work supervisor
707	Drafter/builder
717	Laboratory assistant
807	Sales staff
1007	Administration staff
1107	Job analysis staff
1117	Planning and order preparation/checking staff
1127	Product costing staff

JOBS IN CATEGORY IV, falling under salary grade IV

104	Technician/Service Engineer
114	Winding machine operator
214	Metalworker
254	Painter
314	Machine setter
404	Toolmaker
524	Technician/Service Engineer
544	Quality controller
604	Warehouse worker-supervisor
644	Driver
704	Drafter
724	Modeller

JOBS IN CATEGORY VIII, falling under salary grade VIII

508	Work supervisor
708	Builder
718	Laboratory assistant
808	Technical buyer
1008	Payroll administration team leader

JOBS IN CATEGORY IX, falling under salary grade IX

709	Builder
719	Laboratory assistant
809	Procurement team leader

1114	Work distribution and order checking assistant	909	Office Sales team leader
1204	Quality control data entry clerk/computer assistant	1009	Profit analysis team leader
1504	Department assistant/Assistant-in-training	1019	Business Administration team leader
1514	Typist	1029	Stock Administration team leader
JOBS IN CATEGORY V, falling under salary grade V			
105	Technician/Service Engineer	1039	Financial Administration team leader
115	Winding machine operator	1109	Job Analysis team leader
215	Metalworker	1119	Planning and order preparation/checking team leader
225	Metal stamper	1129	Product costing team leader
245	Lathe machine setter		

Appendix 3 – Protocol agreements

Commuting allowance

Nedap and the works council will discuss an increase in the commuting allowance if and to the extent that this is allowed by a change in the applicable tax break.

Working from home policy

Nedap and the works council have jointly drawn up the basic principles for working from home. These do not include a minimum number of days that employees need to work at a Nedap location. In principle, the number of hours worked from home is determined by the employee, in consultation with the employee's team. In consultation with the works council, the home working allowance will be converted to a fixed expense allowance for all Nedap employees.

Job descriptions and job grading

The job descriptions currently in use in the collective labour agreement (Annex 2) are lagging behind developments at Nedap in this area, and the parties agree to work on an alternative to these. To this end, Nedap will collaborate with the works council to come up with a proposal, which they will then present to the trade unions.

Other provisions

- The parties will together examine which provisions of the collective labour agreement no longer apply at Nedap and which can, accordingly, be removed from the text of the collective labour agreement.
- Nedap will continue to offer employees the use of a beneficial tax arrangement for their union subscription.



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