

COLLECTIVE LABOR AGREEMENT (CLA) OF TEIJIN ARAMID

The undersigned:

Teijin Aramid BV, with its registered office in Arnhem,

as a party representing the employer

and

CNV Vakmensen in Utrecht

De Unie in Culemborg

FNV in Utrecht

as parties representing the employees

have concluded the collective labor agreement (CLA)
of Teijin Aramid for the period from April 1, 2020 to March 31, 2023.

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CHAPTER 1 GENERAL PROVISIONS

ARTICLE 1 DESCRIPTIONS AND DEFINITIONS

In this collective labor agreement (CLA), the following terms shall have the following meanings:

- a. Employer: Teijin Aramid BV;
- b. Labor Unions: the parties to this agreement who represent the employees;
- c. Employee: any staff member (M/F) employed by the employer, in positions in salary grades 2 through 13 or equivalent, excluding trainees and vacation workers;
- d. Part-time employee: an employee who does not work full-time as referred to in Article 8. Wherever this CLA refers to an employee, this also refers to a part-time employee, the employment conditions for the part-time employee being determined in proportion to the part-time percentage applicable to him, unless otherwise provided for in this CLA;
- e. Part-time percentage: the hours of employment of a part-time employee in relation to the hours of employment referred to in Article 8;
- f. Month: a full calendar month, beginning on the first day of the month at 00:00;
- g. Week: a full calendar week, beginning on Monday at 00:00;
- h. Day: a continuous period of 24 hours beginning at 00:00;
- i. Public holidays: New Year's Day, Easter Sunday and Monday, Ascension Day, Whit Sunday and Whit Monday, Christmas Day and Boxing Day, the day designated by the government for the celebration of King's Day and, in anniversary years, May 5 for the celebration of National Liberation Day;
- j. Workday: a day on which an employee is required to work according to the full-time duty roster applicable to him. These days are Monday through Friday for daytime employees;
- k. Scheduled day off: a day on which an employee is not required to work according to the full-time duty roster applicable to him. These days are Saturday and Sunday for daytime employees;
- l. Duty: the daily working hours (duty period) worked according to a roster;
- m. Duty roster: a working time schedule that specifies the times at which an employee normally begins, interrupts, and ends his work;
- n. Normal working day: the hours between 7:00 a.m. and 7:00 p.m. on Monday through Friday;
- o. Annual salary: the salary as determined in accordance with Article 11.1 of this CLA;
- p. Monthly salary: the annual salary divided by 12.96;
- q. Hourly salary: 0.575% of the monthly salary;
- r. Salary: the annual salary;
- s. Annual income: the annual salary including any personal supplement, duty roster allowance and fixed on-call allowance;

- t. Monthly income: annual income divided by 12.96;
- u. Hourly income: 0.575% of the monthly income;
- v. Personal Choice Budget: the gross amount that can be spent freely at an employee's discretion, in addition to the gross salary.
- w. Temporary staff member: a natural person who, other than under a contract for services concluded between the employer and a third party, performs work in the employer's company without having entered into an employment contract with the employer;
- x. Standard pension commencement date: the first day of the month in which an employee reaches the age of 65 (Aegon rules) or the age of 68 (PCB rules);
- y. Works Council: a works council as referred to in the Dutch Works Councils Act;
- z. DCC: Dutch Civil Code, Book 7, Title 10.

ARTICLE 2 TERM OF THE CLA AND AMENDMENT

2.1 Term

This CLA takes effect on April 1, 2020 and will end on March 31, 2023 without any notice being required.

2.2 Amendment

2.2.1 The CLA can only be amended during the term if, in the opinion of the parties, special circumstances that they could not foresee at the start of the contract period justify such amendment.

2.2.2 If one of the parties considers that there are special circumstances as referred to in Article 2.2.1 and, based on these special circumstances, requests the other parties by registered letter to consider amending the CLA, the parties will be obliged to hold joint consultations on the matter.

2.2.3 Such consultations must be completed within two months of receipt of the request. If the party on the employers' side and the majority of the parties on the employees' side jointly want a different period to apply in a particular case, then that period will apply instead of the aforementioned two-month period.

2.3 Rights arising from provisions of previous collective labor agreements (CLAs) will lapse on the effective date of this CLA. The rights arising from the provisions of this CLA will apply from that date instead.

ARTICLE 3 GENERAL OBLIGATIONS OF THE PARTIES TO THE CLA

3.1 General

The parties are required to comply with this CLA in good faith according to its letter and spirit. They will not take or support any action, directly or indirectly, for the purpose of amending or terminating this CLA in any way other than that agreed upon.
All labor unions will promote compliance with this CLA by their members using all means available to them.
The employer will also promote compliance with this CLA by all means available to it.

3.2 Disputes

The parties will not organize a strike or lockout in the event of a dispute arising between them relating to the interpretation or application of this CLA.
They will not bring a dispute arising between them to court until they have jointly tried to find a solution. For this purpose, the party which believes that the other party has not properly interpreted, applied or complied with this CLA will, within one month after oral consultation or a request to that end has failed to produce results, make a written and reasoned request to the other party to review the interpretation or application or to comply with the provisions of the CLA. Such a request will require the parties to consult on a joint solution, unless the request is granted immediately.
The dispute may be brought to court only when no solution is reached within two months after the dispute has been submitted to the other party in the manner described.

3.3 Collective labor agreement

The employer will publish the text of the CLA on the intranet.

3.4 Individual employment contract

The employer will enter into an individual written employment contract with each employee who enters into employment during the term of this CLA, in which the CLA and any applicable company regulations will be declared applicable.
The content of this individual employment contract will be discussed with labor unions. The labor unions will ensure that their members sign such individual employment contracts.
The individual employment contract may contain further provisions on the rights and obligations of the employee and the employer.

3.5 Regular Consultations

Regular Consultations are held between the employer and the labor unions on the state of affairs within the company and on the application of the employment conditions.

ARTICLE 4 GENERAL OBLIGATIONS OF THE EMPLOYER

4.1 Working conditions

The employer will look after the interests of the employees within the company. For instance, the employer will promote order, hygiene, safety and welfare in the company as much as possible, as may be expected of a good employer. To this end, the employer will give instructions and directions, provide safety equipment and arrange for medical check-ups where necessary.
The employer will provide information to the employee about the hazards known to it from working with substances under the various conditions that arise.

4.2 Work

The employer will only assign such work as can reasonably be required of the employee.

4.3 Working hours

In establishing employment/working time patterns, the employer will take the employee's wishes into account as much as possible. In doing so, the employer will ensure that as little work as possible is performed outside the working hours normally applicable to the employee.

4.4 Adjustment of the hours of employment

The employer will process a written request to work part-time in accordance with the Dutch Flexible Working Act. This Act regulates the employee's right to adjust the hours of employment. It also includes the conditions, the procedure to be followed and the decision term.

4.5 Vacancies list

All vacancies are normally listed on Connect, Teijin Aramid's internal communication portal.

4.6 Employment contract other than for an indefinite period

The employer will endeavor to strengthen the labor market position of the employee with whom it has entered into an employment contract other than for an indefinite period during the employment

with the employer.

4.7

Health policy

The employer will implement a health policy aimed at maintaining, restoring or promoting the employee's capacity for work and at promoting equal opportunities for disabled and non-disabled employees.

The employer will inform the labor unions at least once a year of the redeployment policy pursued with respect to partially disabled employees and the results thereof.

4.8

Trading loss

If work has become impossible due to a trading loss suffered by the company, the income will continue to be paid for no more than the first seven calendar days during which work is impossible. In addition, if work is impossible for more than 7 calendar days, the employer will provide a supplement on benefits received by the employee from third parties for the 8th through the 56th calendar day on which work is impossible, if and to the extent that such supplement is not deducted from those benefits and provided that the supplement and benefits combined do not exceed the loss of income.

ARTICLE 5

GENERAL OBLIGATIONS OF THE EMPLOYEE

5.1

Working conditions

The employee will look after the interests of the employer. For instance, the employee is co-responsible for the order, hygiene, safety and welfare in the company, as may be expected of a good employee.

The employee will comply with the instructions and directions given for that purpose, use the safety equipment provided and, if requested, undergo a periodic medical examination by a physician chosen by the employer or with its consent.

The results of this examination will be made available to the employee's family doctor or medical specialist, if the employee so requests.

5.2

Work

The employee will perform all work assigned by or on behalf of the employer to the best of his ability and in accordance with the directions and instructions given.

The employee will temporarily perform work for parties other than the employer or an affiliate of the employer, unless the employee demonstrates that deployment for third parties in a particular situation or under particular circumstances cannot reasonably be required of him.

In positions which require the employee to be on call for the smooth running of the business, this will be mandatory.

5.3

Working hours

The employee will comply with the working time regulations applicable to him. The employee will, if the employer deems it necessary, also perform work outside the working hours normally applicable to him. Overtime will be on a voluntary basis unless it is not feasible in the given circumstances. For part-time employees, the obligation to work additional hours is limited to a maximum of 10% of the contractually agreed weekly hours of employment per week.

5.4

Absence

Absence without permission, other than due to an illness or accident, is considered unlawful.

5.5

Ancillary activities

5.5.1

The employee will require the written consent of the employer in order to perform work in the employment of third parties or as a self-employed person. "Work" here also means supervisory directorships and advisory work for profit organizations, even if no or no fixed remuneration is paid for this.

5.5.2

The employer need not give permission if the ancillary activities interfere with the proper performance of the employee's duties for the employer.

In doing so, the employer will take the employee's interests into account. If the employer refuses permission, the employee will be given written notice, stating the reasons.

5.5.3

An employee who performs ancillary activities without the written consent of the employer may be suspended by the employer without pay for up to two days. In case of repetition, this will be considered an urgent cause as referred to in Articles 677 and 678 DCC. If the employee has failed to ask the employer for permission, the employer will not proceed with the suspension until it has given the employee notice of default and has allowed him a period of two weeks to rectify the omission.

5.5.4

An employee who becomes incapacitated for work as a result of work for third parties or as a self-

employed person which has not been approved by the employer will lose any entitlement to the supplements to the statutory invalidity benefits as provided for in Article 37.

5.6 Confidentiality

- 5.6.1 Without the prior written consent of the employer, the employee may not in any way disclose to third parties any information about or relating to business affairs of either the employer or its affiliated companies which has come to his knowledge in any way and which he knows or should know that it ought to be kept secret from those third parties. This obligation of confidentiality will also apply after termination of the employment contract with the employer.
- 5.6.2 Without the prior written consent of the employer, the employee may not keep in his personal possession, show or make available to third parties any books, correspondence, drawings, calculations and other documents in the broadest sense relating to the above business matters and belonging to the employer or any of its affiliates, or any copies or notes made thereof. All documents referred to in this paragraph, even if they have been put on paper for the employee or are addressed to him personally, must be handed over to the employer immediately if requested, but in any case at the end of the employment contract.
- 5.6.3 In the context of privacy protection, the employee may not use any registered personal data which have come to his knowledge based on his position or in any other way, other than for the purpose for which the data were registered and other than as necessary for the performance of his duties, and may not disclose anything about it to any unauthorized person.

5.7 Relocation and daily commuting

- 5.7.1 The employee needs the permission of the employer to relocate to a house more than 40 km away from the location where the employee normally performs his work. Moreover, the employer may require the employee to live in the immediate vicinity of this location if it is necessary due to the nature of his job.
- 5.7.2 Daily commuting by private or public transport will not be permitted in principle if such commuting is onerous due to the length of the trip - also in the opinion of the department's management. This is the case when the employee is commuting for more than three hours a day (round trip).

5.8 Notices

The contents of notices issued by the employer through the usual channels, such as bulletin boards, company magazines, and intended for the employee are deemed to have been communicated in writing by the employer to each employee personally.

CHAPTER 2 COMMENCEMENT OF EMPLOYMENT AND DISMISSAL

ARTICLE 6 COMMENCEMENT OF EMPLOYMENT

6.1 Probationary period

When an employment contract is concluded, a probationary period is mutually agreed upon in accordance with the provisions of Article 652 DCC (probationary period).

6.2 Nature of the employment contract

6.2.1 An employment contract can be concluded for an indefinite period or for a definite period. An employment contract for a definite period can be concluded with a fixed end date or for the duration of certain work. Unless the individual employment contract provides otherwise, the employment contract is deemed to have been concluded for an indefinite period.

6.2.2 Article 668a(1) DCC (chain of employment contracts) is deviated from in the sense that successive employment contracts are considered to be one employment contract if there are temporary agency contracts as referred to in Article 690 DCC (definition of temporary agency contract).

ARTICLE 7 TERMINATION OF THE EMPLOYMENT CONTRACT

7.1 Termination

7.1.1 The employment contract may be mutually terminated with immediate effect due to an urgent cause within the meaning of Articles 677, 678 and 679 DCC (summary dismissal) and during or at the end of the probationary period as referred to in Article 6.1.

7.1.2 Except in the cases mentioned in Article 7.1.1, the employment contract will end for an employee who is employed for an indefinite period by giving notice in accordance with the statutory notice period (Article 672 DCC, see Annex 1).
In derogation from this, a mutual notice period of two months applies to employees classified in salary grades 7 and 8 and a mutual notice period of three months applies to employees classified in salary grade 9 and higher, unless a longer period is set by law.
Notice of termination must be given such that the end of the employment contract coincides with the end of the month.

7.1.3 The employer may deviate from the provisions of Article 670(3) DCC (prohibition of termination during military service) to the extent that the employer may give notice of termination if the employee has entered military service or substitute service voluntarily and without the consent of the employer.

7.2 By operation of law

7.2.1 Except in the cases mentioned in Article 7.1.1, the employment contract for an employee who is employed for a definite period will end by operation of law on the calendar date or last day of the period mentioned in the individual employment contract, i.e. without any notice of termination being required.

The Employer will inform an employee who has an employment contract for a definite period of six months or longer, in writing, no later than one month before the relevant employment contract expires, whether or not the employment contract will be continued.

Early termination is subject to a one-month notice period.

The provisions of Article 670(1) and (3) DCC (prohibition of termination during incapacity for work and during military service) do not apply to employment contracts for a definite period.

7.2.2 The employment contract between the employer and employee will end by operation of law on the day on which the employee reaches state pension age, without any notice of termination being required.

CHAPTER 3 HOURS OF EMPLOYMENT AND WORKING HOURS

ARTICLE 8 DUTY ROSTER AND HOURS OF EMPLOYMENT

8.1 Duty roster

- 8.1.1 The employer determines the manner in which the working hours agreed with the employee are spread in a duty roster, subject to the provisions of the Dutch Working Hours Act and the other provisions agreed by the parties to the CLA on hours of employment and working hours and included in this article.
- 8.1.2 The following guidelines are used to promote proper consultation on duty rosters in departments and at sites:
- The site/departmental management sets preconditions with regard to business hours and required staffing of the site/department.
 - The management and employees may each make suggestions regarding rosters.
 - Roster suggestions are discussed both individually between manager and employee and in work meetings.
 - Any rejection of a roster suggestion by the employee(s) is substantiated in writing.
 - The employer will cooperate with the employee's roster suggestions unless substantial business interests dictate otherwise.
- 8.1.3 The employer will give the employee notice of his duty roster. A transfer to a different duty roster is deemed to take effect at the beginning of the week following the week in which the transfer takes place.
- 8.1.4 As a rule, no work is performed on Sundays and public holidays, unless work is performed in shifts or 7-day daytime shifts in accordance with the applicable duty roster or unless business circumstances so require.

8.2 Hours of employment

- 8.2.1 Employees who do not work a 5-shift or special 36-hour roster work 40 hours per week on average.
- 8.2.2 In the three-shift system (128-hour roster), the average of 40 hours of employment per week is achieved, if necessary, by granting additional scheduled shifts off which are spread equally over the days of the week and over morning, afternoon and night shifts.
- 8.2.3 Employees working a 5-shift roster work an average of 33.6 hours per week.
- 8.2.4 Special rosters are in place for a limited number of employees who work an average of 36 hours per week. This includes the seven-day daytime shift with weekend shifts (according to the roster).

ARTICLE 9 WORKING HOURS

9.1 Working hours for employees who do not work a 5-shift roster or a special 36-hour roster

- 9.1.1 Employees who do not work a 5-shift roster or a special 36-hour roster work according to the roster on no more than five of the first six days of the week.
Employees working a single-shift roster generally work between 7:00 a.m. and 6:00 p.m.
Employees working a multiple-shift roster work in morning and afternoon shifts, in day and night shifts, or in night, morning and afternoon shifts.
- 9.1.2 In a multiple-shift roster, the basic principle for the division of shifts is the most equal distribution of the types of shifts among the employees concerned. In consultation with the Works Council, this principle can be deviated from if this serves a substantial interest.
- 9.1.3 The daily working hours (shift length) according to the roster will be 10 hours at most, but as a rule will not exceed 9 hours. The option of including a 10-hour shift in a roster will be used with restraint.
- 9.1.4 The weekly working hours according to the roster will not exceed 45 hours. In no case may the working hours according to the roster be set at this maximum for more than 13 consecutive weeks.
- 9.1.5 Each year, a maximum of 13 Saturday shifts may be scheduled for an employee. These shifts are scheduled on a voluntary basis. This provision does not apply to employees working a special 36-hour roster and to employees who, under a continuing employment contract, were already working a roster that included Saturday as a workday prior to September 1, 1995.

9.1.6 Arrangements for variable working hours are made in consultation with the Works Council.

9.2 Working hours for employees who work a 5-shift roster and a special 36-hour roster

9.2.1 In the 5-shift system, work is performed on all days of the week, employees alternating between night, morning and afternoon shifts, interrupted by scheduled days off. Employees must be present at their workplace in work clothes 10 minutes before the start of their shift for the handover.

9.2.2 At the beginning of each year, the employee's individual roster is determined for each business unit. To this end, the employee must have his vacation plans ready and the employer must have the schedule of group education and training ready by December of the preceding year. The employer will then also express its expectations of increased activities. Based on this, extra shifts will be added for each department in consultation between management and the employees concerned. The number of extra shifts to be added and the times when they will be added will be determined prior to the beginning of the calendar year. The foregoing may be waived only in case of personnel changes and only for the employee(s) concerned. If there is a difference of opinion on this procedure and on the number of extra shifts and the times when they will be added, management will decide.

9.2.3 In the individual roster referred to in Article 9.2.2, five extra shifts may be scheduled per calendar year (one of which may be divided into 4 blocks of 2 hours directly after a shift) to avoid foreseeable staffing problems due to vacation being taken, education and training and/or increased activities. Remuneration for these extra shifts is subject to the remuneration rates applicable to overtime (Article 22).

9.3 Working different hours

No special measures will be taken if an employee works fewer hours than he would according to his own roster a result of the employee substituting in a different duty roster for a period shorter than a full duty roster cycle. If it is anticipated that the fewer hours worked will be eight or more, a working hours arrangement will be made in advance such that the fewer hours worked will be fewer than eight.

CHAPTER 4 REMUNERATION

ARTICLE 10 JOB CATEGORIES AND SALARY GRADES

- 10.1** The employees' jobs are classified in job categories 2 through 13. Jobs are classified in the categories based on a comparison with reference jobs, which are available for inspection in the personnel departments and are also published on the intranet.
- 10.2** Reference jobs in job categories 2 through 8 are assessed using the ORBA method. The standardization of the reference jobs is agreed upon with the labor unions. Reference jobs in job categories 9 and higher are assessed using the Hay method. The use of the Hay method within the Netherlands has been standardized using reference material compiled by Korn Ferry along with labor union representatives. Reference jobs in job category 9 are also assessed using the ORBA method.
- 10.3** A job description of each reference job has been drawn up and submitted to (a representation of) the jobholders concerned and their immediate superiors for verification of a correct reflection of the job content. There are as many reference jobs spread across the various levels and disciplines as necessary to allow for the proper classification of jobs. Any changes in the reference jobs in job categories 2 through 8 are submitted to the labor unions for assessment and are notified to the employees. Any changes to the reference jobs in job categories 9 and higher will be explained to the labor unions upon request.
- 10.4** Job descriptions of non-reference jobs are drawn up as well. The job is then classified based on a comparison with the reference jobs. The considerations used for the classification are recorded.
- 10.5** Each job category comes with a salary grade. The corresponding salary scale specifies the standard minimum salary, the standard maximum salary, and the standard periodic increase. The salary grades and salary scales are listed in Annex 2.
- 10.6** The employee is informed in writing of the job category in which his job is classified, the salary grade in which he has been placed, and the salary awarded to him. The employee may, if he so desires, take note of the considerations underlying the classification of his job. The employee may also be given access to the reference jobs that are relevant for assessing the classification of his own job.
- 10.7** If an appeal is lodged against the classification, the appeals procedure set out in Annex 3 will be followed.
- 10.8** Employees are placed in the salary grade corresponding to the job category in which their job is classified. In derogation from this:
- employees who, on commencing employment or being placed in a new job, do not yet possess the skills required for full performance of their duties may, for a certain period, be placed in a salary grade lower than that in which their job is classified;
 - employees who are temporarily assigned a job classified in a different job category will retain their original salary grade during this period.
- Employees will be notified in writing if any of the foregoing situations apply to them.

ARTICLE 11 SALARY

11.1 Annual salary

- 11.1.1** Each employee is entitled to an annual salary, assuming that the employee is employed by the employer for the entire year for the average number of hours per week as established in Article 8.
- 11.1.2** The annual salary is converted into 12 monthly salaries, taking into account an 8% vacation bonus.
- 11.1.3** When an employee enters or leaves employment during the year, a recalculation will be made based on the number of months of employment and the average number of hours per week over the period of employment in the relevant calendar year.
- 11.1.4** The monthly salary is paid by the last day of each month.

ARTICLE 12 VACATION BONUS

- 12.1** An employee who is employed by the employer on April 30 will receive a vacation bonus in April, unless the employee has used the vacation bonus as a source for the Personal Choice Budget (PCB).

- 12.2 The vacation bonus amounts to 8% of the monthly income increased by the PCB (excluding the variable allowances referred to in 18.1.6) in the period from May 1 in the previous year to April 30 in the current year:
- 12.3 Employees who leave employment will receive the (remaining) vacation bonus upon termination of the employment contract.
- 12.4 The monthly accrual of the vacation bonus is discontinued in case of suspension not resulting from an illness or accident and lasting longer than three months. Accrual of the vacation bonus will resume once the suspension has ended.

ARTICLE 13 PERSONAL CHOICE BUDGET (PCB)

- 13.1 Each month, the employer will allow the employee to compose part of his employment conditions as he chooses. For this purpose, the employee will receive a budget, the Personal Choice Budget (PCB), in addition to his salary. The PCB can be used by the employee for various specified spending purposes.
- 13.2 The PCB constitutes gross pay on which payroll taxes are due. The Personal Choice Budget scheme is included as Annex 4.
- 13.3 Spending choices are made using the PCB Shop.
- 13.4 In the event of suspension and wage garnishment, the employer may decide to deny the employee access to the PCB Shop.
- 13.5 The PCB is the basis for the accrual of pension as provided for in Article 39 and for profit-sharing as provided for in Article 30.
- 13.6 Spending the PCB for certain spending purposes may have consequences for the employee's taxable wage and/or wage for social insurance purposes and for pension accrual. As a result, income-dependent benefits such as childcare benefit, housing benefit and healthcare benefit, tax credits and deductible items may change, as well as the basis for any future employee and/or national insurance payments. The employee accepts these consequences when making his individual choice(s).

ARTICLE 14 SALARY ON COMMENCEMENT OF EMPLOYMENT

When commencing employment, the employee will receive the minimum annual salary corresponding to his salary grade. The employee's experience in similar jobs with another employer may be taken into account when the employee is actually placed in the salary grade.

ARTICLE 15 PERIODIC SALARY REVIEW

- 15.1 Without prejudice to the provisions of Articles 15.2 through 15.4 and insofar as the employee has not yet reached the standard maximum annual salary of his salary grade, the employee will, as of April 1 of any year, receive the standard periodic increase corresponding to his salary grade or a partial periodic increase in connection with the employee reaching the standard maximum annual salary.

Employees hired on or after October 1 are not eligible for this periodic increase on April 1 of the next year.
- 15.2 Based on an assessment of job performance, individual growth expectations, or internal or external relations, an employee may be granted a larger increase in salary instead of a standard periodic increase.
- 15.3 Based on an assessment of job performance, an employee may be granted no increase or a smaller increase instead of a standard periodic increase. Employees classified in salary grade 2 through 8 will, in addition to the above, be granted at least one-half standard periodic increase.
After being classified in a salary grade, each employee will receive at least a salary equal to 90% of the standard maximum salary of his salary grade within the number of years corresponding to the normal number of standard periodic increases in his salary grade.
- 15.4 Employees classified in salary grade 9 and higher who have reached the standard maximum salary of their salary grade and are not eligible for classification in a higher salary grade may be granted one or more increases up to a maximum of a total of 15% of the standard maximum salary of their salary grade if, in the opinion of management, their contribution is such that it would be unreasonable not to pay them additional remuneration.

ARTICLE 16 SALARY WHEN PLACED IN A DIFFERENT SALARY GRADE

16.1 Placement in a higher salary grade

If the employee is placed in a higher salary grade, he will receive an (additional) increase with effect from the month in which he is placed in the higher salary grade. This (additional) increase is at least 2.5% of the standard maximum salary of the new salary grade.

If the prior placement was determined at the time of commencement of employment and is based on Article 10.8 (lower salary grade in the event of incomplete performance of duties), the (additional) increase will not be granted.

16.2 Placement in a lower salary grade

16.2.1 If the employee is placed in a lower salary grade, the new annual salary will be set at no more than the maximum of that salary grade. The adjustment takes effect from the month following the month in which the transfer took place.

16.2.2 Unless the placement in the lower salary grade is the result of the employee's own request or a disciplinary measure, the employee will be compensated for any reduction in salary in the form of a personal supplement equal to the difference between the applicable salary and the maximum salary of the new salary grade.

16.2.3 The personal supplement is established once and is not phased out. No general salary increases will be applied to the personal supplement until the age of 55.
The personal supplement is considered to be salary and is part of, for example, the basis for pension accrual and the calculation of the vacation bonus and profit distribution. When the employee is placed in a higher salary grade (promotion), the personal supplement will be reduced by the amount by which the employee's salary increases until the supplement is zero.

ARTICLE 17 GENERAL SALARY REVIEW

The maximum of the salary scales and individual salaries will be increased by 6.25% effective April 1, 2021.

CHAPTER 5 EXCEPTIONAL REMUNERATION

ARTICLE 18 PAYMENT OF EXCEPTIONAL REMUNERATION

18.1 General

18.1.1 The annual salaries referred to in Article 11 are deemed to be remuneration for performance of the job in daytime shifts. Moreover, additional hours worked and inconvenience are remunerated according to the provisions contained in this chapter.

18.1.2 Where additional hours worked are remunerated in this chapter, the remuneration per hour will be one hour's pay (100%).

18.1.3 Unless otherwise specified, the allowances provided for in this chapter are paid in the form of a percentage of the hourly income. The allowances for on-call duty, changing shifts and substituting in a different type of shift work are fixed amounts. These fixed amounts are indexed during the general salary review referred to in Article 17 and rounded to the nearest euro.

18.1.4 The exceptional remunerations for working on public holidays as set forth in this chapter also apply to shifts that begin and/or end on a public holiday.

18.1.5 Because of the different basis, this chapter distinguishes between fixed and variable allowances. The fixed allowances are the duty roster allowance (Article 19) and the on-call allowance (Article 20).

18.1.6 A summary overview of the variable allowances mentioned in this chapter is included below.

Variable allowances (as a percentage of the hourly income)		per	working day	scheduled day off	public holiday	article of CL A
Overtime *		hour	50%	100%	200%	22
Additional hours for part-time worker *		hour	25%			22.3
Additional trip		trip	75%	200%	300%	23
Working on public holidays	5-shift work	hour			125%	29
	other personnel – Sat-Sun	hour			100%	
	other personnel – Mon through Fri	hour			200%	
Substituting for a senior position	1 job category higher	shift	50%			24
	2 job categories higher	shift	75%			
	3 job categories higher	shift	100%			
On-call duty		24 hours	€ 34 As of April 1, 2021 € 36	€ 99 As of April 1, 2021 € 105	€ 119 As of April 1, 2021 € 126	20
Changing shifts and substituting for a different type of shift		occasion	€ 102 as of April 1, 2021 € 108			25/26

* Different percentages for salary grades 9 and 10

18.2 Payment

18.2.1 The allowances mentioned in this chapter are paid at the end of the month following the month in which the right to these allowances arose. In derogation from this, the duty roster allowance and the fixed on-call allowance are paid at the same time as the monthly salary. The overtime and additional hours allowance (Article 22), the public holiday allowance (Article 29) and the profit distribution (Article 30) are added to the PCB as a standard source.

18.2.2 An additional hour worked that qualifies for remuneration may, at the employee's discretion, be paid or compensated in time off.

18.2.3 If the employee chooses to compensate the additional hour worked in time off, but the employee does not take this time off within six months of the month in which the additional hour was worked, the employee will lose the right to compensate the hour in time off. In that case, the additional hour worked will be paid in the month following the six-month period.

ARTICLE 19 DUTY ROSTER ALLOWANCE

19.1 A duty roster allowance is paid to employees who work in shifts. The allowance is calculated on the basis of the following time zone matrix, where the allowance is the sum of inconvenience values per hour worked, expressed as a percentage of the hourly salary.

<i>from</i>	<i>to</i>	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	
00.00	07.00	45%							60%
		As of April 1, 2021: 51.5%							As of May 1 2021: 68.6%
07.00	19.00	0%						60%	80%
								As of May 1 2021: 68.6%	As of May 1 2021: 91.5%
19.00	00.00	45%						60%	
		As of May 1, 2021: 51.5%						As of May 1, 2021: 68.6%	

19.2 The duty roster allowance is expressed as an average allowance per month, rounded to one decimal place. The same applies to individual employment patterns.

ARTICLE 20 ON-CALL DUTY

20.1 An employee is on call when he remains available and contactable, on the employer's instructions, outside the times pertaining to his duty roster. An on-call period lasts 24 hours.

20.2 The on-call employee ensures that he is available at all times and refrains from any activities or actions that prevent him from complying with a call to work.

20.3 The on-call allowance is :

		<i>As of April 1, 2021:</i>	
-	per 24-hour period on working days	€ 34	€ 36
-	per 24-hour period on scheduled days off;	€ 99	€ 105
-	per 24-hour period on public holidays	€ 119	€ 126

20.4 For foreseeable necessary on-call duty of employees for a longer or indefinite period of time, a roster is prepared at the beginning of the calendar year for the entire year. When preparing the roster, the employer will aim not to schedule the employee for more than seven 24-hour periods of on-call duty per four weeks. The on-call allowance to be received by the employee based on the roster will, if possible, be paid in the form of an average allowance per month.

20.5 A minimum of one hour will be paid for each call between 11:00 p.m. and 7:00 a.m., even if the employee is not required to make an additional trip to the company.

ARTICLE 21 DUTY ROSTER AND ON-CALL ALLOWANCE PHASE-OUT SCHEME

21.1 Employees who stop performing on-call duty will no longer receive an on-call allowance from the day they cease to do on-call.

21.2 Employees who start working a duty roster with a lower allowance (including daytime shift) will receive the allowance corresponding to the new roster from the day on which they start doing so.

21.3 If an employee stops performing on-call duty or works a roster that comes with a lower allowance and this is the result of business circumstances and occurs on the employer's initiative, the employee will retain his former allowance for the current month after the transfer. After that, this employee will be eligible for the following phase-out scheme. The rate and extent of the allowance phase-out will depend on the period during which the employee has worked an on-call duty roster or has worked the same shifts consecutively. The phase-out scheme for employees who are over 60 years of age and have worked an on-call duty roster or the same shifts for 5 consecutive years or more also applies if the transfer is made at the employee's request.

Period during which the employee has worked an on-call duty roster or has worked the same shift work roster consecutively	Number of months and percentage of continued payment difference between old and new allowance				
	100%	80%	60%	40%	20%
less than 6 months	-	-	-	-	-
6 months to 3 years	1	-	-	-	-
3 years to 5 years	1	2	2	1	1
5 years or more	1	4	4	3	3
5 years or more and also 60 years of age or older at the time of transfer.	1	6	6	6	6

ARTICLE 22 OVERTIME

22.1 General

22.1.1 Overtime hours are defined as:

- additional hours worked at the employer's request in excess of the daily working hours applicable to the employee according to the duty roster by more than half an hour;
- hours worked at the employer's request outside a normal working day (for day-shift employees) or the applicable duty roster (for shift work employees), with a minimum of half an hour.

Overtime will be rounded up to the nearest quarter of an hour.

22.1.2 Only the following employees are eligible for overtime allowance under this Article:

- employees classified in salary grades 2 through 8;
- employees working a 5-shift roster and classified in salary grade 9;
- employees classified in salary grades 9 and 10 who work daytime shifts and perform on-call duty, and/or who, in the opinion of management, work overtime on a regular, unavoidable and foreseeable basis for a certain period of time.

For the (other) employees classified in salary grades 11 to 13, a separate remuneration scheme will apply when they work overtime on a long-term and foreseeable regular basis. In this case, a similar method will be used for the calculation of the allowances as for employees in salary grades 9 and 10 (see 22.1.6). Such a remuneration scheme may also provide for a reduction of the basic vacation specified in Article 32.2.1 by up to 16 hours.

22.1.3 When an employee works overtime, the overtime hours will qualify for the remuneration of one hour's pay as specified in Article 18.1.2 if:

- an employee has worked additional hours; or
- a daytime employee has worked overtime outside a normal working day, for hours worked after 11:00 p.m.

22.1.4 The overtime allowance is:

- 50% per hour for overtime on working days of directly after working days;
- 100% per hour for overtime on scheduled days off;
- 200% per hour for overtime on public holidays.

22.1.5 In derogation from the overtime provisions for employees in salary grades 2 through 8, all overtime hours worked by employees working a 5-shift roster in salary grade 9 will be compensated and remunerated with an allowance of 50% per hour, regardless of the day or time when overtime is worked.

22.1.6 In derogation from the overtime provisions for employees in salary grades 2 through 8, overtime hours worked by employees classified in salary grades 9 and 10 who are eligible for overtime allowance pursuant to Article 22.1.2, will be compensated and remunerated with the following allowances per hour:

	Salary grade 9	Salary grade 10
Overtime on working days or directly after working days	22.50%	12.50%
Overtime on scheduled days off	45.00%	25.00%
Overtime on public holidays	90.00%	50.00%
Additional hours worked by part-time employees	11.25%	6.25%

22.2 Working at night and rest time

- 22.2.1 If a daytime employee works at night, the hours he works after 11:00 p.m, plus 1 hour, will be compensated as rest time the following morning from the start of the working hours.
- 22.2.2 If a daytime employee works several times at night between 1:00 a.m. and 6:00 a.m., the time between the overtime hours will also be compensated as rest time the following morning.
- 22.2.3 If the calculated rest time would result in the remaining normal working time being less than two hours, the employee need not return that day.

22.3 Additional hours worked by part-time employees

22.3.1 *Part-time daytime employees*

If a part-time daytime employee exceeds his daily work hours, he will work additional hours insofar as

- the total time worked per day does not exceed 8 hours
- the total time worked per week does not exceed 40 hours and
- these additional hours are worked during a normal working day.

Article 22.1 will apply if the working hours are exceeded outside a normal working day or if the part-time employee works more than 8 hours in a day or more than 40 hours in a week.

22.3.2 *Part-time shift work employees*

If a part-time shift work employee exceeds his daily work hours, he will work additional hours insofar as

- the total time worked per day does not exceed 8 hours, and
- these additional hours are worked during working hours according to the roster applicable to his own shift.

Article 22.1 will apply if the working hours are exceeded according to the roster applicable to his own shift, or if the part-time employee works more than 8 hours in a day.

- 22.3.3 The allowance for additional hours is 25%.

ARTICLE 23 ADDITIONAL TRIP

- 23.1** If an employee classified in salary grades 2 through 8 must come to the company to perform work on a day more often than according to his duty roster, he will receive an allowance for this.
- 23.2** The allowance for an additional trip is:
- 75% per trip on working days;
 - 200% per trip on scheduled days off;
 - 300% per trip on public holidays.
- 23.3** If additional travel is involved, at least one hour will be considered for the calculation of overtime.
- 23.4** The extra commuting kilometers are reimbursed based on the kilometer allowance for commuting (see Article 38).

ARTICLE 24 TEMPORARILY FILLING ANOTHER POSITION

- 24.1** An employee classified in salary grades 2 through 8, who temporarily fills a higher classified position, will receive a remuneration for each full shift worked, provided the following conditions are met:
- the position in question is fully filled over a period of at least one consecutive day or shift;
 - the employee's job description did not mention the temporary filling of the position in question;
 - the temporary filling of the position is preceded by explicit instructions from the supervisor and is laid down in writing.
- 24.2** An employee who temporarily fills a position that is classified higher than his own position will receive an allowance for each full shift worked. This allowance is:
- 50% if the position temporarily filled is classified one scale higher;
 - 75% if the position temporarily filled is classified two scales higher;
 - 100% if the position temporarily filled is classified three or more scales higher.
- The allowance will be calculated based on the start and end times of the temporary filling, which times will be laid down in writing.
- 24.3** An employee who temporarily fills a lower or equally classified position at the employer's request will continue to be paid the salary of his normal position.

ARTICLE 25 OCCASIONAL SUBSTITUTION IN A DIFFERENT TYPE OF DUTY ROSTER

- 25.1** Occasional substitution in a different type of duty roster (e.g. from working daytime shifts to working a 5-shift roster or vice versa) is when an employee substitutes in a different type of duty roster for no more than five days.
- 25.2** Daytime employees classified in salary grades 2 to 8 who occasionally substitute shifts will be remunerated in accordance with the provisions of Articles 22 (overtime) and 23 (additional trip).
- 25.3** Shift work employees classified in salary grades 2 to 8 who occasionally substitute a different type of shift will receive an allowance of € 102 (effective April 1, 2021: € 108) per time (substitution period). If this employee substitutes on days when he does not have to work according to the roster applicable to him, the provisions of Articles 22 (overtime) and 23 (additional trip) will apply.
- 25.4** Employees who work a 5-shift roster and occasionally substitute daytime shifts will receive a remuneration for working overtime on scheduled days off (Article 22) and an additional trip (Article 23) if and insofar as the substitution takes place on days when no work would be performed according to the roster.

ARTICLE 26 CHANGE OF DUTY ROSTER

- 26.1** If a shift work employee classified in salary grades 2 through 8 is placed in a different shift within the same type of duty roster at the employer's request, the employer will strive to ensure that no fewer or unequal scheduled shifts off are granted as a result of that change than would have been granted if there was no such change.
- 26.2** The allowance for changing shifts at the request of the employer (change of shifts allowance) is € 102 (effective April 1, 2021: € 108) per time. This allowance is not paid more than twice a month. In addition, the allowance will not be paid again if the employee is placed back in his original (penultimate) shift within 14 days of such change.

ARTICLE 27 TEMPORARY PLACEMENT FROM 5-SHIFT WORK TO DAYTIME SHIFT WORK

- 27.1** Business operations may require an employee to be temporarily placed from 5-shift work to daytime shift work for at least a consecutive daytime shift period of 5 days. When an employee is placed in or from a different type of duty roster, the agreements on hours of employment and remuneration will be derived from this, if necessary.
- 27.2** The following will apply in case of a temporary placement for a period of not less than 5 days and not more than 3 months:
- 27.2.1** *From 5-shift work to daytime shift work*
The daytime shift period should preferably start after the last scheduled days off in the 5-shift duty roster applicable to the employee. If this proves impossible due to business circumstances, the following will apply:
- A rest period of at least 11 hours will be observed immediately prior to the daytime shift period.
 - If the temporary placement in the daytime shift roster threatens to cause the employee to work on more than 7 consecutive days due to the combination of shift work roster and daytime shift roster, the employee will be entitled to 1 day/daytime shift of rest prior to the temporary placement in daytime shift work.
 - The temporary placement in daytime shift work following a night shift will not take place until after the relevant employee has had 48 hours of rest.
 - Remunerations for working overtime on scheduled days off (Article 22) and for an additional trip (Article 23) will apply at the start of the temporary placement in daytime shift work.
 - Scheduled days off on which work is performed will be compensated as overtime, counting from the last day off of the 5-shift duty roster, up to 9 days back to the first daytime shift day.
 - For the duration of the placement, an employee working a 5-shift roster shall be considered a daytime shift employee so that the relevant employee working a 5-shift roster will work according to the normal roster of the daytime shift employee.
 - During the period in which the employee works daytime shifts, 120 hours shall be added to the PCB as PCB hours on an annual basis after the end of that period.
 - During this period, the employee shall retain the full duty roster allowance plus 4.5%.
 - Exceptional remunerations (such as the allowance for working overtime and an additional trip) will be granted provided that the conditions applicable to daytime shift employees are met.
 - A day can qualify for an exceptional remuneration only once.

- 27.2.2 *From daytime shift work to 5-shift work*
The daytime shift period should preferably end before the scheduled days off in the 5-shift duty roster applicable to the employee. If this proves impossible due to business circumstances, the following will apply:
- The employee will not be placed or placed again in 5-shift work until he has enjoyed 2 calendar days of rest.
 - Remunerations for working overtime on scheduled days off (Article 22) and for an additional trip (Article 23) will apply at the end of the temporary placement in daytime shift work.
 - Scheduled days off on which work is performed will be compensated as overtime, counting from the first days off in the 5-shift roster, up to 9 days ahead to the last day in the daytime shift roster (here, it is assumed that a daytime shift week runs from Monday to Sunday).
 - A day can qualify for an exceptional remuneration only once.

27.3 In case of a temporary placement for a period longer than 3 months, but not longer than 2 years, remunerations for working overtime (Article 22) and an additional trip (Article 23) which exceed 100% per hour, will be granted to the extent that they exceed the duty roster allowance.

27.4 If the 2-year period as referred to in Article 27.3 is exceeded, the employee will be permanently placed in daytime shift work and the phase-out of the duty roster allowance will commence in accordance with Article 21.

ARTICLE 28 TRANSFER TO A DIFFERENT TYPE OF DUTY ROSTER

28.1 An employee is transferred to a different duty roster (e.g. from daytime shift work to 5-shift work or vice versa) if the intention is for the employee to work permanently in the new duty roster.

28.2 If the employee is transferred to a different duty roster, he will receive the duty roster allowance of his new duty roster from that moment onwards. If the employee works more shifts in the first seven days of his new roster than according to his old roster, Articles 22 (overtime) and 23 (additional trip) will apply.

28.3 If the employee is transferred to a duty roster to which a lower allowance applies as a result of business circumstances and on the employer's initiative, the phase-out scheme set out in Article 21 will apply.

ARTICLE 29 WORKING ON (OR DIRECTLY AFTER) PUBLIC HOLIDAYS

29.1 Employees who work on a public holiday according to their roster will be entitled to an allowance for each hour they work according to their roster

29.2 The allowance is:

- 125% for employees working a 5-shift roster;
- 100% for employees working a roster other than a 5-shift roster, when the public holiday falls on a Saturday or Sunday;
- 200% for employees working a roster other than a 5-shift roster, for working on public holidays on Monday through Friday.

29.3 The employee may choose to have the full allowance paid in cash, or in return for surrendering 100% times the number of his daily working hours according to his roster, he may reserve a shift off which he may take in consultation with the employer. If he chooses a day off, any remaining allowance will be paid.

29.4 An employee who works a 3-shift roster will not work on the night following the public holiday. If business circumstances require the employee to work on this night following the public holiday, this shift will be remunerated based on the overtime arrangements applicable for that day.

ARTICLE 30 PROFIT DISTRIBUTION

30.1 Application

Employees are entitled to a profit distribution in accordance with the conditions set forth in this article. To be eligible for the full profit distribution, an employee must have been employed for the entire financial year (from April 1 to March 31). Employees who leave or enter employment during this year will receive 1/12th of the profit distribution for each full calendar month of employment during this financial year.

30.2 Return on Assets (ROA)

The amount of the profit distribution depends on the Return on Assets (ROA). This is the ratio of consolidated operating income to the consolidated average assets of Teijin Aramid, as reported annually to Teijin Ltd. The ROA is expressed as a percentage, which is calculated using the following formula:

$$\text{ROA} = \frac{\text{Consolidated operating income}}{\text{Consolidated average assets}} \times 100\%$$

30.3 Calculation of the distribution

The profit distribution is expressed as a percentage of the employee's monthly income in active employment during the preceding financial year over the period April 1 through March 31, plus:

- the PCB (excluding the variable allowances referred to in 18.1.6)
- the vacation bonus, to the extent that it is not used in the PCB.

The profit distribution is:

- 0% if the ROA is 0%;
- 10% if the ROA is 25% and higher.

The profit distribution is calculated proportionally in case of intermediate ratios. The distribution percentage is rounded to the nearest tenth of a percent. The profit distribution is not part of the annual income nor of any base, except for the pension base.

30.4 Payment

The profit distribution for the previous financial year will be paid, if applicable, after approval of the annual financial documents and the announcement of the operating result of Teijin Aramid BV. This usually means that the profit distribution will be paid along with the salary for June.

30.5 Incapacity for work

For the purposes of this Article, the first two consecutive years of incapacity for work will be considered equivalent to periods of active employment. The basis for the profit distribution for these periods is the income in case of incapacity for work as determined on the basis of Article 37.

CHAPTER 6 VACATION AND LEAVE

ARTICLE 31 GENERAL PROVISIONS

- 31.1** The employer will not owe the employee any remuneration for the time when the employee has not performed the stipulated work. Nor does the employee retain his entitlement to remuneration in the cases referred to in Section 628 DCC (no work, yet remuneration) and Section 629 DCC (entitlement to remuneration in the event of sickness/incapacity for work).
- 31.2** In derogation from the provisions of Article 31.1, the employer will continue to pay all or part of the income if:
- the employee has vacation pursuant to Article 32;
 - the employee takes PCB hours pursuant to Article 33 and Annex 4;
 - the employer has permitted absence as a result of an event listed in Article 35 for the time of absence specified therein;
 - time off is given in connection with the celebration of a public holiday;
 - the employee is unable to perform work, or can only perform part of his work, due to incapacity for work and is entitled to a statutory benefit (see Article 37).

ARTICLE 32 VACATION

32.1 Number of vacation hours

The employee is entitled to a statutory vacation of 160 hours per calendar year. An employee who enters employment after January 1 or leaves employment before December 31 is entitled to a number of vacation hours that year which is determined in proportion to the number of calendar days he is employed during that year. The number of vacation hours will be rounded up to the nearest hour.

32.2 Accrual of vacation entitlement during periods in which no work is performed

The employee does not accrue vacation entitlement for the time during which he is not entitled to wages due to the non-performance of his work. The employee does accrue vacation entitlement in the cases referred to in Article 635 DCC (no work, yet vacation). For example, full vacation entitlement is accrued in case of incapacity for work.

32.3 Taking vacation

32.3.1

Vacation can be taken in hours. The employee will take the vacation hours in the year in which the vacation is granted. If this has not been done, the employer (after proper consultation with the employee) will designate the remaining hours to be taken six months after the end of the relevant calendar year.

32.3.2

The employee may claim a continuous vacation of 21 calendar days once per year. If desired, efforts will be made to ensure that this vacation can be taken during the elementary school vacation period.

32.3.3

As a rule, the employee will take vacation for a period of at least 14 consecutive calendar days in each year.

32.3.4

Without prejudice to the provisions of Article 32.3 (right to take vacation), the employee needs permission from the immediate supervisor in order to take vacation. Permission to take vacation hours will be denied only in the case of substantial business interests.

32.3.5

A request to take vacation for a continuous period (e.g. summer vacation, Christmas vacation) must be submitted to the immediate supervisor in a timely manner. The decision on the request will take into account both the interest of the employee concerned and of the employer, and the interests of the other employees working within the department. In principle, the interests of the other employees are only taken into account if and insofar as they have indicated their wishes in time.

32.3.6

When the employee takes vacation during illness, the vacation hours taken will be deducted from his credit.

32.4 Company vacations and collective vacation days

32.4.1

Each year, the employer may determine vacations for all or a group of employees during the period from May through September for up to two consecutive weeks. The dates of these vacations will be determined by the employer at the beginning of the calendar year after approval from the Works Council. The employee is obliged to take this vacation and reserve the number of vacation hours required for it.

32.4.2

At the beginning of the year, the employer may, after consultation with the Works Council, designate up to three working days as collective vacation days applicable to all employees in a department or

location. The employee is required to take these days in vacation hours and reserve the number of vacation hours required for this purpose.

32.5 Religious holidays

The employee will, if he requests it sufficiently in advance and gives reasons, be given permission to take vacation to celebrate a religious holiday that is important to him, unless compelling business circumstances dictate otherwise.

32.6 Illness during vacation

If the employee suffers an illness or accident during his vacation that is beyond his control, he will retain the right to missed vacation, provided that he is verifiably incapacitated for work within the meaning of the Sickness Benefits Act and that the employee has complied with the regulations applicable to him in the event of incapacity for work.

32.7 Special leave and vacation

If an unforeseeable event as referred to in Article 35.2 occurs during a vacation taken and the vacation was interrupted as a result, the employee will retain the right to missed vacation up to a maximum of the number of days to which the employee is entitled to special leave.

ARTICLE 33 PCB HOURS

33.1 In addition to statutory vacation under Article 32, the employee will accrue PCB hours in accordance with the provisions of this Article for the time he is employed by the employer. PCB hours are not the same as a vacation as referred to in Article 634 et seq. DCC.

33.2 The employee is entitled to 24 PCB hours per calendar year.
This entitlement is cumulatively increased by PCB hours based on roster or age:

- 184 hours for employees working daytime shifts;
- 16 hours for employees working a special 36-hour roster;
- 24 hours for employees under the age of 18;
- 8 hours from the age of 45;
- 16 hours from the age of 50;
- 24 hours from the age of 55;
- 32 hours from the age of 60;
- 40 hours from the age of 65.

33.3 An employee who enters employment after January 1 or leaves employment before December 31 will be entitled to a number of PCB hours that year which is determined in proportion to the number of calendar days he is employed during that year. The number of PCB hours will be rounded up to the nearest whole hour.

33.4 An employee who makes use of a reduction in working hours on the basis of the Generation Pact (Article 40) will, during participation, waive the age-related PCB hours pursuant to Article 33.2.

ARTICLE 34 LEAVE SAVINGS SCHEME

34.1 The employee may designate hours (PCB hours, leave over and above the statutory minimum, extra acquired PCB leave and overtime) to be saved as time (leave savings) for the purpose of early retirement or to be taken in whole or in part during his career.

34.2 Hours acquired and saved will be credited to the leave savings balance, up to the fiscal maximum leave savings hours. If that maximum is reached (500 days, part-timers on a pro rata basis), the excess is paid out automatically.

34.3 Leave savings do not expire.

34.4 During the employment contract, the employee can only take the leave savings hours in time (and therefore not have them paid out).

34.5 Upon termination of employment, all unused leave savings hours will be paid out.

34.6 At retirement, the starting point is that all leave savings hours have been taken before the retirement date.

34.7 The value (in €) of a leave savings hour when acquired or paid out at the end of employment is equal to the current hourly income.

ARTICLE 35 LEAVE

35.1 In addition to vacation hours, PCB hours and time off on public holidays (daytime shift), the following leave arrangements apply (fully paid, partially paid or unpaid):
All statutory leave forms and arrangements apply in full. These at least include:

Form of leave	The following applies in addition to the statutory regulations:
1. Maternity leave	employees are paid 100% of their income.
2. Birth leave for partners	-
3. Additional birth leave for partners	employees are paid 100% of their income during the additional birth leave of up to five weeks.
4. Parental leave	PCB continues the pension accrual during parental leave.
5. Adoption and foster care leave	employees are paid 100% of their income during the six consecutive weeks of leave in connection with the adoption of a child.
6. Short-term care leave	Employees are paid 80% of their income. This supplement also applies if the employee takes short-term care leave as an informal caregiver.
7. Long-term care leave	-
8. Emergency leave or short-term leave of absence	employees are paid 100% of their income during the following situations (see table below). If a particular situation is also provided for by law, the provision that is most favorable to the employee applies.

35.2 Emergency leave or short-term leave of absence

Situation	Duration of leave
Death of <ul style="list-style-type: none"> • partner • biological, step or foster parent • biological, step or foster child • parent-in-law 	From the day of the death to the day of the funeral
Death of <ul style="list-style-type: none"> • grandparent • brother, sister, brother-in-law or sister-in-law • grandchild 	One day and, if the funeral is attended, a second day
Visits to the family doctor, dentist, medical specialist and call as a blood donor that cannot take place outside of working hours	Time required (in consultation with supervisor)
Company emergency response lessons and exercises	Time required
Participating as a member of the location's fire department in firefighting competitions outside of Teijin Aramid's locations	Time required
In emergency situations, participating in firefighting or rescue work for the regional fire department	Time required, to the extent that the employee can be missed and when arrangements have been made between the location and the regional fire department
Membership of business-relevant examining boards	Time required (in consultation with supervisor)
Participation in sporting event of a representative nature of the business unit during Teijin Aramid-wide activities organized with the approval of Teijin Aramid	No more than 1 day/shift
Attending, as a member, sessions of a municipal council or meetings of municipal council committees appointed by the municipal council or the mayor	Time required

The employee is entitled to take time off (from his/her own number of hours in hand) at the following foreseeable memorable events, provided the employee informs the employer of this in a timely manner.

Situation	Duration of leave
Official notice of an intended marriage	½ day/shift
Marriage	2 days/shifts
Marriage of child, foster child, grandchild, brother, sister, parent, parent-in-law, brother-in-law or sister-in-law	1 day/shift
25, 40, 50 or 60-year wedding anniversary of employee, parents, foster parents, parents-in-law or grandparents	1 day/shift
Partner giving birth	1 day/shift
25, 40 or 50-year service anniversary of employee, spouse, parent, parent-in-law or grandparent	1 day/shift
Relocation	2 days/shifts

35.3

The following applies in addition to the statutory forms of leave (and all supplements thereto):

Long-term leave (paid or unpaid)

Once every 7 years, the employee may take unpaid leave (and/or paid leave from the leave savings balance) for a period of up to 6 consecutive months if business conditions permit.

CHAPTER 7 OTHER EMPLOYMENT CONDITIONS

ARTICLE 36 HEALTH INSURANCE

- 36.1 Employees may take out individual health insurance under a group contract concluded by the employer. This insurance option is also open to family members of employees.
- 36.2 The employer will reimburse medical expenses incurred during a business trip abroad made on the employer's instructions, insofar as the insurer does not reimburse these expenses. Such medical expenses include, where appropriate, the costs of transport to the Netherlands.

ARTICLE 37 INCOME IN CASE OF INCAPACITY FOR WORK

37.1 General

- 37.1.1 If the employee is unable to perform his work as a result of illness, pregnancy or childbirth and the first day of illness is on or after January 1, 2004, the provisions of Article 629 DCC, the Sickness Benefits Act, the Work and Care Act and the Work and Income (Capacity for Work) Act (WIA) apply to him, unless otherwise provided below.
- 37.1.2 With regard to the income situation during incapacity for work under this article, a continuous (or legally equivalent) period of illness is assumed. Within this period, a distinction is made between:
- the WULBZ period (Extension of Obligation to Pay Salary (Sickness) Act), the statutory period of up to 104 weeks as referred to in Section 629 DCC, during which, in accordance with the Eligibility for Permanent Incapacity Benefit (Restrictions) Act, the earliest possible rehabilitation and participation of the employee who is unfit for work has priority;
 - the WIA period, the period following the WULBZ period, during which the employee, according to the degree of his capacity for work, becomes eligible for a benefit under the Fully Disabled Persons Income Scheme (IVA) or the Return to Work (Partially Disabled Persons) Scheme (WGA).
- 37.1.3 For the purposes of this Article, original monthly income means the monthly income as it applied immediately before the employee became incapacitated for work.
- 37.1.4 For the purposes of this Article, social security benefits also include the supplementary Invalidation Pension guaranteed by the employer.

37.2 WULBZ period

- 37.2.1 In the event of incapacity for work, the employee will continue to be paid 70% of his monthly income during the WULBZ period, up to the maximum daily wage applicable to the employee under the Social Insurance (Funding) Act.
- 37.2.2 If the employee demonstrably cooperates as best as he can in activities agreed upon and carried out on the basis of the rehabilitation plan, the monthly income will be supplemented up to 100%. The employee makes a demonstrable, best possible rehabilitation effort when he performs his work, whether adapted or not, when he works on an occupational therapy basis, or when he follows retraining or extra training.
- 37.2.3 If, after the WULBZ period has ended, payment of the WIA benefit is not made or is delayed as a result of a sanction imposed on the employer by the UWV Employee Insurance Agency, the supplement referred to in Article 37.2.2 will be continued for a further maximum of 52 weeks. This also applies if the employer and employee decide by mutual agreement to postpone the application for statutory invalidity benefits.

37.3 WIA period

- 37.3.1 **Full incapacity for work (IVA)**
Employees who are fully and permanently incapacitated for work and who are paid IVA benefits on that basis will, during their third year of illness, receive from the employer a supplement to social security benefits of up to 80% of the original annual income if and for as long as they are fully incapacitated for work according to the IVA standards and comply with the relevant regulations.
- 37.3.2 **Partial capacity for work (WGA)**
Collective WGA Plus insurance has been taken out for employees since July 1, 2019. Only employees who are not sick and/or incapacitated for work on July 1, 2019 can join this insurance scheme.

The WGA Plus insurance scheme supplements the WGA benefit up to 70% or 75% of the monthly income (up to the maximum daily wage applicable to the employee under the Social Insurance (Funding) Act), depending on how the residual earning capacity is utilized. Half of the contribution for this insurance is paid by the employer and the other half by the employee. The contribution is deducted from the monthly salary payment.

The supplementary provisions of Article 39.3 of the Teijin Aramid CLA 2017-2019, which are included in Annex 8, apply to employees who are not (or cannot be) included in the collective WGA Plus insurance scheme due to illness.

37.3.3 *Partial capacity for work (> 65%)*

No WGA benefits are paid in case of a degree of capacity for work of more than 65%. In this case, the employee will receive a supplement if the income earned in the new position is less than the income earned in the former position. This supplement amounts to 80% of the difference between the income earned in the old and the former position.

37.4 Concluding provisions

- 37.4.1 The employer has the right to refuse or suspend the continued payment of wages and supplements referred to in this Article in respect of employees who fail to comply with the obligations in case of illness imposed on them by Article 629 and Article 660a DCC if the statutory benefit is refused or reduced by the relevant implementing body, or if they fail to comply with the regulations applicable in the company in case of illness.
- 37.4.2 If social security benefits are reduced due to an employee's actions, the reduction in benefits will not be compensated by the employer. The income supplements to be provided by the employer under this Article will be immediately reduced by the same amount by which the benefits were reduced.
- 37.4.3 Any claims that an employee has against the UWV Employee Insurance Agency or other statutory social security implementing bodies will be transferred by him to the employer, for as long as the monthly income is continued to be paid by the employer or for as long as the employer pays the employee an income supplement.
- 37.4.4 The provisions of this Article do not apply if and insofar as the employee can claim compensation for loss of salary from one or more third parties in connection with his incapacity for work. If the employee transfers to the employer his right to compensation in the amount of the top-up benefits provided for in this Article, the employer will pay the employee advances in the amount of the supplementary benefits the employee would receive under this Article if he had not had a claim for compensation against third parties. The advances thus received by the employee will be set off against the compensation received by the employer from the third party or parties.

**ARTICLE 38 COMMUTING, HOME-WORKING AND BUSINESS TRAVEL ALLOWANCE
(VALID FROM APRIL 1, 2021)**

This Article does not apply to employees driving a leased car from the employer.

38.1 Commuting

Employees will receive an allowance for all their commuting kilometers, regardless of the mode of transportation. These are the kilometers between the home address and the address of the work location, measured by the most common route and rounded off to the nearest kilometer. The contribution is €0.19 gross per kilometer traveled (which is fully untaxed under current tax legislation).

38.2 Home-working allowance

For days on which employees work fully at home (i.e. days on which they do not come to the work location or make a business trip to another location or elsewhere), they will receive a home-working allowance of € 2 per day.

38.3 Payment of commuting and home-working allowance

Via *employee self service*, employees will, each month, indicate for each day whether they

- commuted to the work location, or
- worked fully at home, or
- were absent (leave, sick, special leave, etc.).

The commuting allowance and the home-working allowance will be paid after that.

38.4 Business travel (including additional attendance on a day when commuting has already taken place)

38.4.1 Business travel for Teijin Aramid means traveling to, among others, a customer, a Teijin Aramid location other than the work location, a business relation, an external meeting location, a training location or a seminar.

38.4.2 If an employee uses private transport for business travel, he/she is reimbursed € 0.19 gross per kilometer (which is fully untaxed under current tax legislation).

38.4.3 If, on a day on which an employee traveled for business purposes by private transport, he/she also traveled to the work location (by private transport), he/she will only claim for the additional kilometers traveled compared to traveling to and from the work location. Any necessary parking/toll and ferry costs may be claimed as well.

38.4.4 If the employee travels with a colleague, he/she will not receive an allowance.

38.4.5 If the employee only has third-party insurance, he/she cannot hold Teijin Aramid liable for his/her own damage suffered during business trips.

38.4.6 If the employee travels by public transport, he/she will be reimbursed for the actual costs on presentation of an itemized claim.

38.4.7 Instead of private or public transport, he/she may also use a rental car or a pool car from/via Teijin Aramid.

ARTICLE 39 PENSION (SINCE JANUARY 1, 2021)

1 Pension agreement

1.1

A pension plan is in place in the employer's company. For the administration of the pension plan, the employer entered into an agreement for voluntary membership of Stichting Pensioenfonds PGB (hereinafter referred to as "Pensioenfonds PGB") on January 1, 2018. The agreement with Pensioenfonds PGB was entered into for a period of five years (until January 1, 2023) and is a continuation of the agreement that was entered into with Pensioenfonds PGB for the period from January 1, 2012 to December 31, 2017.

1.2

The pension agreement covers the provisions of this Article with respect to pensions.

1.3

The pension plan and the resulting rights and obligations of the employee and Pensioenfonds PGB are further detailed in the pension plan rules. Pension entitlements and pension rights can only be derived from the pension plan rules.

1.4

Participation in the pension plan is mandatory subject to the access conditions contained in the pension plan rules.

1.5

If and insofar as Pensioenfonds PGB changes the pension plan rules (Basic Pension Plan Defined-Contribution Agreement), the pension agreement will automatically be adjusted accordingly.

1.6

The provisions of this Article also apply to former participants and pension beneficiaries within the meaning of the pension plan rules.

2 Definitions

2.1

Pension Plan: the pension plan as set out in the pension agreement in this CLA.

2.2

Pension Plan Rules: the PGB pension plan rules (Basic Pension Plan Defined-Contribution Agreement) and the pension agreement(s) to be implemented for Teijin Aramid B.V. as laid down in Annex I to the administration agreement with Pensioenfonds PGB as of January 1, 2021.

Defined contribution plan

3 Nature of the Pension Plan

3.1

The Pension Plan is regarded as a defined contribution agreement within the meaning of Section 10 of the Pension Act. The Pension Plan is an individual defined contribution plan.

3.2

The participant is entitled to a contribution to accrue a pension capital which can be used to purchase a retirement pension and partner's pension on the retirement date. In addition, the following insurance policies have been taken out to cover risks of death and incapacity for work during employment with the employer:

- partner's pension
- orphan's pension
- Surviving Dependants Act shortfall pension
- WIA supplementary pension
- Net Partner's Pension Plus Insurance in the event of death during employment

4 Pension contribution

4.1

The Pension Plan is a defined contribution plan based on a fixed contribution. The fixed contribution in the defined contribution plan is 30.53% of the Pension Base.

4.2

The fixed contribution as provided for in Article 4.1 includes the employee's contribution.

4.3

The contribution is divided as follows. In 2021 and 2022, the increase in the employee's contribution (compared to 2020)

will be mitigated through financing from the balance available in the premium deposit at Pensioenfonds PGB.

2021 and 2022: 24.53% employer, 4.5% employee, and 1.5% from the premium deposit

2023 and beyond: 24.53% employer and 6% employee

The balance available in the premium deposit will be used in full in 2021 and 2022 for the accrual of a pension capital in the plan as of 2021.

4.4

The fixed contribution forms the basis for the level of the graduated scale: the employer's contribution plus the employee's contribution and the financing from the premium deposit as provided for above in Articles 4.1, 4.2. and 4.3.

4.5

The level of the graduated scale is equal to the utilization percentage (max. 100%) times the contributions in the maximum graduated scale for tax purposes based on a notional interest rate of 1.5% at Pensioenfonds PGB. The utilization percentage is determined each year by PGB on the basis of the premium contribution in accordance with Articles 4.1 to 4.4.

5 Main features of the defined contribution plan since January 1, 2021

Characteristics	Pension plan since January 1, 2021
Type of plan	The pension plan is a defined contribution plan.
Fixed contribution	The fixed contribution is 30.53% of the Pension Base. The fixed contribution is used to finance the accrual of a pension capital, partner's pension, orphan's pension, Surviving Dependants Act shortfall pension and WIA supplementary pension and all the costs involved in the pension plan.
Pension plan rules	- the pension plan rules for the Basic Pension Plan Defined-Contribution Agreement; - the pension agreement(s) to be implemented for Teijin Aramid B.V. as laid down in Annex I to the administration agreement with Pensioenfonds PGB as of January 1, 2021.
Participation	Participation in the pension plan starts for employees who meet the conditions for participation within the meaning of the pension plan rules from the first day of employment.
Assumed retirement age	68 years; the assumed retirement age in this Article changes if Pensioenfonds PGB changes it.
Pensionable salary	The fixed annual salary based on full-time employment, plus vacation bonus, personal choice budget, supplements agreed in the employment contract and exceptional remunerations. A complete list of pensionable wage components can be found in Annex 10 to this CLA. This wage was capped at € 112,189 on January 1, 2021 and is adjusted annually on January 1 under the Wages and Salaries Tax Act 1964.
Deductible	The deductible is € 14,544 (2021 figure). The deductible is adjusted annually on January 1 in accordance with the percentage increase in the minimum old-age pension deductible for average salary. The deductible is never less than the minimum amount as defined in Section 18a(8) of the Wages and Salaries Tax Act 1964. Should this be the case, the deductible will be equated with the minimum deductible allowed for tax purposes.
Pension base	Pensionable salary minus Deductible.
Defined contribution	The level of the defined contribution in 2021 is equal to the utilization percentage of a market interest rate scale II taking into account an interest rate of 1.5% at Pensioenfonds PGB. The percentage depends on the age group the employee is in. The percentage is multiplied by the pension base. The amount of the defined contribution may be adjusted upward or downward annually in accordance with the agreements on the fixed employer's contribution (see Article 4).
Partner's pension in the event of death during employment	Each year, the insured partner's pension amounts to 70% times the maximum accrual rate for tax purposes of 1.875%, multiplied by the utilization percentage, of the pension base if employment with the employer is continued unchanged until the retirement date, and is insured on a risk basis. The level of the insured partner's pension moves in step with the annual determination of the level of the defined contribution (see Article 4). The years of service prior to January 1, 2021 are not taken into account for the partner's pension in the event of death during employment.
Orphan's pension in the event of death during employment	In the event of death during employment, an orphan's pension will be insured on a risk basis: 20% of the Partner's Pension in the event of death during employment. The years of service prior to January 1, 2021 are not taken into account for the orphan's pension in the event of death during employment.
Waiver of contribution in case of incapacity for work	In the event of full or partial incapacity for work, pension accrual will be continued on a non-contributory basis, depending on the incapacity for work bracket in accordance with the table in the pension plan rules (6 brackets).
WIA supplementary insurance	Collective WIA supplementary insurance placed with PGB. The contribution is included in the determination of the fixed contribution referred to in Article 4.1. The content is

Characteristics	Pension plan since January 1, 2021
	determined by the provisions of the WIA Supplementary Pension Rules of Pensioenfond's PGB.
Surviving Dependents Act shortfall insurance	Collective Surviving Dependents Act shortfall insurance placed with PGB. The insured amount as of January 1, 2021 is € 15,985 and is indexed annually on January 1 in accordance with the surviving dependents' benefit including vacation pay but excluding the allowance referred to in Section 29a of the Surviving Dependents Act. The contribution is included in the determination of the fixed contribution referred to in Article 4.1. The content is determined by the provisions of the Collective Surviving Dependents Act Plus Rules of Pensioenfond's PGB.
Granting of supplements (indexation) with effect from January 1, 2012	Any granting of supplements for active and inactive members to the accrued pensions in the period 2012 through 2020 and the pensions purchased from the pension capital accrued since January 1, 2021, is entirely conditional. There is no entitlement to supplements and it is uncertain whether and to what extent supplements will be granted in the future. PGB's board decides every year whether and to what extent pension entitlements and pension rights are adjusted on the basis of the Pension Plan Rules as implemented by PGB.
Reduction of pension entitlements and pension rights	Pensioenfond's PGB may reduce accrued pension entitlements and pension rights if the conditions set out in the pension plan rules and the Pensions Act are met. Pensioenfond's PGB will inform current and former members and pension beneficiaries of the reduction.
Employee's contribution	2021: 4.5% of the pension base. 2022: 4.5% of the pension base 2023 and beyond: 6% of the pension base.

6 Other provisions

6.1 Net Partner's Pension Plus insurance

The employer has placed a Net Partner's Pension Plus insurance with PGB. The contribution amounts to 0.7% of the pensionable salary in excess of the statutory maximum pensionable wage as referred to in Section 18ga of the Wages and Salaries Tax Act 1964 for all participants in the pension plan. This contribution is not included in the determination of the fixed contribution referred to in Article 4. The content is determined by the provisions of the PGB Net Partner's Pension Plus Rules.

6.2 Consultations between parties to the CLA

With regard to the transition to the new pension system within the framework of the National Pension Agreement, the parties to the CLA have made the following procedural and other agreements.

- In principle, pension accrual in the new pension system takes place in 'the new contract' with an age-independent contribution.
- If it turns out that converting the pension entitlements and rights already accrued into 'the new contract' does not provide sufficient compensation for all age categories of employees, the parties to the CLA have the option of maintaining the defined contribution plan with an age-dependent contribution for existing employees.
- In the latter case, the parties to the CLA can opt for 'the improved contribution plan', whether or not in combination with a solidarity reserve.

The parties to the CLA will initiate a timely investigation into the above points. The parties to the CLA are aware that agreements must be made by January 1, 2024, on the transition of pension entitlements and rights already accrued and the choice of a contribution plan with an age-independent contribution. These agreements must be contained in a transition plan.

6.3 Reduction or termination of employer's contribution

When concluding or amending the pension agreement, the employer reserved the right to reduce or terminate its contribution if business interests so require in the event of a significant change in circumstances, without the consent of the employees in accordance with Section 12 of the Pensions Act.

6.4 Amendment of pension agreement

The employer may amend the pension agreement without the employee's permission if the employer's interest in the amendment is so substantial that it outweighs the employee's interests which would be harmed by the amendment, in accordance with the standards of reasonableness and fairness.

If the pension agreement is amended or canceled, the pension entitlements accrued for the participants until the time of the amendment will not change, except in the cases permitted by the Pensions Act.

6.5 Renegotiation clause

If any changes occur in the provisions of social insurance legislation and/or tax and pension legislation and regulations (partly in connection with the National Pension Agreement) or changes to the pension agreement and/or pension plan are necessary in connection with intentions of, or decisions made by, Pensioenfond's PGB or on the instructions of the tax authorities, the employer will assess the need for or desirability of changing the pension agreements and make further arrangements within the agreed financial frameworks.

CHAPTER 8 DEVELOPMENT AND EMPLOYMENT

ARTICLE 40 EMPLOYABILITY AND VITALITY

40.1 Employability

40.1.1 The employer encourages employees to take training courses as part of sustainable employability.

40.1.2 Training facilities regulations will be agreed with the works council.

40.1.3 Training time will be considered working time when the training is necessary for the employee's present or foreseeable future position and is followed on the employer's instructions and the training time coincides with working time.

40.2 Vitality and preventive medical examination (PME)

40.2.1 The employee has access to a Vitality Budget that can be used for

- sports or other activities that contribute to the employee's vitality;
- IT hardware available through the Teijin Aramid web shop;
- facilities for working from home (desk or chair) that meet occupational health and safety standards.

40.2.2 The allocated budget is € 33 gross per month. The maximum budget is € 1,200 gross.

40.2.3 The employee can claim the expenses incurred by uploading bills/payment receipts (in the employee's name) in the application on the intranet.

40.2.3 The employee is expected to participate in the PME organized by the employer.

40.3 Workload reduction

If personal circumstances warrant, the employee may request that his workload be reduced (temporarily). The employer will make every effort to achieve this workload reduction, for example by exempting the person concerned in whole or in part from the obligation to work overtime or on-call shifts for a certain period of time.

40.4 Generation Pact

Since January 1, 2020, the Generation Pact scheme has been in effect, including agreements on reallocation and evaluation at the end of 2021 and in 2023. The scheme is detailed in Annex 7 of the CLA.

ARTICLE 41 REORGANIZATION

41.1 If the employer has an intention which may be expected to have a clear and foreseeable impact on employment, discussions will be held with the labor unions at the earliest possible stage. The labor unions will be provided with all relevant information, along with the reasons for the employer's intention and, if necessary, consultations will be held on the labor unions supervising the possible implementation of the intention.

41.2 If developments make it necessary to significantly reduce the existing number of employees, the labor unions will be informed of this. Efforts will be made to avoid compulsory redundancies as far as possible and to have the number of employees reduced primarily through natural attrition and internal transfer within the company. In this case, the social rules that have been or will be agreed between the employer and the labor unions will apply.

41.3 In principle, the employer will not proceed to forced collective dismissal within six months of the above information being provided to the labor unions, and not until new discussions have been held with the labor unions on this.
If the employer cannot reasonably be required to adhere to the aforementioned period of six months due to developments resulting from external factors, it is possible to deviate from this in consultation with the labor unions.

41.4 Forced collective dismissal, as referred to in Article 41.2, will mean dismissal caused by redundancy, where those concerned cannot be blamed for making the dismissal inevitable by refusing a reasonable offer of redeployment or failing to cooperate in any other way.

ARTICLE 42 TEMPORARY STAFF

42.1 Basic principle

42.1.1 The basic principle is that all work to be performed within the company that is of a foreseeable continuous nature is performed by the company's own personnel. Third-party personnel will be used only if this does not jeopardize the position of the company's own personnel.

42.1.2 Third-party personnel may be deployed in the following cases:

- certain specialized work;
- occasional peak load;
- exceptional peaks in absenteeism;
- unfilled fixed-term vacancies;
- foreseeable reorganization, in which case a post may in principle be filled by a temporary worker for a maximum of 2 years.

42.1.3 The employer will not assign, without prior consultation with the Works Council, any work in the company to hired workers who are not covered by a CLA, where the nature of the work means it should be performed by the employees in its service.

42.1.4 If temporary employees are needed at the same workplace for longer than one year, the Works Council will be consulted about the necessity of, and options for, an open-ended employment contract.

42.2 Remuneration

42.2.1 The employer will ensure that from the first day of performing work for the employer/hirer, temporary workers are entitled to the same remuneration as employees employed by the employer and working in an identical or equivalent position. The remuneration will include:

- the hourly wage (for daytime shifts, this is the monthly salary / 158.4 hours per month and for the 5-shift roster, this is the monthly salary divided by 145.6 hours per month);
- the exceptional remunerations in accordance with Chapter 5 (including allowances for overtime, shifted hours, public holidays and shift allowance);
- expense allowances, such as the commuting allowance and other expense allowances which are customary with the employer;
- the profit distribution (profit distribution percentage of the gross income in the period April 1 to March 31 of the fiscal year) in accordance with Article 30.3, also for those who have worked for Teijin Aramid for only part of the fiscal year.

General increases under the CLA and the individual increase (periodic on April 1) also apply to temporary workers and are applied at the same time as for employees who are covered by the CLA.

42.2.2 For hired vacation workers with a maximum hiring-in period of three months, a deviation may be made from the remuneration based on the Teijin Aramid salary scales.

42.2.3 Work experience of temporary staff with the employer will be taken into account to determine the salary at the time of commencement of employment or renewed interim work.

ARTICLE 43 EUROPEAN SOCIAL FUND

If Teijin Aramid wishes to make use of subsidies from the European Social Fund (ESF), the application can be submitted through the Training Fund for Vocational Training for the Processing Industry (Opleidingsfonds Vakopleiding Procesindustrie, OVP). Teijin Aramid makes a voluntary contribution to the OVP to enable the fund to provide public-law co-financing. The employer will inform the labor unions in the event that applications are submitted to the ESF for a subsidy.

CHAPTER 9 LABOR UNION WORK AND EMPLOYEE PARTICIPATION

ARTICLE 44 LABOR UNION WORK IN COMPANIES

The employer recognizes that the functioning of the labor unions depends on the extent to which the members are involved in the work of the labor unions in relation to the company. On this basis, it will create opportunities for labor union work in the companies, insofar as this is necessary for the purposes of the aforementioned involvement. These opportunities are included in the Labor Union Facilities Scheme, which can be found in Annex 6.

ARTICLE 45 SOCIAL REPORT AND INFORMATION TO WORKS COUNCIL

45.1 For the implementation of Section 31b of the Works Councils Act, the employer will issue an annual social report specifying the basic principles of the policy and the actual data for an evaluation thereof. This report will be handed over to the labor unions and, upon request, to the employees.

45.2 The employer will (periodically) provide the works council with information concerning:

- suspensions, if possible before they are imposed (Article 4);
- the amount of overtime worked and the reasons for the same, as well as the number of employees concerned and the distribution thereof among the employees. If a lot of overtime is worked, the works council will be informed in advance, if possible (Article 22);
- the number and amount of additional remunerations granted (Article 30);
- the number of employees who have been sanctioned because the provisions in the case of illness were not taken into account and the nature and frequency of the sanctions (Article 37);
- the number of job appraisal interviews carried out per department and job level (Article 40);
- the number of temporary staff members, the temporary employment agency and the nature and duration of the work (Article 42);

Agreed and signed

Teijin Aramid BV

CNV Vakmensen

De Unie

FNV

ANNEX 1 **to the CLA for Teijin Aramid BV**

Article 672 of the Dutch Civil Code (notice periods)

1. Notice of termination is to be given with effect from the end of the month unless another day has been specified in respect thereof by written contract or in accordance with usage.
2. The following notice period will be observed by the employer for an employment contract which, on the day notice is given, has lasted:
 - 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.
3. In derogation from paragraph 2, the notice period to be observed by the employer will be one month if the employee has reached the age referred to in Section 7, under a, of the General Old Age Pensions Act.
4. The notice period to be observed by the employee is one month.
5. If the consent referred to in Article 671a(1) has been granted, the notice period to be observed by the employer will be reduced by the duration of the period starting on the date on which the complete request for consent is received and ending on the date of the notification of the decision concerning the request for consent, provided a period of at least one month remains.
6. The period referred to in paragraph 2 or paragraph 3 may be reduced only by collective labor agreement or by a scheme made by or on behalf of a competent authority. The period may be extended in writing.
7. Derogation may be made from the period referred to in paragraph 4 in writing. The notice period for the employee may, in the case of an extension, not exceed six months and for the employer not less than twice that applicable for the employee.
8. Under a collective labor agreement or by a scheme made by or on behalf of a competent authority, the notice period referred to in the second sentence of paragraph 7 may be reduced for the employer, provided the period is not shorter than that for the employee.
9. For the purposes of paragraph 2, employment contracts will be deemed to constitute one continuous employment contract upon restoration of the employment contract pursuant to Article 682 or Article 683.
10. The party giving notice of termination with effect from an earlier date than applies between the parties must pay the other party an amount equal to the amount of the salary expressed in cash over the period during which the employment contract should have continued in the event of normal termination.
11. The subdistrict court may reduce the payment referred to in paragraph 10 if this is deemed reasonable by it in view of the circumstances, it being understood that the payment may not be less than the salary expressed in cash over the notice period referred to in paragraph 2 or less than the salary for three months expressed in cash.

ANNEX 2 to the CLA for Teijin Aramid BV

Annual salaries as of April 1, 2021

Salarisgroep	Aantal periodieken	Standaard periodiek (2,5% van het maximum)	Minimum	Maximum
2	8,0	€ 1.033	€ 33.057	€ 41.320
3	8,0	€ 1.067	€ 34.154	€ 42.689
4	8,0	€ 1.103	€ 35.306	€ 44.130
5	8,0	€ 1.164	€ 37.239	€ 46.547
6	8,9	€ 1.265	€ 39.275	€ 50.580
7	9,9	€ 1.389	€ 41.827	€ 55.551
8	10,8	€ 1.537	€ 44.838	€ 61.477
9	11,8	€ 1.677	€ 47.337	€ 67.062
10	12,7	€ 1.927	€ 52.590	€ 77.078
11	13,6	€ 2.213	€ 58.306	€ 88.508
12	14,6	€ 2.545	€ 64.661	€ 101.783
13	15,5	€ 2.927	€ 71.636	€ 117.094

On May 1, 2021, the maxima of the scales (including the standard increment) as of April 1, 2021 were increased due to the cancellation of transitional arrangements and personal allowances. The maxima of the salary scales as of April 1, 2021 were increased on May 1, 2021 as follows:

1. with the savings contribution of 2.5%	Scales 2 through 13 by 1.9% (2.5% / (1+24.53%+8%)) but no more than € 1308 (1.9% x € 68,830)
2. with the CLA contribution of € 17 per month	Scales 2 through 13 by € 204.
3. with the years-of-service allowance	Scales 2 through 8 by € 41.
4. with the extra PCB hours for scales 7 through 13	Scales 7 through 13 increased by 0.575%/12 x 8 hours (scales 7 and 8) or x 16 hours (scales 9 through 13).

Annual salaries as of 1 May 2021

Salarisgroep	Aantal periodieken	Standaard periodiek (2,5% van het maximum)	Minimum	Maximum
2	8,8	€ 1.059	€ 33.057	€ 42.350
3	8,8	€ 1.094	€ 34.154	€ 43.745
4	8,8	€ 1.130	€ 35.306	€ 45.213
5	8,8	€ 1.192	€ 37.239	€ 47.676
6	9,7	€ 1.295	€ 39.275	€ 51.786
7	10,7	€ 1.427	€ 41.827	€ 57.064
8	11,6	€ 1.578	€ 44.838	€ 63.126
9	12,6	€ 1.726	€ 47.337	€ 69.054
10	13,4	€ 1.980	€ 52.590	€ 79.181
11	14,3	€ 2.267	€ 58.306	€ 90.699
12	15,1	€ 2.602	€ 64.661	€ 104.075
13	16,0	€ 2.988	€ 71.636	€ 119.504

Minimum scale¹ of annual salaries as of January 1, 2021

Salary grade	Number of increments	(3.3% of the maximum)	Minimum	Maximum
1	5	€ 865	€ 21,835	€ 26,202

¹ tracks the development of the minimum wage

ANNEX 3 to the CLA for Teijin Aramid BV

Job classification appeal procedure

1. Consultation

If an employee is of the opinion that his job has been classified in the wrong category, he must first of all enter into consultations with his immediate superior, who may, if necessary, contact the next senior manager and/or the Human Resources Department (HR).

2. Classification decision

- 2.1 If this consultation process does not yield a satisfactory solution, the employee may request a written classification decision.
- 2.2 The requested classification decision will be taken within three months following the date of submission of the request by the classification committee made up of one management representative. If necessary, the opinion of the system holder will be sought.
- 2.3 Before a classification decision is taken, a full description of the job, if such is not available, must be drawn up and signed by the jobholder(s) concerned, the immediate superior and the next senior manager. In the event of a difference of opinion between the jobholder(s) concerned and the immediate superior, the next senior manager will decide on the content of the job description.
- 2.4 The classification decision will be conveyed in writing to the employee. If desired, the employee may request that his immediate superior clarify the classification decision.

3. Internal appeal

- 3.1 The employee may appeal against this decision within three months of receipt of the classification decision.
- 3.2 The appeal must be submitted in writing to the local HR department and must include the reasons why the employee is of the opinion that the job in question has been incorrectly classified in relation to the reference job(s). Where applicable, along with the appeal the employee must also specify the date on which in his opinion a possible review with retroactive effect should be initiated. Receipt of the appeal will be confirmed in writing by the HR department.
- 3.3 For the handling of the internal appeal, the HR department will call on the services of a job grading expert of the system holder. The job grading expert will analyze the job and award a number of points so that a more detailed comparison can be made with reference jobs. Based on the points awarded by the job valuation expert, the management will take a decision concerning the classification of the job.
- 3.4 The decision of the management concerning the classification of the job will be conveyed to the employee concerned in writing and giving reasons via the HR department within three months following the date of submission of the written appeal. The decision will also specify the starting date of the review (if any), which must not be later than the date of submission of the internal appeal.

4. External appeal

- 4.1 If the employee does not agree with the decision of the internal appeal, he may within three months following notification thereof call on the services of an expert from his labor union that is a party to this CLA. This expert may consult with an expert to be appointed by the employer on the issue as to whether the job has been correctly classified. In the case of a job that is graded according to the ORBA method, an expert from the AWVN will be called upon.
- 4.2 A joint ruling by these experts will be binding and will be conveyed by the employer to the person concerned in writing. If the employee is not affiliated to a labor union, the ruling on the classification of an ORBA job will be issued by an expert from the AWVN.
- 4.3 The period of assessment for an external appeal is generally no more than three months.

5. Repeated appeal

No appeal will be taken into account within two years following written confirmation of a final decision concerning a previous appeal by the same employee, unless it has been established through internal consultation as referred to in paragraph 1 that significant changes have been made to the job.

6. Other points

If the aforementioned assessment times cannot be observed, the persons concerned will be informed in writing. The Classification Committee and the Supervisory Committee set up by the Works Council will receive copies of the relevant documents.

ANNEX 4 to the CLA for Teijin Aramid BV

Personal Choice Budget Scheme

1. General

- 1.1 Each month, the employer will allow the employee to compose part of his employment conditions as he chooses. The employer makes a Personal Choice Budget available for this purpose. This budget can be used by the employee for various spending purposes. This is subject to the conditions and limits set for this purpose in this scheme.
- 1.2 The Personal Choice Budget Scheme is subject to the prevailing (tax) laws and regulations. In the event of any amendment to (tax) laws and regulations and/or (tax) decisions as a result of which any tax facility referred to in this scheme is amended, limited or canceled, the relevant provision of this agreement will be amended accordingly. In this case, any lapsed benefits for the employee will not be compensated.

2. Definitions

In this scheme, the following terms have the following meaning:

- Personal Choice Budget (hereinafter referred to as "PCB"): the gross amount that can be spent freely at the employee's discretion, in addition to the gross salary.
- Monthly entitlement: The monthly allocation of a gross amount from standard sources in favor of the employee.
- Individual choice: The employee's choice to spend or reserve all or part of the PCB.
- Expenditure: The employee's choice to use all or part of the available credit for one of the spending purposes.
- Reservation: The employee's choice to use all or part of the monthly entitlement later.
- Available credit: The monthly entitlement allocated, minus any expenditures made by the employee to date, plus any reserves.
- Spending purposes: The employment conditions defined in this scheme that can be obtained through the use of the available credit.
- Transaction: The individual choice that, after the end of the choice term, is finally processed in the monthly payroll processing and payment.
- Choice year: The choice year is a calendar year.
- Choice month: The choice month is the calendar month for which the monthly entitlement is granted to individual employees and in which the employees can make their individual choices known.
- Choice term: The term within which the individual choice with respect to any choice month may be made by the employee.
- Wage for payroll tax purposes (taxable wage): Basis for wage tax and national insurance contributions - The total of wage components from which the employer is obliged to withhold and pay wage tax and national insurance contributions.
- Wage for social insurance purposes: Basis for employee insurance contributions - The total of wage components from which the employer is obliged to withhold and pay the employee's share of the employee insurance contributions.
- Wage for the purpose of the Healthcare Insurance Act: Basis for the Healthcare Insurance Act - The total of wage components from which the employer is obliged to withhold and pay the income-related healthcare insurance contribution.

3. Scheme

- 3.1 *Entitlement to PCB and Method of allocation*
The employer allocates a PCB to all employees who fall under the scope of the collective labor agreement, regardless of the nature of the employment contract (for a definite or indefinite period). The PCB is allocated as a monthly cash entitlement originating from the standard PCB sources. Employees can add sources to the PCB themselves.

- 3.2 *Composition and amount of PCB*
The PCB has the following sources:

SOURCES

Standard sources	Value
Overtime allowance	Article 22
Additional hours allowance	Article 22
Public holiday allowance	Article 29
Profit sharing	Article 30
Time off in lieu	Article 22
Sources to be added by the	Value

employee himself	
Holiday allowance	Article 12
PCB hours	Article 34
Monthly salary	The remaining salary does not fall below the minimum wage

3.3.

Spending purposes

Employees may use their PCB for the following spending purposes:

SPENDING PURPOSES

Monthly or once-only payment	After deducting wage tax and national insurance contributions, income-related healthcare insurance contribution and employee's share of pension, employee insurance contributions and PAWW contributions (contributions for Private Unemployment Benefit Supplements and Wage-Related WGA Benefits).
Reserving a budget	(Partial) reservation to be paid out later in the calendar year.
(Extra) Time off (buy-up days)	Conversion into (extra) time off (buy-up days) for the purpose of working fewer hours per week or extra days to be taken. These buy-up days are credited to the leave savings balance.
Gross/net schemes	Payment after simultaneous and equivalent deduction from the gross wage for a fiscal exchange for net reimbursement by the employer of: - Costs of purchasing a bicycle in accordance with the Teijin Aramid Bicycle Scheme. - Payment of union membership fees.
Leave savings	Article 34

To be eligible for a net reimbursement, the employee must provide all necessary documents to the employer in a timely manner through the PCB Shop. If the tax authorities have imposed special conditions on the tax-free reimbursement, the employee is obliged to meet these conditions and to demonstrate this if required. Any wage tax and/or employee insurance contributions still owed will be borne by the employee.

3.4.

Individual choices, choice moment and processing

In principle, the employee can make individual choices throughout the choice year. Each month, the available credit is increased by any (partial) reservation of the monthly entitlement allocated. In each choice month, the employee can then make his individual choice known. The employee's individual choice per choice month may consist of one or more expenditures - in the amount of all or part of the available credit or in the amount of all or part of the monthly entitlement allocated in that choice month - and/or of the reservation of all or part of the monthly entitlement allocated in that month. If the employee makes no choice or reservation in the relevant choice month or if all or part of the allocated monthly entitlement for that month remains after it has been spent, the (remaining) monthly entitlement for the relevant choice month will be paid automatically.

The employee's choice to use his budget for a specific purpose is respected without reservation. Any PCB hours not taken and outstanding amounts will be paid in December. Final processing of the individual choice(s) will take place after the end of the choice term. Each month, the choice term is aligned with the time of payroll processing and payment of the salary in that particular month. As long as the choice term has not yet ended, the employee may still revoke or change his individual choice if he so wishes. If the individual choice - after payroll processing and salary payment - has been processed into a transaction, then changing or revoking it will no longer be possible.

3.5.

Insight into available PCB credit, spending purposes and transactions

The employer provides a tool - the PCB Shop - which allows the employee to gain insight at any time into the current available credit, the possible spending purposes and the associated costs, (the closing date of) the monthly choice period, the individual choices made in the relevant choice month so far and the transactions already realized in the choice year.

The PCB Shop also allows the employee to simulate the consequences of his individual choice before confirming it if desired. The outcome of the simulation is indicative; no rights can be derived from it by the employee. The employer's pay slip is guiding.

The employer will be responsible for updating data and crediting the monthly entitlement allocated. The

monthly pay slip will show the total amount of monthly entitlements allocated and the total amount of expenditures, as well as the expenditures processed in the relevant choice month.

3.6. *Credit and debit balance of PCB*

During the calendar year, the employee may reserve his monthly entitlement without limitation. Any credit balance at the end of the calendar year is automatically paid out in December. The PCB may be supplemented in any year by a portion of the gross salary. A possible debit balance of the Choice Budget will be offset against the gross salary in the same month.

3.7. *Entering and leaving employment*

Employees who enter employment during the choice year are entitled to participate in the Personal Choice Budget Scheme from the month in which they enter employment. The PCB balance is settled at the end of the employment contract.

3.8. *Long-term illness and incapacity for work*

In the event of long-term illness, the monthly reservation of the PCB will be based on the amount of the continued payment of wages as referred to in Article 37 of the CLA.

3.9. *Consequences of individual choices*

Employees can spend their PCB as they choose. The use of the Choice Budget for certain spending purposes (including payment) may have consequences for the employee's pensionable wage, taxable wage and/or wage for social insurance purposes. As a result, income-dependent benefits such as childcare benefit, housing benefit and healthcare benefit, tax credits and deductible items may change, as well as the basis for any future employee and/or national insurance payments. The employee accepts these consequences when making his individual choice(s).

3.10 *Unforeseen cases*

The employer will decide in all cases that are not covered by this scheme.

Sickness absence prevention and rehabilitation protocol

1. Principles

- 1.1. The prevention and limitation of sickness absence (and the reduction of the likelihood of long-term incapacity for work) is a matter of serious concern to all the parties involved in the CLA, regardless of the actual or relative amount of sickness absence within the company.
- 1.2. In view of the fact that a policy geared towards preventing and limiting sickness absence and encouraging the rehabilitation and participation of (partially) fit employees as quickly as possible imposes specific responsibilities on the employer and on the employee, the parties have reached the following agreement.

2. Role of the employer

2.1. *Prevention of sickness absence*

The employer will constantly endeavor as far as possible to prevent or reduce to a minimum the health risks that may be associated for the employee with the work carried out in the service of the employer:

- a. by carrying out an investigation to identify the health risks of existing and new workplaces and existing or foreseeable working conditions and, if necessary, among other things on this basis to bring the place of work and/or the working conditions into line with the relevant existing (legal) standards;
- b. through careful recruitment and selection and possibly medical examinations to endeavor to strike the best possible balance between the employee's physical and mental capacity and the demands of his job;
- c. by providing the employee with guidance and ensuring that the balance that exists at the start of the employment contract between the employee's capacity and the demands of the job as referred to under b. is as far as possible maintained with the employee during the employment contract.

Measures that are necessary to prevent or eliminate a situation where the employee is being overworked or underworked may be geared towards the employee (e.g. training) or towards the work (e.g. transfer to a more demanding or less demanding post).

2.2. *Limitation of the period of absence*

If the employee must be absent from work due to illness, the employer will endeavor to make the period of absence as short as possible:

- a. by means of appropriate rules for executives and for employees to prevent them from being able to report sick in an atmosphere of anonymity;
- b. by means of appropriate rules to ensure that the cause or causes of the absence are objectively and expertly identified as promptly as possible;
- c. by means of appropriate rules on the cooperation of executives, the company physician, the human resources department and the employee to ensure that actions are taken that are tailored to the specific case of illness that guarantee the earliest possible medically responsible resumption of work and as far as possible reduce the risk of renewed absence due to the same cause or causes;
- d. by strictly applying all the relevant provisions of Article 629 DCC, the Sickness Benefits Act, the Work and Care Act and the Work and Income (Capacity for Work) Act (WIA).

3. Role of the employee

3.1. *Prevention of sickness absence*

The employee is expected:

- a. to take careful note of any provisions designed to safeguard his safety and health in the workplace and to comply with these provisions;
- b. to report any situations and/or circumstances if he suspects that they threaten his health or safety or the health or safety of his fellow employees;
- c. as far as can reasonably be expected of him, to endeavor within and outside of work to avoid any circumstances and/or actions that he may anticipate will lead to a risk of his being absent on the grounds of illness.

3.2. *Limitation of the period of absence*

The employee is expected:

- a. if due to illness or accident he is unable to carry out his work, to report his absence and the reason for his absence in the manner specified in the relevant provisions.
- b. in the event of absence due to illness to take any action that is likely to lead as quickly as possible to the medically responsible resumption of work, for example by obtaining in good time

- and strictly following medical advice and participating in interviews on the resumption of work and, if necessary, a work resumption program;
- c. in the event of sickness absence, to refrain from any action that is likely to hinder the speedy resumption of work.

4. Rehabilitation

- 4.1. If the employee falls ill and is eventually declared partially incapacitated for work, as far as is reasonably practicable he will remain in the employer's service. The employee will be rehabilitated in the company. This may involve the (partial) resumption of his own work or rehabilitation in a different post at the site where the employee previously worked. In appropriate cases, in consultation with the person concerned it is also possible to envisage another post outside the original site, but within the group. An offer of a post in the context of rehabilitation will in all cases and at the same time be confirmed in writing.
- 4.2. If the job requirements, the workload or the specific limitations of the person concerned are such that successful rehabilitation within the group does not appear to be possible or appears to be insufficiently possible, a rehabilitation process outside Teijin Aramid may be initiated, whether with the involvement of a rehabilitation agency or otherwise. This process is subject to two conditions:
- the employee must be rehabilitated in a post that utilizes his full earning capacity;
 - if this external rehabilitation process is not successful and this is not attributable to action by the person concerned, the employer will offer this ex-employee a return guarantee for one year.
- 4.3. In exceptional cases, it will not appear to be possible to rehabilitate a partially incapacitated employee internally or externally for at least 80%. In such a situation, an effort will be made to find a tailored solution in consultation between the employer and the person concerned, if necessary assisted by the labor union to which he is affiliated.
- 4.4. In the event of the termination of an employment relationship due to full and permanent incapacity for work, a tailored solution which is justifiable within the framework of good employment practice must be sought for the income situation of the person entitled to IVA.

5. Consultation

The policy implemented and to be implemented by the employer to reduce sickness absence and the likelihood of long-term incapacity for work will, taking into account what has been legally defined, be the subject of regular consultations with the works council. The consultation on the guidelines of this policy and the employment conditions as part of this policy is reserved for the parties to the CLA.

Labor Union Facilities Scheme

1. Introduction

The employer recognizes that the functioning of the labor unions depends on the extent to which the members are involved in the work of the labor unions in relation to the company. On this basis, it will create opportunities for labor union work in the companies, insofar as this is necessary for the purposes of the aforementioned involvement.

Employees will attend meetings organized by labor unions in their own time. Labor unions are expected to schedule or facilitate meetings in such a way that employees can attend them on their own time.

For the purposes of this scheme, the following categories of labor union work are distinguished.

Category A: <i>General labor union work</i>	Category B <i>Business-oriented labor union work</i>	Category C: <i>Negotiating delegation</i>
<ul style="list-style-type: none"> • Training labor union work (general) • Participation in representative bodies of the labor union, such as Sector Council, Members' Meeting • Participation in regional (networking) meetings organized by a labor union 	<ul style="list-style-type: none"> • Training labor union work (business-oriented) • Union work within the company, such as organizing and attending union meetings • Member recruitment campaigns • Business consultancy work • Attending members' meetings as a labor union official. 	<ul style="list-style-type: none"> • Work and meetings of labor union officials in the context of CLA negotiating delegations

2. Conditions for facilities for labor union work

The employer will grant facilities for labor union work, provided that:

- a. The labor union work does not interfere with or impede existing communication and consultation structures;
- b. The progress of work in the company is not harmed
- c. Labor union work does not result in the granting of overtime allowance and/or Time off in lieu and/or a change in flexible balance. By way of exception, for category C, rest time may be taken the following day if excessively long days are worked within the context of collective bargaining.

3. Facilities

The employer provides the following facilities:

For category A

The employer will allow absence provided that work permits this and the request has been submitted in a timely manner by the labor union to the immediate supervisor of the labor union official. If the absence exceeds the bounds of reasonableness, the parties to the CLA will hold consultations.

For category B

- a. For labor union work, an hourly budget is available per labor union of 2 hours per labor union member per year. The parties will compare the membership with the workforce once per calendar year.
- b. Business consultants will account for time spent during regular working hours as business consultants in the time-recording system.
- c. Business consultants enjoy the same legal protection as members of the Works Council (Section 21 of the Works Councils Act).
- d. Employees who visit the business consultant do so in their own time. Business consultants are expected to point this out at the start of the interview.

For category C

- a. At the written request of the labor union, the employer will release negotiating delegation members from the obligation to work. Participation in consultations does not lead to standard time being exceeded; "rest hours" may be granted in appropriate cases. Up to four Teijin Aramid employees will be part of each negotiation delegation.

- b. Negotiating delegation members enjoy the same legal protection as members of the Works Council. (Section 21 of the Works Councils Act)
- c. If labor unions wish, they can invite an observer to attend meetings on specific topics; this will be indicated to the employer in advance.

For categories B and C

- a. Upon request, a meeting room for meetings of the board of a local, regional or national group (including business member groups) will be made available by the employer for business-oriented activities.
- b. The employer will allow the boards of local, regional and national groups (including business member groups) appropriate use of telephone and reproduction equipment.
- c. Business announcements may be made using the means specified by the employer for that purpose.

Teijin Aramid Generation Pact Scheme

1. Introduction

Since January 1, 2020, the Generation Pact has been applicable in the form of a scheme for 80% work, 90% pay and 100% pension accrual and for reallocating the working capacity that becomes available as a result with young people.

2. Sustainable employability

Teijin Aramid believes that Sustainable Employability includes a multitude of agreements and measures aimed at keeping employees healthy, motivated and employable until their retirement. The basic principles here are customization and shared responsibility. The agreements to be made and measures to be taken in this context are therefore, in principle, not collective and not linked to a particular age (not even indirectly).

3. Reduction in working hours for older employees

However, there may be situations in which a reduction in working hours for older employees can (temporarily) contribute to the realization of the set goal of sustainable employability. As far as Teijin Aramid is concerned, this is mainly the case with the current older generation of employees, who are experiencing increasing physical and mental strain as a result of, among other things, working in (irregular) shifts, the physically heavier work and the more limited options for organizing their own work and working hours. Teijin Aramid therefore offers a Generation Pact containing the following agreements:

4. Main elements of the Generation Pact

- *Implementation date:* January 1, 2020.
- *Term:* The term of the scheme is 5 years (i.e. until January 1, 2025). This means that employees can still join up until December 31, 2024.
- *Target group:* all employees.
- *Duration:* Under this scheme, employees employed by Teijin Aramid can make use of this scheme for up to 7 years at a time of their choosing. Following this, the employees will leave employment and will fully retire.
- *Working hours:* Employees who use the scheme reduce their working hours to 80% (for shift work employees to 17 shifts in five weeks).
- *Wage and pension accrual:* Employees receive 90% of their wages. During this period, pension accrual is continued at 100% (while maintaining the deduction of contributions at 100% of the working hours).
- *Part-time workers:* For part-time workers, the scheme applies in proportion to their individually agreed working hours.
- *Advice:* Potential participants in the scheme may obtain advice on the individual full retirement date and its (financial) consequences at the employer's expense.
- *Written record:* At the start of participation in the scheme, agreements about the full-time retirement date will be made between the employer and employee and will be recorded in writing.
- *Part-time contract:* Employees using the scheme will enter into a part-time contract with the employer. Pursuant to Article 1d of the CLA, in the case of a part-time contract, the employment conditions are applied in proportion to the individually agreed working hours. This applies, for example, to the (accrual of) vacation hours and to the commuting allowance. Salary-based employment conditions, such as the vacation bonus and profit-sharing scheme, are applied on a 90% basis in this scheme.
- *Age-related PCB hours:* Employees who use the scheme can no longer claim the age-related PCB hours pursuant to Article 33.2 of the CLA (24 hours at age 55; 32 hours from the age of 60). Participation in the scheme means that the employee waives this employment condition until the end of employment.
- *Duty roster allowance:* Any duty roster allowance will be recalculated using the time zone matrix contained in Article 19 of the CLA.
- *Incapacitated for work:* Employees can only join if they are fit for work. Employees who are incapacitated for work at the start of the scheme cannot participate in the scheme as long as they are incapacitated for work.
- *Financial consequences:* Participation in the scheme may have financial/tax consequences for the employee. Teijin Aramid will expressly draw the potential participant's attention to these possible consequences and advise the participant to consider them carefully. Teijin Aramid will also provide the potential participant with a gross/net calculation showing the financial consequences of participating in the scheme.

- *Organization of shift work:* Teijin realizes that, for example, shift work must be organized differently and rosters must be adjusted as a result of the introduction of the scheme. During the period until the implementation date of January 1, 2020, this will need to be worked out in more detail. Employees should be aware that they may be placed on a different shift as a result of their participation in the scheme.
- *Reallocation:* In principle, the employer will reallocate the working capacity that becomes available with young people where possible. The time and extent of reallocation will be at the discretion of employer and will also depend on participation in the scheme and market developments.
- *Legislative changes:* Where legislative changes concern the above-mentioned elements of the Generation Pact and adversely affect (or threaten to adversely affect) Teijin Aramid or the employees (or the labor unions), Teijin Aramid will consult with the labor unions in order to find a suitable solution.
- *Evaluation:* The scheme will be evaluated at least after 2 years (end of 2021), and in the 4th year.

ANNEX 8 to the CLA for Teijin Aramid BV

Income supplement in case of partial incapacity for work (WGA) before July 1, 2019

(old article 39.3.2 of CLA 2017-2019)

39.3.2 **Partial incapacity for work (WGA)**

For the income supplement of partially incapacitated employees, a distinction is drawn between the WGA salary-related period and the WGA follow-up period.

39.3.2.1 WGA salary-related period

During this period, employees receive a supplement to the annual income from the new or adjusted post and the WGA payment. The supplement will be set in such a way that the sum of the income from the new post, the WGA payment and the supplement is equal to a percentage of the original annual income, as shown in the table below, regardless of the extent to which the earning capacity is actually utilized.

WGA salary-related period	
degree of capacity for work	% of the original annual income ¹
56 to 65%	94.0%
46 to 55%	92.5%
36 to 45%	91.0%
21 to 35%	89.0%

¹ The percentages are based on income from work in the case of full utilization of the earning capacity and a supplement to the WGA payment amounting to up to 85% of the difference between the income from the former post and the income from the new post.

No WGA benefits are paid in case of a degree of capacity for work of more than 65%. In this case, the employee will receive a supplement if the income earned in the new position is less than the income earned in the former position. The amount of this supplement is 85% of the difference between the income from the former post and the income from the new post.

39.3.2.2 WGA follow-up period

In this period, for the determination of the supplement the degree of attainment of earning capacity will be taken into account:

- Full utilization of the earning capacity
In the event of full utilization of the earning capacity, in addition to the annual income from the new or adjusted post and the WGA payment the employee receives a supplement to the WGA payment of up to 80% of the difference between the income from the former post and the income from the new post.
- Underutilization of the earning capacity
In the event of underutilization of the earning capacity, both the annual income from the new post and the supplement, as referred to above, will be determined according to the extent to which the earning capacity is utilized, with a lower limit of 80%.

The table below shows for each capacity for work category the sum of the new annual income, the WGA payment and the supplement of the employer expressed as a percentage of the original annual income (rounded to 0.5%).

WGA follow-up period

degree of capacity for work	% of the original annual income	
	with 100% utilization of earning capacity	with ≤80% utilization of earning capacity
56 to 65%	92.0%	79.0%
46 to 55%	90.0%	79.0%
36 to 45%	88.0%	79.0%
21 to 35%	85.5%	78.5%

No WGA benefits are paid in case of a degree of capacity for work of more than 65%. In this case, the employee receives a supplement if the income from the new post is less than the income from the former post. The amount of this supplement is 80% of the difference between the income from the former post and the income from the new post.

Protocol agreements 2020-2023**1. WGA contribution**

During the CLA period, the employer will waive the option of recovering half of the differentiated *WGA contribution* from the employee.

2. Employer's contribution

The *employer's contribution* to the labor unions will continue during 2020, 2021 and 2022 in accordance with the AWWN regulations. In addition, Teijin Aramid makes € 10,000 available per year per labor union. The labor union decides what portion is for the labor union itself and what portion is for other charities.

3. On-call duty

A joint working group will conduct a study of on-call duty within Teijin Aramid and complete the study by October 1, 2021, if possible. The working group consists of 3 members designated by the employer and 5 by the joint labor unions. The assignment is to gather information about on-call duty, identify bottlenecks involving on-call duty and make recommendations (advice) to the parties to the CLA. The working group sets its own working method and schedule.

4. Redundancy plan

The 2019-2021 redundancy plan, which expires on October 1, 2021, will, as of that date, be extended to October 1, 2024.

5. Temporary workers

As a result of staff turnover (a combination of the Kagayaki investment, the introduction of company old-age pension and the STER program), Teijin Aramid intends to give 20 temporary employees the prospect of permanent employment after having completed the training program during the term of the CLA.

If legally possible, these employees will be employed by Teijin Aramid already during the training program, under the resolute condition of completion of the training program with a diploma. The temporary employees with the longest hiring-in period at Teijin Aramid will be given priority where relevant.

6. Mandatory off-duty training

The parties to the CLA are in discussion about how time spent on mandatory training should be compensated. The parties to the CLA will agree on a new text for Article 40 following the judgment of the court of appeal and possibly the Supreme Court of the Netherlands.

7. Self-rostering

The self-rostering pilot will be extended until September 1, 2022.

The self-rostering working group is asked to provide feedback to the parties to the CLA at the next periodic meeting on how to boost participation.

Participation in self-rostering is voluntary. If you participate, the following rules will apply as of September 1, 2021.

1. Cash compensation

1.1.1. In accordance with Article 19 of the CLA, the roster allowance in money is determined each month based on the roster published for this month and expressed as an allowance % rounded off to one decimal place.

1.1.2. Where the CLA refers to annual, monthly or hourly income, the calculation of the duty roster allowance is the moving average of the last 12 months, rounded off to one decimal place.

1.1.3. At the start of "self-rostering including remuneration" on September 1, 2021, a roster allowance of 32.6% for the previous 12 months will be assumed for the purpose of calculating the duty roster allowance.

2. Compensation in time off

- 2.1. In addition to a cash allowance, compensation in time off may be given, depending on the scheduled shifts. Per 8-hour shift, the compensation in time off will be: none, 15 minutes, 30 minutes or 4 hours according to the below shift matrix:

Dienst	Begin	Eind	Duur	Ma	Di	Wo	Do	Vr	Za	Zo
Ochtend	06:00	14:00	8	0,50	0,50	0,50	0,50	0,50	0,50	0,50
Middag	14:00	22:00	8	0,00	0,00	0,00	0,00	0,00	0,25	0,25
Nacht	22:00	06:00	8	4,00	4,00	4,00	4,00	4,00	4,00	4,00

The value of the matrix in hours is equal to the compensation in time off in the 5-shift system. The sum of the matrix totals 32 hours (7x 0.5 hours, 2x 0.25 hours, 7x 4 hours). Divided into 5 shifts, this amounts to 6.4 hours. This is equal to the difference between the full-time standard in the CLA (40 hours) and the scheduled working hours of the 5-shift system (33.6 hours).

- 2.2. Any compensation in time off earned will be available immediately when the shifts for the relevant month are rostered. As compensation in time off cannot be carried over to a subsequent month, it must be processed in the roster immediately. Most compensation in time off is obtained by working night shifts, and taking it immediately avoids high workloads.

3. Continued payment in case of absence and deviations from the roster

- 3.1.1. A sick employee will retain the corresponding duty roster allowance in accordance with 1.2 throughout the term of the published roster.
- 3.1.2. When the term of the published roster has expired, a sick employee will receive the duty roster allowance from 1.2 pertaining to the last month of the published roster.
- 3.1.3. When the employee has recovered, he will receive the duty roster allowance in accordance with 3.1 or 3.2 until the end of the month in question. The following month, the duty roster allowance will be calculated according to the then applicable calculation system.
- 3.1.4. Compensation in time off will remain unchanged during the term of a published roster.
- 3.1.5. In the event of overtime work at the request of the employer compared to the published roster, the employee will receive a remuneration in accordance with Articles 22.1 and 22.1.4 and 22.1.5. If he makes an additional trip as a result, Article 23 also applies.
- 3.1.6. In the event of a deviation from the published roster involving a change of shifts at the employer's request, regardless of whether this is a working day or a scheduled day off and only if the employee does not work overtime, € 102 will be paid on each occasion. This allowance will be granted no more than once every 14 weeks and not more than twice a month.
- 3.1.7. An employee who is transferred, at the employer's initiative, to a roster that comes with a lower allowance, such as a daytime shift or 2-shift roster, will be eligible for the phase-out scheme in accordance with Article 21.3. This will take effect immediately upon transfer to the new roster. As a result, the rolling allowance will cease to apply.
- 3.1.8. If an employee is temporarily placed on the daytime shift, the full duty roster allowance will, in accordance with Article 27.2.1, be the average duty roster allowance for the past 12 months.

8. Vacation year

With effect from 2022, the vacation year will be the calendar year. Since the leave entitlements for 1-4-2021 to 1-4-2022 were already granted in March 2021, 3/12ths of the leave already granted will be corrected in April or May 2021 and the full annual entitlement for 2022 will be granted in December 2021/January 2022.

9. Agreements made on April 29, 2021

- a) The employer will pay the profit distribution for the fiscal year 2020 in May 2021 instead of June 2021. This profit distribution is 6.2%.
- b) In connection with COVID and performance delivered under difficult circumstances, the employer will pay all employees who were employed on April 29, 2021, a gross bonus of € 1,100. This bonus also applies to temporary workers. The bonus will be pensionable.
- c) The employer will continue to pay the strikers wages on the last strike day (from Thursday, April 29, 10:00 p.m. to Friday, April 30, 10:00 p.m.) for the hours they were on strike.
- d) During informal consultations held on Thursday, April 29, 2021 between the Emmen site management, FNV and CNV Vakmensen, working agreements were made that should lead to more trust and less frustration in Emmen. These working arrangements were confirmed in writing by e-mail and are published on the Teijin Aramid intranet.

ANNEX 10 to the CLA for Teijin Aramid BV

Pensionable wage components

1696	Salaris
1842	Contributie vakbond
2133	Reservering vakantietoelag
2291	Afstand Bruto Loon Fiets
2297	Lokatie Weekenddienst
2315	Afstandsvergoeding
2321	Persoonlijke toeslag
2325	Gratificatie
2333	Vergoeding Intellect Property BT
2372	Jubileumgratificatie
2400	Persoonl dienstroostertoelag
2401	Afbouw consignatietoelag
2402	Resultaat afh. beloning
2417	Consignatietoelag
2523	Periodieke opboeking pensioengrondslag
2638	Jubileumgratificatie
2726	Correctie salaris
2816	PTBOVAK
2817	PTOUDMAX
2819	PTLS art.16 < 55 jr.
2820	PTLS art.16 55+ jr.
3056	Afbouw dienstroostertoelag
3247	Reservering vakantietoelag t.b.v. PKB
3265	Aangekochte PKB-uren naar tijdregistratie
3293	Verkopen PKB-uren tbv PKB saldo
3449	Dienstroostertoelag
3459	Toelag extra reis werkdagen 75%
3461	Toelag extra reis op roostervrij dagen 200%
3463	Toelag extra reis feestdagen 300%
3473	Toelag waarneming 1 FGR hoger 50%
3475	Toelag waarneming 2 FGR hoger 75%
3477	Toelag waarneming 3 FGR hoger 100%
3479	Toelag Consignatie werkdag
3481	Toelag Consignatie roostervrij dagen
3483	Toelag Consignatie feestdagen
3485	Toelag verschuiving dienst
3494	PTCOMVAK
3496	Toelag Inconvenientiewaarde 45% per uur
3498	Toelag Inconvenientiewaarde 60% per uur
3500	Toelag Inconvenientiewaarde 80% per uur
3594	Diensttijduitering
3601	Salariskorting ivm ouderschapsverlof
3603	Salariskorting ivm onbetaald verlof (NT)
3606	Wisseling OD/MD -> ND 34,50%
3623	Afrekening vakantieuren waarde 2017
3625	Afrekening vakantieuren waarde vanaf 2018
3627	Uitbetaling verlofuren waarde vanaf 2018
3683	PKB - CAO bijdrage
3687	PKB Uurw + Toelag overwerk SGR 10 FD 150%
3688	PKB toelag overwerk SGR 10 FD 50%
3689	PKB uurw + Toelag overwerk SGR 10 WD 125%
3690	PKB toelag overwerk SGR 10 RV 25%
3691	PKB uurw + Toelag overwerk SGR 10 WD 112,50%
3692	PKB toelag overwerk SGR 10 WD 12,50%
3694	PKB toelag meeruren deeltijdwerker SGR 9 11,25%
3695	PKB uurw + Toelag overwerk SGR 9 FD 190%
3696	PKB toelag overwerk SGR 9 FD 90%
3697	PKB uurw + Toelag overwerk SGR 9 WD 145%
3699	PKB toelag overwerk SGR 9 RV 45%
3700	PKB uurw + Toelag overwerk SGR 9 WD 122,50%
3701	PKB Toelag overwerk SGR 9 WD 22,50%
3702	PKB uurw + Toelag meeruren deeltijdwerker 125%
3703	PKB uurw + Toelag werk op feestdagen Spl 125%
3704	PKB uurw + Toelag overwerk feestdagen 300%
3705	PKB uurw + Toelag overwerk roostervrij dagen 200%
3706	PKB uurw + Toelag overwerk werkdagen 150%
3707	PKB toelag werk op feestdagen ma-vrij 200%
3708	PKB toelag werk op feestdagen za-zo 100%
3709	PKB toelag werk op feestdagen 5pl 25%
3710	PKB toelag meeruren deeltijdwerker 25%
3711	PKB toelag overwerk feestdagen 200%
3713	PKB toelag overwerk roostervrij dagen 100%
3715	PKB toelag overwerk werkdagen 50%
3716	PKB Verlofcompensatie
3717	PKB Inroostercompensatie (collectief)
3720	PKB Inroostercompensatie 2015
3742	Uitbetaling PKB uren einde boekjaar
3754	Aanvulling salaris ivm generatiepact
3779	Aanvulling pensioen ivm generatiepact
3831	Algemene BHV vergoeding
3832	Bijzondere BHV vergoeding
3853	Nabetaling salaris BT
3854	Fictieve opboeking vak.tsl expat tbv pensioen
3855	Fictief vakantiegeld generatiepact tbv pensioenopbouw
3856	Fictieve winstdeling generatiepact tbv pensioenopbouw
3859	Salariskorting ivm disciplinaire maatregel/schorsing
3871	Winstdeling 2020 in PKB saldo
3882	Correctie PKB overwerk art 27.3 tijd.pl.dagdienst
3886	Correctie PKB overwerk art 27.3 tijd.pl.dagdienst
3893	Vermin. salaris (dgn aanv geb verlof)
3908	Salariskorting ivm ouderschapsverlof ploeg
3915	Toelag Extra uren buiten werktijd 100%
3991	PEP tslg Art.27.3 PEP ovw Feest dg 200%
3998	Correctie PKB opbouw budget TPD < Pl tslg
4013	PKB uurwerk 100% uurwaarde (art 27.3 TPD)
3987	PEP tslg Art.27.3 PEP ovw werkdg 50%
3932	PKB toelag Verschoven uren RV 100%
3714	PKB uurw + Toelag Eenh Verplichte opleid WD buiten werktijd 150%
3686	PKB uurw + Toelag meeruren deeltijdwerker SGR 10 106,25%
3924	PKB toelag Verschoven uren 12,5%
4010	PKB uurw + toelag eenh verplichte opleid RV 200%
3926	PKB toelag Verschoven uren nacht 150%
3989	PEP tslg Art.27.3 PEP ovw Roostervrij dg 100%
4012	PKB uurw + toelag eenh niet verplichte opleiding buiten werktijd 100%
2398	Correctie dienstroostertoelag
3922	PKB toelag Verschoven uren 22,5%
3995	PEP Art.27.3 PEP extra reis Roostervrij dg 200%
3993	PEP Art.27.3 PEP extra reis werkdg 75%
4025	Inhouding kortdurend zorgverlof

ANNEX 11 to the CLA for Teijin Aramid B.V.

Abolition of forms of remuneration from the CLA 2019-2020 as of May 1, 2021 and compensation in the annual salary and/or roster allowance

Starting point is the employee's full-time annual salary on April 30, 2021, divided by 12.96 and multiplied by 12. This is the monthly salary for 12 months (full year); excluding vacation bonus.

On May 1, 2021, the employee's full-time monthly salary x 12 will be increased by the compensation for the abolition of the following forms of remuneration (which will cease to apply as of that same date).

Form of remuneration <i>For whom?</i>	How are other employment conditions processed or corrected in the full-time monthly salary x 12?
1. Savings contribution <i>Everyone</i>	The annualized savings contribution in € is corrected by 8% vacation bonus, the individual (new) shift allowance%, 3.24% public holiday allowance (for 5-shift work), 5.67% profit sharing and 24.53% pension contribution. (The savings contribution is 2.5% of the <u>annual pensionable salary</u> but on a maximum of € 68,830. The full-time <u>pensionable salary</u> is calculated on the basis of all fixed pensionable elements including 8% vacation bonus, 5.67% profit sharing, 3.24% public holiday allowance (for 5-shift work). Incidental remunerations (overtime, etc.) and PCB choices are not taken into account.
2. The CLA contribution <i>Everyone</i>	The CLA contribution of € 17 x 12 on an annual basis is corrected by the individual (new) shift allowance % and the public holiday allowance (3.24% for 5-shift work). The CLA contribution for daytime shifts is not corrected.
3. Years-of-service allowance <i>Scales 2 to 8, provided 20 or 25 years of service or more, respectively</i>	The annual amount (€ 23 or € 46 respectively) is corrected by 8% vacation bonus, the individual (new) shift allowance%, 3.24% public holiday allowance (for 5-shift work) and 5.67% profit sharing.
4. Leave compensation bonus <i>Shift work</i>	Not included in salary. While the 4.5% leave compensation bonus will expire on May 1, 2021, the bonuses in the time zone matrix of 45%/60%/80% will be increased by 14.39% to 51.5%/68.6%/91.5% on May 1, 2021. Therefore, all individual shift allowance percentages are also multiplied by 114.39%. The continuous shift work allowance of 28.5% then becomes 32.6% (new).
5. SA Transition PCB hours day shift <i>Day shift (employed in 2017)</i>	The individual contribution consisting of collective compensation for all day shift employees <u>and</u> individual compensation for those employees who actually used rostering in 2017. The number of hours (individually set at the end of 2017) is multiplied by the hourly income and does not need to be adjusted for bases.
6. Compensation supplements 1 and 2 from 2005/2006 <i>Those employed on December 31, 2005</i>	Compensation supplement 1 is calculated on the pensionable salary Compensation supplement 2 is calculated on the pensionable salary but on a maximum of € 68,830. (The full-time <u>pensionable salary</u> is calculated on the basis of all fixed pensionable elements including 8% vacation bonus, 5.67% profit sharing, 3.24% public holiday allowance (for 5-shift work). Incidental remunerations (overtime, etc.) and PCB choices are not taken into account.) The sum of both is then corrected by 8% vacation bonus, the individual (new) shift allowance%, 3.24% public holiday allowance (for 5-shift work), 5.67% profit sharing and 24.53% pension contribution. As the current compensation supplement ends on the first day of the month following the employee's 62 nd birthday and continues when incorporated into the salary, the amount is multiplied by the following factor: <u>Months until compensation supplement (ends at the age of 62)</u> Months until state pension date
7. Three individual SAs from 2010: • SA 3494 SA COMVAK • SA 2858 BOVAK • SA 2859 OUDMAX <i>Personal</i>	<ul style="list-style-type: none"> • Annual amount = 0.38% x monthly income x 12 • Annual amount = amount per month x 12 • Annual amount = amount per month x 12 <p>This annualized SA is corrected by the individual (new) shift allowance %. The SA for daytime shifts is not corrected.</p>
8. PCB scale hours <i>Scales 7 through 13</i>	The PCB scale hours are 8 hours for scales 7 and 8 and 16 hours for scales 9 through 13). In March 2021, new hours as of April 1, 2021 were already granted for fiscal year 2021/2022. On May 1, 2021, 11/12 of the hours granted as of April 1, 2021, will be corrected and the individual full-time monthly salaries x 12 will be increased by 8 or 16 hours x hourly income in accordance with Article 1(u) of the CLA).

Guarantee scheme

Employees with a personal supplement who miss some salary perspective (expressed as a percentage of the annual salary) in the future because the personal supplement is incorporated into the new salary but not the salary scales, keep

the old salary perspective.

ANNEX 12 to the CLA for Teijin Aramid B.V.

(valid from April 1, 2021)

Company old-age pension

Conditions and rules:

1. Participation is open to anyone who wants to take part.
2. Employees must be employed for at least 5 years (immediately preceding the effective date of the company old-age pension)
3. Participation (and retirement) is possible until December 31, 2025.
4. The employees will leave employment and will fully retire, at the earliest 36 months before state pension age.
5. Employees must notify Teijin Aramid at least 3 months before the intended retirement date that they want to make use of the plan and are leaving employment and are retiring.
6. Teijin Aramid may extend the minimum period of 3 months if timely replacement/transfer is not possible and this endangers the continuity of business processes.
7. In accordance with the PGB or Aegon pension plan rules, employees are entitled to advance the commencement date of the retirement pension, provided they request this at least three months in advance.
8. The gross monthly benefit amounts to € 1,847 (2021 amount) and will be paid by Teijin Aramid to the former employees each month.
9. The amount of the gross monthly benefit follows the threshold exemption under the Early Retirement Scheme (RVU).
10. Employees can have a financial consultation with Prikkl at the expense of Teijin Aramid.
11. In the event that a former employee dies, his or her partner will receive the remaining gross benefits as a lump sum.

ANNEX 13 To the CLA for Teijin Aramid B.V.

Repealed articles from the CLA 2019-2020

In this CLA, the following articles from the CLA from April 1, 2019 through March 31, 2020 have been replaced with new articles or deleted:

The text of the CLA 2019-2020 remains applicable until the aforementioned date.

As of January 1, 2021:

- | | |
|------------|-----------------------------------|
| Article 41 | PENSION – until December 31, 2019 |
| Article 41 | PENSION – as of January 1, 2020 |

As of April 1, 2021:

- | | |
|-----------------|---|
| Article 4.8. | Disciplinary measures |
| Article 5.7.3 | Company reimbursement scheme for commuting costs |
| Article 35 | Special leave |
| Article 36 | Parental leave |
| Article 37 | Unpaid leave |
| Article 39.2.4. | IVA benefit and second year 90% |
| Annex 2A | Annual salaries as of April 1, 2019 |
| Annex 2B | Minimum scale annual salaries as of January 1, 2019 |
| Article 33.1. | Vacation year |
| Article 33.9. | Period of limitation |
| Article 34.4. | PCB hours in case of illness |

As of May 1, 2021

- | | |
|-----------------|---|
| Article 30 | Years-of-service allowance |
| Article 40 | Savings contribution |
| Article 41.6.10 | Transitional arrangements for compensation supplement |
| Annex 6 | Transitional arrangements for compensation supplement |