

Negotiations result

On January 22, 2024, Stamicarbon B.V., FNV and Synergo-vhp achieved a negotiations result for the new Collective Labor Agreement (CLA). The unions will present this result with a positive advice to their members. Please find below the highlights:

Term of the CLA

The term of the CLA is one year, from January 1, 2024, to January 1, 2025 (12 months).

Adjustment of salaries

Salaries and salary scales will be increased by 3,75% and a nominal 75 EUR per month from January 1, 2024. Employees who work parttime receive the pro rata equivalent of the nominal 75 EUR payment. This means an average increase of 5,3% of the 100% salaries over all salary scales. The management team of Stamicarbon is excluded from the collective salary adjustment.

Salary scales 2024

Scale	Start	Mid	100%	105%	110%
C33	2.685	3.009	3.332	3.499	3.665
C34	2.951	3.327	3.703	3.888	4.074
C35	3.244	3.681	4.118	4.324	4.530
C36	3.619	4.135	4.651	4.884	5.116
C37	4.046	4.671	5.296	5.561	5.825
C38	4.532	5.287	6.041	6.343	6.645
C39	5.120	6.037	6.955	7.302	7.650
C40	5.781	6.892	8.003	8.404	8.804
C41	6.291	7.758	9.225	9.686	10.147

Profit sharing

The profit-sharing payment will increase by 100% per 2024. The profit-sharing calculation is based on the following adjusted formula:

$$\text{Profit sharing (\%)} = \frac{(\text{EBIT} + \text{MTIC research costs}) * 0,35}{N} * 100\%$$

Wherein:

EBIT and MTIC research costs are expressed in Millions EUR

N = number of employees on December 31 of the year over which the profit sharing is calculated

Profit sharing will be rounded to 1 digit behind the decimal point

The profit-sharing is paid as a percentage of the annual fixed gross salary of the employee. Profit sharing is paid only if the EBIT is at least € 15 million. The management team of Stamicarbon is excluded from this regulation.

Change of salary (article 25)

The text of Article 25 lid 2.2 of the CLA will be adjusted.

When the individual salary is higher than the prospective salary linked to the assessment, the employee is not eligible to receive the collective CLA salary adjustment(s), until the individual salary is equal to the prospective salary linked to the assessment.

Performance	Prospective salary
Excellent	110%
More than adequate	105%
Adequate	100%
Improvement	95%
Far Below Expectations	Equal to individual salary

It is essential that there is regular contact between employee and manager regarding performance and that these conversations are also documented, so that the assessment never comes as a surprise to the employee.

Commuting allowance

Starting January 1, 2024, the current allowance of € 0,21 per kilometer for commuting will be increased to the fiscal maximum of € 0,23 per kilometer.

TOR

The TOR regulation will continue in 2024.

Pensioen

De pension scheme will be unaltered in 2024.

WGA

During the term of the CLA, the employee's share of the WGA premium will be reimbursed by the employer.

Parental leave

A study is underway into the possibilities of expanding the current paid parental leave scheme. The employer will communicate shortly on this topic.

Bike scheme

Employees who purchase a bicycle can receive a tax-friendly compensation of up to net € 1.000. In return, the employee must forfeit a maximum of € 1.000 in gross salary or a number of vacation days equal to the maximum net amount (or combination).

Smart Working policy

Although not part of the collective labor agreement, this point has been discussed. Employee requests to work abroad are assessed on a case-by-case basis by the VP of the business line. The decision and reasoning are also shared in the HR Synergo Board to prevent inconsistency in the application of the scheme.

Employer's contribution to unions

Stamicarbon pays an employer's contribution to the unions in accordance with the standard scheme.

Minimum wage

No one with an employment contract at Stamicarbon earns less than € 16.00 per hour.

Demotion

The compensation scheme for demotion will be expanded. If an employee is classified in a lower salary scale and the employee's salary does not fit within the new salary scale, the employee's salary will be reduced to the scale maximum of the new salary scale.

If this demotion is initiated by the employee, 75% of the difference between the old and new salary will be provided as compensation. The compensation is awarded for a maximum of 5 years and future collective salary adjustments will be deducted from the compensation. If the demotion is initiated by the employer, the compensation will be increased from 75% to 100%.

Miscellaneous

Amendments to the CLA text as a result of legal changes and textual improvements.

Sittard, 22 januari 2024



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NOTE: the original Dutch version of this text is leading