

Zurich, 20 March 2025

SOCIAL COMPENSATION PLAN REGARDING JOB CUTS FOR ECONOMIC REASONS

between

Swisscom Directories AG
Förllibuckstrasse 62
8005 Zurich

and the unions concluding the contract:

syndicom – Trade Union Media and Communication
Monbijoustrasse 33, P.O. Box, 3001 Bern

Transfair – your Staff Association
Hopfenweg 21, 300 Bern 14

In case of doubt, the authentic German version shall prevail.

TABLE OF CONTENTS

1	Initial situation, purpose and implementation	3
2	Scope / Applicability / Duration of validity	3
2.1	Permanent employees	3
2.2	Decision regarding the applicability of the social compensation plan	3
3	Payments of the social compensation plan	3
3.1	General	3
3.2	Receipt of payments under the social compensation plan	3
3.2.1	Employees under the age of 30	4
3.2.2	Employees aged 30 or over: Market orientation phase	4
3.2.3	Employees aged 30 or over: New placement phase	4
3.2.4	Early commencement of a new job	4
3.3	Payments in the event of reductions in workload and/or salary as the result of termination with the option of re-employment at altered conditions	4
3.3.1	Reduction workload/wage ≤ 15 per cent of job on the basis of one full-time job and linear wage reduction	5
3.3.2	Reduction in workload/wage > 15 per cent of job on the basis of one full-time job and linear wage reduction:	5
3.4	Early retirement	5
3.5	Release from work	5
3.5.1	Replacement income	5
3.6	Holiday credit / Additional hours	5
3.7	Presents to mark length of service or retirement	6
3.8	Repayment contracts and obligations	6
3.8.1	Employment reference	6
4	Insurances	6
4.1	Accident and health insurance	6
4.2	Employee pension	6
5	Entry into force and duration of validity	6
	Appendix 1 to the Social Compensation Plan / Confidential: Hardship fund	7

1 INITIAL SITUATION, PURPOSE AND IMPLEMENTATION

The social compensation plan has been drawn up by Swisscom Directories with the trade unions syndicom and transfair and takes effect in the event of job cuts for economic reasons at Swisscom Directories. Its application ensures the equal treatment of all those affected.

Where possible, this social compensation plan aims to prevent or alleviate the negative economic consequences of job cuts. During their professional re-orientation and job search, the employees affected are to be accompanied by a programme of measures. The goal is to find a follow-on solution.

The statutory and contractual obligations as well as the obligations of the collective agreement (hereinafter referred to as "CA") to be applied to the employees affected during its term will be complied with unless this social compensation plan contains deviating provisions that are more favourable for the latter.

2 SCOPE / APPLICABILITY / DURATION OF VALIDITY

2.1 Permanent employees

The social compensation plan applies to all permanent employees who are subject to the CA and whose employment contract is terminated or changed for economic reasons by termination or termination with the offer of re-employment at altered conditions.

Specifically, the social compensation plan is not applicable to employees:

- who reject a reasonable task with a comparable scope with less than 15% reduction in wages within Swisscom Directories;
- who reach the ordinary pension age for the old-age and survivors' insurance during the ordinary period of notice;
- whose employment contract had already been terminated before the information about the job cuts;
- with whom an agreement had already been reached with regard to early retirement before the information about the job cuts;
- whose employment contract is terminated for good cause pursuant to the Swiss Code of Obligations (OR) Art. 337, due to insufficient performance or for reasons of conduct. The trade unions will be informed in such cases.

2.2 Decision regarding the applicability of the social compensation plan

The undersigned parties will decide if any aspects are unclear regarding the applicability of the social compensation plan. The HR Commission will be involved in an advisory capacity.

3 PAYMENTS OF THE SOCIAL COMPENSATION PLAN

3.1 General

All employees affected will receive a written notice of termination or termination with the offer of re-employment at altered conditions. The employment relationship will be terminated or changed in compliance with the contractual period of notice. All employees, including those in the probationary period, will be granted a period of notice of at least three months.

3.2 Receipt of payments under the social compensation plan

The payments under the social compensation plan are applicable to all employees aged 30 or over who are affected by terminations due to economic reasons. The employees affected will be accompanied within the framework of a market orientation and new placement programme. If the employee does not accept the offer of the new placement phase (cf. Clause 3.2.3), the employment relationship ends after the expiry of the contractual period of notice.

3.2.1 Employees under the age of 30

Employees who are younger than 30 at the point in time of the job cuts will benefit from the following extensions to the period of notice:

- Fewer than two years of service: one month extension to the period of notice for contract termination
- With two years or more of service: 2-month extension to the period of notice for contract termination

3.2.2 Employees aged 30 or over: Market orientation phase

The market orientation phase is the period between the individual, written information about the loss of job and the agreed transfer into the new placement phase (cf. Clause 3.2.3). At the end of the market orientation phase (expiry of the contractual period of notice), the existing employment relationship with Swisscom Directories will be ended.

During the market orientation phase, employees will usually continue to work in their existing position. However, they will be given the necessary time to prepare for the application process within the framework of the market orientation programme (skills assessment and application technique) and to align themselves to employment outside of Swisscom Directories.

3.2.3 Employees aged 30 or over: New placement phase

For the duration of the new placement phase, a new, temporary employment contract will be concluded:

- From the age of 30: New placement phase of 3 months
- From the age of 50: New placement phase of 6 months
- From the age of 60: New placement phase of 9 months

The employees will be released from the obligation to work during the entire new placement phase.

The new placement phase incorporates advice and support in the search for a new perspective within or outside of Swisscom Directories (new placement programme) and the procurement of temporary work assignments. For the duration of the new placement phase, the last target wage will be paid.

3.2.4 Early commencement of a new job

The early commencement of a new job before the expiry of the contractual period of notice is usually possible, unless the operational possibilities do not permit this.

The early commencement of a new job during the new placement phase is possible at any time. At the time when the job is commenced, the temporary employment contract will be terminated early.

3.3 Payments in the event of reductions in workload and/or salary as the result of termination with the option of re-employment at altered conditions

If employees are given a new position within Swisscom Directories, payments will be made in the following cases:

3.3.1 Reduction workload/wage \leq 15 per cent of job on the basis of one full-time job and linear wage reduction

If the offer is accepted, the original target salary will continue to be paid after expiry of the contractual period of notice, as follows:

- Younger than 30: fewer than 2 years of service: 1 month / 2 years or more of service: 2 months
- From the age of 30: 3 months
- From the age of 50: 6 months
- From the age of 60: 9 months

3.3.2 Reduction in workload/wage $>$ 15 per cent of job on the basis of one full-time job and linear wage reduction:

The employee has the option of rejecting the offer. If it is rejected, the payments under the social compensation plan will apply.

3.4 Early retirement

Employees who at the time the job cuts are announced are 58 or older have the option of taking early retirement. If early retirement is chosen, employees will be offered the following payments:

- Additional payments in the form of a bridging pension until ordinary retirement of a maximum of CHF 80,100. In addition, the regulations pursuant to the comPlan employee pension regulations currently valid, in particular Articles 8-10, apply. Future adjustments to the comPlan regulations remain reserved.
- 6 months extended period of notice (in addition to the contractual period of notice); for that, lapse of the new placement phase.

The early retirement will be mutually agreed in the form of a severance agreement of the valid employment contract. An essential part of such a severance agreement is the explicit waiver of the application of the statutory provisions pursuant to the Swiss Code of Obligations (OR) Art. 336c, according to which an employment relationship may not be terminated by Swisscom Directories if the employee is/was prevented from working without being at fault, due to illness or accident.

3.5 Release from work

Release from work during the contractual period of notice will only be pronounced or permitted if the operational circumstances so permit.

The employee is released from work during the new placement phase.

The employee is already entitled to work elsewhere during the release from work.

3.5.1 Replacement income

Income that the employee generates during his/her release from work is to be reported to the Human Resources department immediately. If this is reported with a delay or not at all, the corresponding replacement income will be offset or reclaimed retrospectively.

3.6 Holiday credit / Additional hours

Employees who have had their contract terminated will take their holiday credit or will offset their accumulated additional hours in consultation with Swisscom Directories, whenever possible, by the end of the contractual period of notice.

In the event of a release from work during the contractual period of notice, outstanding holiday entitlements and overtime credit are deemed to have been paid or offset.

3.7 Presents to mark length of service or retirement

Presents to mark length of service or retirement will be paid out to employees pursuant to the relevant regulations, whereby the time of the expiry of the contractual period of notice will be taken as a basis.

3.8 Repayment contracts and obligations

Repayment obligations for training that has been commenced or completed and is/was supported by the employer will lapse. Obligations with regard to particular periods of time in connection with military or civilian service will also lapse.

3.8.1 Employment reference

Where possible, all employees will be issued with an interim reference within 2 weeks, but at the latest within four weeks after the termination so that they can apply for new jobs. The final reference will be issued as of the definitive departure from the company (commencement of a new position or expiry of the new placement phase).

4 INSURANCES

4.1 Accident and health insurance

For employees affected who do not commence any new job after they leave the company, the cover of the obligatory accident insurance continues to run up to 31 days after the time of termination and the option is open to such employees to take out an interim insurance pursuant to the Accident Insurance Act (UVG) Art. 3 Para. 3 with the obligatory accident insurer in order to extend the insurance cover by the obligatory accident insurance to 6 months after the end of the employment contract. Thereafter, accident cover must be taken out via a personal insurance (usually with the health insurance company).

With regard to the possibility of transfer to the individual daily sickness allowance insurance of the daily sickness allowance insurer, the Human Resources department will make the necessary declarations for the employees concerned if they so wish. However, the employee has no claim to transfer to the individual daily sickness allowance insurance of the daily sickness allowance insurer.

4.2 Employee pension

When the employee leaves the company, the regulations of the pension fund will apply.

5 ENTRY INTO FORCE AND DURATION OF VALIDITY

This social compensation plan enters into force on 1 April 2025. It is concluded for three years and can be terminated in writing by either party, giving a period of notice of 6 months to the end of the calendar year following the termination and for the first time as of 31 December 2025. Otherwise, this social compensation plan is extended automatically by one year in each case.

Appendices: Appendix 1 Hardship fund

APPENDIX 1 TO THE SOCIAL COMPENSATION PLAN / CONFIDENTIAL: HARDSHIP FUND

Swisscom Directories will also make a hardship fund of CHF 100,000 per year available. The amount applies per calendar year and there will be no accumulation of the amounts.

The hardship fund will be used if an employee affected would probably get into economic difficulties despite the payments from the social compensation plan. The company management will decide on the specific, case-by-case use on a consultation basis with the HR Commission representing the unions.

The hardship fund is used in particular:

- 1) with hardship cases, in particular in the case of employees in receipt of a disability pension, in the case of employees who are sick or have had an accident, or employees in economic difficulty for no fault of their own;
- 2) in cases where the employees concerned are 50 or over and an extension of the new placement phase pursuant to Clause 3.2.3 can be expedient;
- 3) in hardship cases in which the market orientation and new placement phase are not sufficient.