

Press release

New two-year collective labour agreement for Achmea employees

Zeist, 18 January 2022 – A majority of the members of FNV Finance and CNV Vakmensen have accepted Achmea's final offer for a new two-year collective labour agreement, which means a new agreement is in place. Members of De Unie have not accepted the final offer. Achmea put the final offer to the three trade unions in end-December. Voting closed on Friday, 14 January.

The new collective labour agreement, covering some 12,000 employees, runs from 1 December 2021 to 1 December 2023. Innovative elements of the agreement are a one-time climate budget for all employees and an unlimited training budget.

Bianca Tetteroo, chair of the Executive Board of Achmea is pleased with the new collective labour agreement: "We want to create sustainable value for our customers, our employees and our business and for society. This new agreement means that we are again investing in sustainable employment practices for now and the future. We are offering a total package that gives employees important benefits and allows them to use and develop their talents to the maximum extent."

Important elements of the new collective bargaining agreement are:

- Salaries will increase by 3% on 1 January 2022 and 1% on 1 January 2023
- A one-time gross payment of €750 for each employee in January 2023.
- A one-time net climate budget of €2,500 to be spent from 2023.
- Pension contributions to be capped at 40% of the pension base.
- Unlimited training budget for all employees and temporary staff employed for more than three months.
- Made-to-measure bereavement leave (no maximum).
- Early retirement scheme (RVU) for employees within three years of the state pension age.

Climate budget

From 2023 all employees will receive a one-time net climate budget of €2,500. This sum can be spent on products and services that contribute to sustainability and so to improving the climate. Bianca Tetteroo: "Climate change is an important theme in our strategy. Achmea has ambitious climate targets. This means that we not only look at our own footprint, but also encourage customers and employees to become greener. By including a climate budget in our employment conditions, we are shaping our climate ambitions in a contemporary way."

Unlimited training budget

The unlimited training budget will give all employees the opportunity to follow training courses they select from a broad training catalogue. The manager's approval is not required and the departmental budget is not a limiting factor. This is part of the ambition to allow employees to use and develop their talents to the maximum extent.

In the coming period, Achmea will work with the trade unions on the exact details of the scheme covering the climate budget and unlimited training budget.

See also: <https://news.achmea.nl/achmea-makes-final-offer-for-a-new-two-year-collective-labour-agreement/>

For more information:

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About Achmea

Achmea is a broad financial services provider with strong brands such as Centraal Beheer, Interpolis and Zilveren Kruis. Achmea makes sure that people can get on with their lives at times when it really matters. We have been here for more than 210 years, by and for our customers and for society. Together with our customers, strategic partners and others, we deal with major social issues in health, living and working, mobility and income. In this way, we create sustainable value for our customers, our employees, our company and for society. Past generations could count on us; future generations must be able to do the same.

Achmea's customers contributed premiums of approximately €20 billion in 2020. Achmea is the market leader in property & casualty and health insurance in the Netherlands and a major player in income protection and pension & life insurance. Achmea provides mortgages via Centraal Beheer and Woonfonds, among others. Centraal Beheer APF offers customised pension solutions. The asset manager, Achmea Investment Management, has €201 billion in assets under management. Syntrus Achmea manages €37 billion in real estate and mortgages on behalf of more than 60 pension funds and other institutional investors. Achmea is also internationally active in Turkey, Greece, Slovakia, Australia and Canada. The company employs 17,000 FTEs, 3,000 of whom are active abroad. www.achmea.com

