

29th August 2025

Dear members,

As August comes to an end, a month during which nearly all members of the company's negotiating table have been on holiday, we now move into September with three meetings already scheduled to resume the CLA process. These meetings will take place on 3rd of September, 15th of September and 30th of September.

In these sessions we expect to begin the negotiation of the articles contained in the existing CLA, focusing on all non-economic articles. This stage of the negotiation is fundamental, as it will allow us to address many of the key aspects that affect our daily working lives, such as health and safety, equality measures and other conditions that go beyond salary.

Our clear intention is to conclude this process as soon as possible. We are pressing the company to increase the number of meetings, since three dates in a month are not sufficient if we truly aim to make meaningful progress. The longer the process drags on, the more it delays improvements and certainty for all of us. For this reason, we are insisting on a more ambitious timetable that reflects the urgency and importance of this negotiation.

We would also like to remind you that the back payments arising from the economic pre-agreement will only be paid once the CLA has been signed after which the company have a maximum of two months to make these back payments.

We remain fully committed to defending our rights and improving our working conditions. Every step of the way, we will continue to put pressure on the company to ensure that the negotiation advances without unnecessary delays.

We will keep you informed of any developments, and we count on your continued support and unity, which remain our strongest tools at the negotiating table.

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