

## Supplementary terms and conditions for deployment

1. These Supplementary Terms and Conditions for Deployment are applicable in addition to the General Terms and Conditions of Sogeti Nederland B.V. (Sogeti) and apply to all agreements by which employees of Sogeti are deployed to the client.
2. The work to be carried out by the employee will be directed by the client's organisation. The client and Sogeti will discuss the progress of the assignment on a regular basis. If interim consultation is required, the client can contact the Sogeti contact person referred to in the confirmation of deployment.
3. In principle, Sogeti employees will work 40 (forty) hours a week. If part or all of the work is to be carried out at a location other than the Sogeti location, the client must also give the Sogeti employees the opportunity to work 40 (forty) hours a week. If the client employs a shorter working week, and the differences in hours cannot be solved with any variable working hours that apply at the client, an agreement can be reached for the Sogeti employee to work for the client for less hours a week at a proportionally higher rate.
4. If a Sogeti employee works more than 8 hours a day at the request of the client, an overtime allowance of 25% will be added to the agreed rates.  
If a Sogeti employee carries out work between 19.00 hours on Friday evening and 07.00 hours on Monday morning at the client's request, there is a weekend charge of 100% in addition to the agreed hourly rate. If a Sogeti employee carries out work on public holidays at the client's request, the charge is 150% in addition to the agreed hourly rate.
5. If an assignment is tacitly extended after the agreed term has lapsed, it will be deemed to be entered into for the same period again. Unless agreed otherwise, assignments entered into for the period established in the confirmation of deployment cannot be terminated prematurely.
6. The costs of reserving labour capacity (keeping Sogeti employees on standby) outside of normal working hours amount to 5% of the agreed hourly rates per hour in addition to the percentages described in section 4.
7. For business trips made within the framework of carrying out an assignment, Sogeti will charge the kilometre allowance referred to in the confirmation of deployment.
8. When asking Sogeti employees to work overtime, the client will at all times comply with the limits set for the deployment of employees under the Working Hours Act. For the application of this provision, all Sogeti employees are considered to fall within the scope of the Working Hours Act.
9. Sogeti is responsible for payment of wage tax and/or social security contributions on the wages of Sogeti employees who are deployed to carry out the assignment at the client. Sogeti indemnifies the client against claims from third parties in respect of social security contributions and taxation for the employees in question.
10. Sogeti has the right to replace a deployed employee in the event of termination of that employee's contract of employment with Sogeti or if necessary in connection with the employee's personal circumstances. In the event of illness lasting longer than 1 month, the parties will enter into discussion to determine whether replacement is necessary. The replacement will meet all the agreed qualifications.