



CLA

COLLECTIVE LABOUR AGREEMENT

FOR FOOTBALL TECHNICAL POSITIONS IN PROFESSIONAL FOOTBALL

from 1 July 2025 to
30 June 2028

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CLA FOR FOOTBALL TECHNICAL POSITIONS IN PROFESSIONAL FOOTBALL

COLLECTIVE LABOUR AGREEMENT

The undersigned:

The association with full legal capacity **De Nederlandse Federatie van Betaald voetbal Organisaties (FBO)**, with its registered office in Utrecht, the Netherlands, and its principal place of business in Zeist, the Netherlands, on the one side

and

The association with full legal capacity **Coaches Betaald Voetbal (CBV)**, with its registered office in Zwolle, the Netherlands, and its principal place of business in Zeist, the Netherlands, on the other side

hereinafter jointly referred to as: “Parties” and individually as “Party”,

have agreed on the following collective labour agreement (“CLA”).



ARTICLES



ARTICLE 1

DEFINITIONS

In this CLA, capitalised terms have the meaning assigned to them in this CLA, a list of which is included below:

1. **Employer:** the legal entity of a professional football organisation, a member of the Party on the one hand, which is admitted to participate in the men's and/or women's competitions of the professional football section of the KNVB (Royal Netherlands Football Association).
2. **Employee:** the employee, employed by the Employer in a Football Technical Position.
3. **Football Technical Position:** the positions to which this CLA applies, namely the positions of:
 - a Sporting Director/Sporting Manager or a similar position;
 - b Head of Scouting/Scouting Coordinator;
as well as the following positions for which the Employee must also have a KNVB-recognised and valid football coaching licence, in accordance with the relevant licence requirements set out in Article 17 of the General Regulations (last amended at the general meeting of the KNVB dated 27 May 2024):
 - c Head of Youth Academies;
 - d First Team Trainer-Coach/First Team Assistant Trainer-Coach;
 - e Second Team/Talent Team/Youth Team ("U21") Trainer-Coach and Second Team/Talent Team/Youth Team ("U21") Assistant Trainer-Coach;
 - f U12 to U19 (Assistant) Youth Coaches.
4. **Other Youth Coach:** youth coaches other than those referred to in paragraph 3(f).
5. **Specialist Trainer:** the Employee who is employed by the Employer and is therefore charged with football technical work of a special nature and whose position is not mentioned in paragraph 3 of this article.
6. **Month:** a calendar month.
7. **Normal Working Hours:** the number of hours per week during which the Employee is available for the Employer based on his employment contract.

8. **Monthly Salary:** the agreed fixed gross salary per month, including guaranteed bonuses for competition, play-off (play-offs for promotion/relegation and play-offs for participation in European club competitions), cup and friendly matches, all in compliance with the provisions of the Minimum Wage and Minimum Holiday Allowance Act.
9. **Monthly Income:** The Monthly Salary, increased by the bonuses for competition, play-off (play-offs for promotion/relegation and play-offs for participation in European club competitions), cup and friendly matches to the extent that these exceed the guaranteed bonuses, excluding holiday allowance and any special rewards. "Special rewards" include, for example, a fixed 13th-month payment/year-end bonus, one-off bonuses (such as a loyalty bonus), signing-on fee and severance payment.
10. **Annual Salary:** 12 x the Monthly Salary.
11. **Annual Income:** 12 x the Monthly Income.
12. **Married/Spouse:** in this CLA, Married or Spouse are considered equivalent to: persons who have entered into a registered partnership or unmarried persons of a different or the same sex who run a joint household on a long-term basis, unless they are related by blood in the first or second degree. A joint household as referred to above can only exist if two unmarried persons jointly provide for housing, both contribute to the household costs or otherwise provide for each other's care and if the cohabitants are also in an affective relationship of a lasting nature.

ARTICLE 2

SCOPE

1. This CLA applies to individual employment contracts between Employers as referred to in Article 1, paragraph 1, and Employees as referred to in Article 1, paragraph 2, who are employed by the Employer in a Football Technical Position as referred to in Article 1, paragraph 3.
2. This CLA can be declared applicable in the individual employment contract with an Other Youth Coach as referred to in Article 1, paragraph 4 and a Specialist Trainer as referred to in Article 1, paragraph 5, after which the Employer and the Employee are subject to all rights and obligations under this CLA.

3. The provisions of this CLA may only be deviated from in the individual employment contract in favour of the Employee, with the exception of the provisions of Article 6, which article may not be deviated from by the parties to the individual employment contract.

Explanatory notes to Article 2:

This CLA applies to all Employees in a Football Technical Position as referred to in Article 1, paragraph 3, who are employed by an Employer as referred to in Article 1, paragraph 1. The latter is the professional football organisation that has been admitted to participate in the men's competitions of the professional football section of the KNVB, and/or the professional football organisation that has been admitted to participate in the Women's Premier League ("Vrouwen Eredivisie"), the Women's First Division ("Eerste Divisie Vrouwen") and the KNVB Cup competition for women (also referred to as "top competitions in women's football"). In addition, this CLA can be declared applicable to youth coaches and Specialist Trainers (other than those referred to in Article 1, paragraph 3(f)) via the individual employment contract. The latter include, for example, goalkeeper coaches, striker coaches, data/video analysts, scouts, performance coaches, transition coaches, and physical/strength/fitness/recovery/running trainers.

If this CLA is declared applicable in this respect, all rights and obligations under this CLA apply to both parties, of course to the extent that this CLA is not deviated from in the individual employment contract in favour of the Employee (Article 2, paragraph 3). The parties to the individual employment contract are not permitted to deviate from Article 6 of this CLA in favour of the Employee.

ARTICLE 3

GENERAL OBLIGATIONS OF THE CLA PARTIES

1. The Parties are obliged to comply with this CLA, unless circumstances arise that make it unreasonable to expect them to do so.
2. The Parties undertake to promote compliance with this CLA by their members and will refrain from activities that interfere with the operation of this CLA.
3. The Parties undertake to resolve disputes relating to the interpretation, application or observance of the provisions of this CLA through mutual consultation. If the Parties fail to reach a solution to the dispute through mutual consultation, the Parties will submit the dispute to the competent civil court.
4. The Parties are obliged to promote the attractiveness of the professional football product in general and the quality of the matches and the leagues in particular with all means available to them.

5. The Parties will make every effort to broaden and deepen the social role of (professional) football and, where possible (in their own field), to commit themselves to strengthening that social role.
6. The Parties will promote that no unauthorised persons will be involved in the formation, amendment and termination of individual employment contracts between Employers and Employees.
7. The Parties will submit this CLA for a declaration of general binding effect, if they reach an agreement on this.

ARTICLE 4

GENERAL OBLIGATIONS OF THE EMPLOYER

1. The Employer is obliged to comply with this CLA in all reasonableness and fairness.
2. The Employer is obliged to confirm the agreed terms and conditions of employment to the Employee in writing by means of an individual employment contract.
3. Upon entering into the individual employment contract, the Employer will provide the Employee with a copy of this CLA, digitally or otherwise.
4. The Employer appoints an Employee to the position of First Team Trainer-Coach, who will fulfil this position at the Employer as his or her main occupation.
5. In addition to the First Team Trainer-Coach, the Employer will have at least one other full-time position available within the organisation (one FTE) for the position of First Team Assistant Trainer-Coach. The Employer is entitled to have this position fulfilled by two Employees on a part-time basis.
6. The Employers are prepared to pay a contribution to the CBV for the education and training of members of this trade association.

Per season, this so-called employer's contribution amounts to a total of:

- € 93,279.00 for the 2025/2026 season;
- € 96,450.52 for the 2026/2027 season;
- € 100,308.50 for the 2027/2028 season.

The amounts stated in this article are exclusive of VAT and inclusive of indexation of 3.4% (in words: three point four percent) as of 1 July 2026 and 4% (in words: four

percent) as of 1 July 2027. Furthermore, the amounts are based on the current number of Employers, namely a total of 34. If a new Employer is added to this number, the employer's contribution will therefore be increased proportionally by 1/34. The contribution is collected by the FBO from the Employer (being its members) and will be paid to the CBV trade association within thirty days of receipt of an invoice sent by the CBV to the FBO in January of the relevant season.

7. The Employer is obliged to subject an Employee in:
 - a **the football technical position of First Team Trainer-Coach** as referred to in Article 1, paragraph 3(d) of this CLA to an extensive medical examination **each year**;
 - b **the football technical position of: Sporting Director/Technical Manager or a similar position** as referred to in Article 1, paragraph 3(a); Head of Youth Academies as referred to in Article 1, paragraph 3(c); Second Team/Talent Team/Youth team ("21") Trainer-Coach as referred to in Article 1, paragraph 3(e); and First Team Assistant Trainer-Coach as referred to in Article 1, paragraph 3(d), to an extensive medical examination **once every two years**.

Upon appointment, the Employee will inform the new Employer when his last medical examination took place, enabling the Employer and the Employee to arrange a new medical examination. If the examinations took place more than one or two years before the appointment, the examination will in principle take place within one month of the appointment.

No mandatory extensive medical examination applies to any of the other positions referred to in Article 1, paragraphs 3, 4 and 5 of this CLA that are not mentioned in Article 4, paragraph 7(a) and (b) of this CLA. However, the Employer may require the Employee to submit to an extensive medical examination once every two years. The extensive medical examination is preferably carried out by the KNVB Sports Medical Centre in Zeist and the costs thereof are borne by the Employer.

8. The Employer must refrain from actions aimed at unlawfully influencing the results of matches or competitions in which the Employer participates. Influencing also includes directly or indirectly ordering, allowing and/or enabling someone to influence a match/competition.
9. By virtue of its membership of the KNVB, the Employer must comply with the licensing requirements for having a First Team Trainer-Coach, First Team Assistant Trainer-Coach(es) (described in the KNVB regulations as head trainer-coaches and assistant trainer-coaches respectively), and as of the 2025/2026 season, also for an Employee who holds the position of Goalkeeper Coach (GKC3) of the first team in professional football, who are in possession

of the then-applicable or required football coaching licence (known as a “trainer’s licence”) based on the KNVB regulations (including Article 17 of the General Regulations and the Professional Football Licence Regulations) or an equivalent foreign licence.

Explanatory notes to Article 4, paragraph 9:

At the time of this CLA being signed, Article 17 of the KNVB General Regulations specifies who is meant by the positions referred to in this Article 4, paragraph 9.

10. The Employer pays the premiums for employee insurance schemes and national insurance contributions to the Tax and Customs Administration. In various situations (including unemployment, long-term incapacity for work, occupational disability, adoption or foster care) the Employee can apply for benefits from the Employee Insurance Agency (UWV).

ARTICLE 5

GENERAL OBLIGATIONS OF THE EMPLOYEE

1. The Employee is obliged to comply with this CLA in all reasonableness and fairness.
2. The Employee is obliged to sign an individual employment contract in which this CLA is declared applicable.
3. The Employee is obliged to represent the interests of the Employer as a good employee.
4. The Employee is obliged to properly perform the work assigned by or on behalf of the Employer and to follow the instructions and regulations provided, including those with regard to the time and place at which the work must be performed, to the extent that this can reasonably be expected of him.
5. The Employee undertakes – if so desired by the Employer in accordance with Article 4, paragraph 7 of this CLA – to periodically submit to an extensive medical examination by a physician designated by the Employer at the Employer’s expense and in accordance with the applicable regulations.
6. If agreed on in writing, the Employee is obliged to submit to any insurance-related examination.
7. The Employee is obliged to follow the instructions given by the Employer’s medical staff with regard to medical care and hygiene.

8. Upon conclusion of the individual employment contract, the Employee is obliged to inform the Employer by whom he will be assisted (if applicable). The provision of the information by the Employee as referred to in this article must take place during the first meeting with regard to the conclusion of the individual employment contract.
9. If the Employee is employed by the Employer as a First Team Trainer-Coach or First Team Assistant Trainer-Coach (or head trainer-coach or assistant trainer-coach within the meaning of the General Regulations and the Professional Football Licence Regulations of the KNVB), he is obliged to have a valid football coaching licence ("trainer's licence") issued by the KNVB or an equivalent foreign licence that is required for the relevant position. If for a period of three consecutive months during the term of the individual employment contract(s) with the Employer, the Employee does not have a valid football coaching licence ("trainer's licence") due to his own actions, the Employer's obligation to pay the Monthly Income will lapse until the Employee (again) has the aforementioned football coaching licence ("trainer's licence"). With effect from the 2025/2026 season, the foregoing also applies to an Employee who holds the position of Goalkeeper Coach (GKC3) of the first team in professional football within the meaning of the KNVB regulations and licensing requirements.
10. The Employee must refrain from actions aimed at unlawfully influencing the result, progress and/or course of any match or matches and/or competition(s), including in any case influencing the results of matches or competitions in which the Employee is involved. Influencing also includes directly or indirectly ordering, allowing and/or enabling someone to influence a match/competition. Furthermore, the Employee must immediately notify the board of the professional football section of the KNVB in writing if the Employee receives a request to perform actions aimed at unlawfully influencing the results of matches. The provisions of this article are based on the provisions set out in Article 2, paragraphs 2(e) and (f) of the KNVB General Regulations at the time of this CLA being signed.

ARTICLE 5A

BAN ON NEGATIVE STATEMENTS

The Employer and the Employee will not make any negative statements about each other to third parties, either during the term or after the termination of the employment contract. This also explicitly applies to statements on social media.

Explanatory notes to Article 5A:

Including a ban on negative statements by the Employer and/or Employee is vital in order to maintain a respectful and professional working environment and to prevent (potential) reputational damage for both the Employer and the Employee. Particular attention must be paid to the period between the Employee's release from work and the parties (possibly) reaching an agreement on a termination agreement. Making negative statements during this period not only hampers the negotiations and negotiating position of the Employer and Employee, but it also entails an increased risk of reputational damage.

ARTICLE 5B

RESTRICTIONS ON ANCILLARY ACTIVITIES

The Employee is not permitted to present himself as someone acting for and/or on behalf of the Employer (in the broadest sense and in any form whatsoever) in the event of (ancillary) activities/work (paid or unpaid, for himself or third parties), unless the Employee does so on the instructions of the Employer or has obtained prior written permission from the Employer to do so.

This does, in any case, include:

1. the Employee wearing the Employer's club uniform (such as, but not limited to, a sports uniform, leisure uniform or official club uniform), or at least clothing that bears the Employer's logo, club colours and/or name (or corresponding signs); and
2. the Employee using (audiovisual or digital) aids that show the Employer's logo, club colours and/or name (or corresponding signs) (for example, PowerPoint presentations).

Furthermore, in the case of ancillary activities of which the Employee knows or could know that third parties find or could find a connection between the

Employer and the Employee, the Employee is obliged to clearly indicate that the Employee is carrying out that work/those activities **in a private capacity** (for example, by telling the audience or by mentioning it in a PowerPoint presentation).

By adhering to the foregoing, the Employer wishes to prevent third parties from getting the impression that the Employee is performing such (ancillary) activities/ work in his capacity as Employee of the Employer.

The foregoing does not affect the possibility of including an ancillary activities clause in the individual employment contract between the Employer and the Employee, in which case the provisions of the individual employment contract will prevail at all times.

ARTICLE 6

APPOINTMENT AND DISMISSAL

1. The employment contract between the Employer and Employee is concluded:
 - a for a fixed term; or
 - b for an indefinite term.
2. The individual employment contract (which must be agreed on in writing) indicates whether it has been concluded for a fixed term or for an indefinite term.
3. The first fixed-term employment contract concluded by the Employer and Employee ends by operation of law upon expiry of the agreed term.

Explanatory notes to Article 6, paragraph 3:

The first fixed-term employment contract concluded by an Employer and an Employee must be notified in the manner set out in Article 7:668, paragraph 1 of the Dutch Civil Code. Under Article 7:668, paragraphs 1 and 2 of the Dutch Civil Code, fixed-term employment contracts of six months or longer must be notified at least one month before their expiry. This means that the Employer must inform the Employee in writing at least one month before the expiry of the fixed-term employment contract whether or not the employment contract will be extended, and if so, under what conditions (the “notice period”).

4. In derogation from the provisions of Article 7:668a of the Dutch Civil Code, all fixed-term employment contracts concluded by the Employer and the Employee will continue to be deemed as being concluded for a fixed term.

The provisions of this paragraph will apply to individual employment contracts which succeed each other with intervals of no more than six months, regardless of the duration of the employment relationship resulting from the succession of individual employment contracts and regardless of the number of successive individual employment contracts compromising the employment relationship.

5. The extended fixed-term employment contract ends:
 - a With due observance of the statutory (premature) termination options, in accordance with the provisions of Title 7.10 of the Dutch Civil Code, or;
 - b By notifying the Employee or the Employer, in accordance with the provisions of paragraphs 6 and 7 of this article.
6. The Employer must provide the Employee with the notice referred to in paragraph 5(b) of this article by registered letter no later than 31 March of the year in which the extended employment contract expires, or at least three months before the end date of the extended employment contract. If the Employer does not provide the notice in a timely manner, the extended employment contract will be continued by operation of law for a period of one year under the same conditions, unless the Employee subsequently provides notice (as referred to in paragraph 7 of this article). The date on the notice record determines whether the Employer provided the notice in time. The notice must also be regarded as the notification referred to in the explanatory notes to paragraph 3 of this article.

Explanatory notes to Article 6, paragraph 6:

In the case of an employment contract that runs until 30 June, the Employer can notify the Employee by registered letter up to and including 31 March. The notification may therefore reach the Employee after 31 March, but the notification will still have been made in time by the Employer if the registered letter was sent on 31 March. The date on the notice record therefore determines whether the Employer made the notification in time.

Since not every employment contract runs until 30 June of the calendar year, the dates of 31 March and 5 April respectively are not appropriate for those instances. Examples include a contract that runs until 1 October and the Employer and Employee should therefore have made the notification six months in advance. That is neither practical nor desirable. For that reason, the Parties have agreed that if an extended employment contract ends at a time other than 30 June, the Employer must observe a period of three months for making the notification and the Employee must observe a period of two months (2) and twenty-five (25) days.

7. The Employee must send the notice referred to in paragraph 5(b) of this article to the Employer by registered letter no later than 5 April of the year in which the extended employment contract expires, or at least two (2) months and twenty-five (25) days before the end date of the extended employment contract. If the Employer has not provided (timely) notice as referred to in paragraph 6 and the Employee has also not provided (timely) notice, the extended employment contract will be continued by operation of law for a period of one year under the same conditions. The date on the notice record determines whether the Employee has provided notice in time.

Explanatory notes to Article 6, paragraph 7:

In the case of an employment contract that runs until 30 June, the Employee can notify the Employer by registered letter up to and including 5 April. The notification may therefore reach the Employer after 5 April, but the notification will still have been made in time by the Employee if the registered letter was sent on 5 April. The date on the notice record therefore determines whether the Employer made the notification in time.

Since not every employment contract runs until 30 June of the calendar year, the dates of 31 March and 5 April respectively are not appropriate for those instances. Examples include a contract that runs until 1 October and the Employer and Employee should therefore have to make the notification six months in advance. That is neither practical nor desirable. For that reason, the Parties have agreed that if an extended employment contract ends at a time other than 30 June, the Employer must observe a period of three months for making the notification and the Employee must observe a period of two months (2) and twenty-five (25) days.

8. The provisions of Articles 7:671b, 677, 678 and 679 of the Dutch Civil Code will apply in full to every employment contract falling within the scope of this article.
9. An employment contract for an indefinite period ends upon notice of termination by the Employee or the Employer. In derogation from the applicable statutory provisions, the notice period is always at least three months.
10. The Parties believe that in the event of a premature termination of the employment contract between the Employer and an Employee fulfilling the position of First Team Trainer-Coach, agreement must first be reached on the settlement of that employment contract before the Employer contracts a new First Team Trainer-Coach and the latter can commence his work for the Employer.

Explanatory notes to Article 6, paragraph 10:

Paragraph 10 is intended to protect the interests of the First Team Trainer-Coach and must contribute to ensuring that the Employer does not effectively make the position of the current First Team Trainer-Coach untenable in advance by entering into an employment contract with a successor recruited from outside the Employer's organisation. It is also intended to prevent the Employer from making a rash decision to terminate the employment contract with the current First Team Trainer-Coach without both parties first making an effort to consult each other about a solution (whatever that may be) and to reach an agreement, all this in compliance with reasonableness and fairness.

ARTICLE 7**WORKING HOURS**

Working hours are regulated in the individual employment contract.

ARTICLE 8**SALARY PROVISIONS**

The Employee will be granted a Monthly Salary, which the Employer will pay to the Employee no later than the end of the calendar month. The amount of the Monthly Salary is regulated in the individual employment contract.

ARTICLE 9**HOLIDAY ALLOWANCE**

The Employee is entitled to a holiday allowance of 8 percent of his Annual Income, which holiday allowance will not exceed 8 percent of three times the statutory minimum wage on an annual basis established for the Employee in question. The holiday allowance is calculated over the period from 1 July to 30 June of the following calendar year and is paid by the Employer to the Employee in the month of May each year. If the Employee receives an Annual Salary of at least three times the maximum daily wage established for that year under the WW/WIA (Unemployment Act/Work and Income (Capacity for Work) Act), the holiday allowance is deemed to be included in the Employee's Annual Salary. In that case,

the Employee will not be eligible for a holiday allowance. If the Annual Salary in any year on 1 July does not amount to at least three times the maximum daily wage established for that year under the WW/WIA, but subsequently exceeds this amount at any time in the period up to and including 30 June of the following calendar year (as a result of an interim salary increase), the holiday allowance will be deemed to be included in the Employee's Annual Salary from that moment on and the Employee will thus only have a separate (proportional) right to a holiday allowance for the period from 1 July to the aforementioned moment. By way of illustration, an example:

- An Employee receives a Monthly Salary of EUR 5,000 gross in the period from 1 July to 31 December (therefore corresponding to an Annual Salary of EUR 60,000 gross, which is less than three times the maximum daily wage established for that year under the WW/WIA);
- The Employee then receives a Monthly Salary of EUR 20,000 gross in the subsequent period from 1 January to 30 June (therefore corresponding to an Annual Salary of EUR 240,000 gross, which is above the maximum daily wage established for that year under the WW/WIA);
- The Employee is then entitled to a holiday allowance for the period from 1 July to 31 December (calculated on the basis of the Monthly Income, as the amount of the holiday allowance is calculated on the basis of the Annual Income, see the first sentence of this article);
- In all cases, the holiday allowance to be paid to the Employee will never exceed 8 percent of three times the statutory minimum wage on an annual basis established for the (age of) the Employee in question.

ARTICLE 10

PENSION

1. The Employer will grant a pension to Employees who have reached the age of 18. The pension scheme is placed with Nationale Nederlanden and laid down in the pension regulations, which can be found via the personal portal at Nationale Nederlanden.
2. The pension scheme offers Employees who have reached the age of 18 an old-age pension, a partner's and orphan's pension, an ANW (Dutch General Surviving Relatives Act) shortfall pension and exemption from contribution payments in the event of incapacity for work. Employees under the age of

18 do not accrue a pension. They are insured for a partner's and orphan's pension until they retire or leave the employer's service and for exemption from contribution payments in the event of incapacity for work.

3. With effect from 1 July 2025, the maximum salary on which pension is accrued ("the Maximum Pensionable Salary") is € 81,017 gross per year. The deductible is the part of the pensionable salary on which no pension is accrued. With effect from 1 July 2025, the deductible amounts to € 18,865 gross. The pensionable salary minus the deductible forms the pension basis.
4. The Employee annually contributes a maximum of 9.41% of the pension base to the costs of the pension scheme. The Employer will deduct the Employee's contributions from the Employee's Monthly Salary. For an Employee who is employed by the Employer on the basis of a part-time employment contract, the pensions and members' contributions due are determined in proportion to the working hours determined for that Employee.
5. The above paragraphs from this article form part of the pension scheme set out in the pension regulations. The provisions included in the pension regulations, as well as provisions from relevant (pension) legislation, are leading at all times.

Protocol agreement to Article 10:

The new Pensions Act (Future Pensions Act/WTP) came into effect on 1 July 2023. All pension schemes in the Netherlands must be adjusted in line with the WTP by 1 January 2028 at the latest. The agreement on the current pension scheme for the Trainer/Coaches at Nationale Nederlanden (NN) runs until 1 January 2027. In view thereof, the Parties agree that they will follow the advice of the external pension expert in this regard, namely:

- the starting point is to adjust the new pension scheme to the new Pensions Act with effect from 1 January 2027;
- at the end of 2025, the Parties will start the process of adjusting the pension scheme with effect from 1 January 2027.

The date of 1 January 2027 also offers the advantage that, simultaneously with adjusting the scheme to the WTP, it is possible to check whether NN is still the most suitable administrator in terms of rates and administration of the pension scheme.

ARTICLE 11

SALARY PROVISION FOREIGN EMPLOYEES

The Employer will only conclude a full-time employment contract with an Employee who is not a national of a country of the European Union, without prejudice to the statutory obligations regarding employment and residence.

ARTICLE 12

AUTHORISED LEAVE

Without prejudice to the provisions of Articles 7:628 and 7:629 of the Dutch Civil Code, the following applies:

1. If the Employee is incapacitated for work, the provisions of the individual employment contract will apply, taking into account the provisions of Article 15 of this CLA.
2. In the following cases in which the Employee is necessarily unable or has been unable to perform the agreed work, the Employee will be paid the Monthly Income for the periods of leave determined below for each of these cases respectively, unless this situation should reasonably be at the Employee's risk. The Employee must notify the Employer or its authorised representative of his leave at least one day in advance, or as soon as possible, and submit supporting documents, stating the event or ceremony to be attended in the relevant case:
 - a from the day of death up to and including the day of the funeral in the event of the death and funeral of the Employee's Spouse, parents or a child or foster child that forms part of the family.
 - b for one day on the day of the funeral of grandparents, grandparents of the Spouse, grandchildren, foster children, brothers, sisters, parents-in-law, sons-in-law, brothers-in-law and sisters-in-law of the Employee. Insofar as the Employee is responsible for arranging the funeral, the provisions set out under (a) apply.
 - c for one day for the Employee's engagement and for two consecutive days for the Employee's wedding.
 - d for one day for the wedding of the children, foster children, brothers, sisters, parents and parents-in-law, brothers-in-law and sisters-in-law of the Employee.

- e for one day when the Employee moves house.
 - f for a period to be determined by the Employer in fairness, up to a maximum of two days, if the Employee is prevented from performing his work as a result of fulfilling a personal obligation imposed on him by or pursuant to the law through no fault of his own, provided that this fulfilment cannot take place during his free time and after deduction of the compensation for loss of salary that he could receive from third parties.
3. The statutory regulations regarding post-birth leave and additional post-birth leave (also referred to as partner leave and additional partner leave) set out in Articles 4:2, 4:2a, 4:2b and 4:2c of the Work and Care Act apply.
 4. Provided the Employer believes it is within reasonable limits, it will grant the Employee leave on full pay at the request of the CBV of which the Employee in question is a member, in the following cases:
 - a to attend a meeting of the CBV if the Employee is a member of a governing body of the CBV;
 - b to participate in a development or training meeting organised by the CBV.
 5. The Employer will also grant leave on full pay to an Employee who has been appointed as a representative of the trainer/coaches and who must be present as such at the Professional Football General Meeting and other KNVB meetings to which CBV members are invited.

ARTICLE 13

HOLIDAYS

1. The holiday year runs from 1 July until 30 June immediately following that.
2. Per holiday year, the Employee is entitled to a holiday period of 22 working days on full pay based on a full-time employment contract (40 hours per week). In the case of a part-time employment contract, this entitlement is proportional to the working hours.
3. The Employee who is or has been employed by the Employer for only part of the holiday year is entitled to a proportionate part of the holidays referred to in paragraph 2, subject to the provisions of paragraph 4.
4. The holidays referred to in paragraph 2 will normally be granted in at least three consecutive calendar weeks.

5. The time of the consecutive holiday is determined by the Employer after consultation with the Employee.

Explanatory notes to Articles 12 and 13:

In addition to the entitlement to holidays, the Employee may (under certain conditions) be entitled to other paid leave. An overview of the types of paid leave and how they are calculated is included in the Work and Care Act (available at overheid.nl). A practical explanation of the types of paid leave and how to apply for such leave can also be found on the UWV website and the central government's website.

ARTICLE 14

HEALTH INSURANCE

1. The Employer is obliged to refund a monthly amount of € 11.37 gross to the Employee if the Employee takes out a supplementary package to the basic health insurance and notifies the Employer thereof.
2. If the Employer has taken out group health insurance for its staff and the Employee does not participate in the aforementioned group scheme, the Employee is not eligible for the refund as referred to in paragraph 1 of this article.

ARTICLE 15

ILLNESS AND INCAPACITY FOR WORK

1. In the event of illness or incapacity for work, the Employee must report this to the Employer before 09:00 on the first day of illness.
2. The Employee must comply with the applicable regulations of the Employee Insurance Agency (UWV) and/or the Occupational Health and Safety Service and be available for inspections.

In assessing the illness or incapacity for work, the Employer's club doctor will consult with the UWV and/or the Occupational Health and Safety Service as much as necessary.

3. If the Employee has an injury, he must seek treatment from the Employer's medical staff and follow their instructions. In consultation with the Employer's medical staff, the Employee may also obtain (recognised) medical assistance

elsewhere, but the costs thereof will be borne by the Employee, unless explicitly agreed otherwise.

4. In the event of illness or incapacity for work of the Employee, the Employer will pay the Employee 100% of the Monthly Salary for a period of up to 52 weeks. If the employment contract between the Employer and the Employee terminates during the aforementioned period of 52 weeks, the aforementioned obligation to continue payment also ends on the date of this termination.
5. In the event of illness or incapacity for work that continues after the expiry of the period of 52 weeks referred to in paragraph 4 of this article, the Employer will continue to pay the Employee 100% of the Monthly Salary, unless the Employee does not or does not sufficiently cooperate in the rehabilitation stipulated in the procedure of the Eligibility for Permanent Incapacity Benefit (Restrictions) Act, or comparable legislation of a later date. Only in that case, a continued payment of 70% of the Employee's Monthly Salary will apply after the expiry of the period of 52 weeks referred to in paragraph 4 of this article.

If the employment contract between the Employer and the Employee terminates during the period of 104 weeks referred to in paragraphs 4 and 5, the aforementioned obligation to continue payment also ends on the date of such termination.

6. In the event of an employment contract for an indefinite period, the Employer's obligation to continue paying the salary ends after two full years of illness/incapacity for work.
7. For Employers competing in the highest division of professional football ("Eredivisie"), the obligations referred to in this article will be calculated on the basis of a maximum Annual Salary per Employee of € 280,000 gross and for Employers competing in the second highest division of professional football ("Eerste divisie") on the basis of a maximum Annual Income per Employee of € 96,000 gross, and for Employers competing exclusively in professional women's football on the basis of a maximum Annual Income per Employee of € 48,000 gross ("Vrouwen Eredivisie") or € 32,500 gross ("Eerste Divisie Vrouwen"). The Employer's obligation to continue paying wages will be reduced by any statutory benefits to which the Employee is entitled. The Employer does not have to pay the statutory benefits referred to in this article:
 - a if the Employee has deliberately provided incorrect or incomplete information about his state of health upon entering into employment;
 - b if the Employee does not receive statutory benefits through his own fault, provided that the amount to which the Employee would have been entitled by law will be deducted from the Employer's obligation to continue paying wages.

8. The provisions of this article apply insofar as the Employer is obliged to pay pursuant to the provisions of paragraphs 3 to 7 and 9 of Article 7:629 of the Dutch Civil Code.

ARTICLE 16

DEATH BENEFIT

1. If the Employee dies, the Employer will provide his surviving relatives with a death benefit based on the average gross Monthly Income of the last four months, calculated over the remaining part of the calendar month of death plus the two subsequent months. From this amount, the Employer will deduct the amount the surviving relatives are entitled to in accordance with the Work and Income (Capacity for Work) Act in connection with the Employee's death.
2. Surviving relatives are defined as:
 - a the Spouse of the Employee;
 - b if this Spouse of the Employee is no longer alive or is not (or no longer) a Spouse of the Employee: the minor legitimate or acknowledged natural children, or foster and stepchildren.
3. No benefit is due if, due to the actions of the Employee, he was not eligible for a benefit under the Work and Income (Capacity for Work) Act.

ARTICLE 17

PROFESSIONAL TRAINING AND SOCIAL COUNSELLING

Employers, Employees and the Parties will promote the (professional) training and education of those working as trainers/coaches, especially since continuing education/training/further training is a requirement of the KNVB for maintaining the football coaching licence.

ARTICLE 18

REQUIRED CLOTHING

The Employer will provide the sports clothing and sports shoes required for the performance of the Employee's duties (and possibly supplied by a sponsor of the Employer). The Employee is obliged to wear such sports clothing and sports shoes when performing his duties.

ARTICLE 19

TRAVEL EXPENSES

1. Within the limits of reasonableness, the Employee is entitled to reimbursement of travel and accommodation expenses (other than commuting expenses) arising from the performance of his duties.
2. Unless the Employee has the use of a (lease) car made available by the Employer, he is entitled to reimbursement of the actual costs incurred by the Employee himself for commuting, corresponding to the applicable statutory tax-exempt allowance. The Employer and the Employee are permitted to agree in writing that this travel allowance is limited to a maximum of 130 km per working day.
3. No allowance is paid if, given the travel distance, such allowance would lead to withholding of wage tax and social security contributions by the Employer.

ARTICLE 20

MERGER, RESTRUCTURING AND DISSOLUTION

Within the framework of the obligations arising from the Social and Economic Council's Merger Code, an Employer considering:

1. to enter into a merger,
2. to implement major restructuring,
3. to decide to dissolve the professional football organisation,

will inform the FBO, CBV and the Employees concerned of the measures being considered as soon as possible, when the necessary confidentiality allows for this.

Following this, the Employer and the CBV will discuss the measures and any resulting social consequences for the Employees concerned.

ARTICLE 21

GENERAL

1. Insofar as the Employers and the Employees have agreed or will agree on terms and conditions of employment in an individual employment contract that deviate from the provisions of this CLA in a way that is favourable to the Employee, those terms and conditions of employment will remain in full force, with the exception of Article 6, from which no deviation is permitted.
2. In the event of special circumstances that the Parties could not have foreseen when entering into this CLA (such as the COVID-19 pandemic) and that could have an impact on the entire professional football sector, the Parties undertake to consult with each other and then make every effort to jointly mitigate the negative consequences of these special circumstances, taking the interests of (the parties involved in) professional football into account. This is done in accordance with the standards of reasonableness and fairness, and the principle of solidarity. The Parties also agree to reopen negotiations regarding this CLA if the current Dutch competition structure is changed (on the instigation of the KNVB) and an adjustment of this CLA therefore appears necessary or is deemed necessary by (one of) the Parties.
3. All disputes arising from or in connection with an employment contract between the Employer and the Employee that is subject to this CLA will be submitted to the KNVB Arbitration Panel for a decision, to the exclusion of the ordinary judiciary, as prescribed in the articles of association and regulations of the KNVB.
4. If part of this CLA violates mandatory law or appears to be invalid for other reasons, the potential invalidity of that part will not invalidate the entire CLA. In that case, the Parties are obliged to enter into consultations regarding the revision of the invalid provision(s), in that sense that the Parties' intended objective of the part that later proved to be invalid will be reflected as closely as possible in the spirit of this CLA and in accordance with the principles of reasonableness and fairness.

ARTICLE 22

CLA FOUNDATION FOR FOOTBALL TECHNICAL POSITIONS

1. The Parties have established Stichting CAO voor Voetbaltechnische Functies ("CLA Foundation for Football Technical Positions") for the purpose of exploiting "the Collective Commercial Rights" (formerly: "Stichting CAO voor Trainer/Coaches" and hereinafter referred to as "the CLA Foundation"). The Employees and the Employers grant the CLA Foundation permission to exercise the rights individually assigned to each of them for the purpose of exploiting the Collective Commercial Rights referred to in the previous sentence, provided that such exploitation takes place in accordance with the provisions of this article.
2. By Collective Commercial Rights, the Parties mean the joint claims of the Employees and the Employers that can be converted into cash in economic transactions, including in any case the proportional and equal use of the logos, names and/or other registered trademarks belonging to all Employers from the same division, always and solely in combination with the proportional and equal use of images, names and/or other personal rights of at least one (1) Employee of each of those Employers. In any case, Collective Commercial Rights should not be understood to mean the rights that are already being exploited at the time this CLA comes into effect within the framework of other entities in professional football, which includes, among other things, the so-called media rights.
3. The CLA Foundation is governed by the Parties. The name of the foundation is Stichting CAO voor Voetbaltechnische Functies (CLA Foundation for Football Technical Positions). The Parties will each have a seat on the board.

ARTICLE 23

TERM OF THE CLA AND CONTINUING EFFECT

1. This CLA came into effect on 1 July 2025, has been concluded for a period of three years and will therefore end on 30 June 2028 by operation of law, without any notice of termination being required.
2. The provisions of this CLA will continue to apply to individual employment contracts between Employers and Employees that are concluded during the term of this CLA, also after this CLA has ended, until such time as a new CLA is concluded that is or will be declared applicable to these employment contracts.
3. The provisions of this CLA will continue to apply to individual employment contracts between Employers and Employees concluded within one year of the expiry or termination of this CLA, unless a new CLA is concluded immediately following this CLA or within the aforementioned one-year period, which is or will be declared applicable to these employment contracts.

Agreed and signed in Zeist on 00-00-00

**Nederlandse Federatie van
Betaald voetbal Organisaties**

Executive Director
L.M. van Putten

Coaches Betaald Voetbal

Director
M.F.M. Captein



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