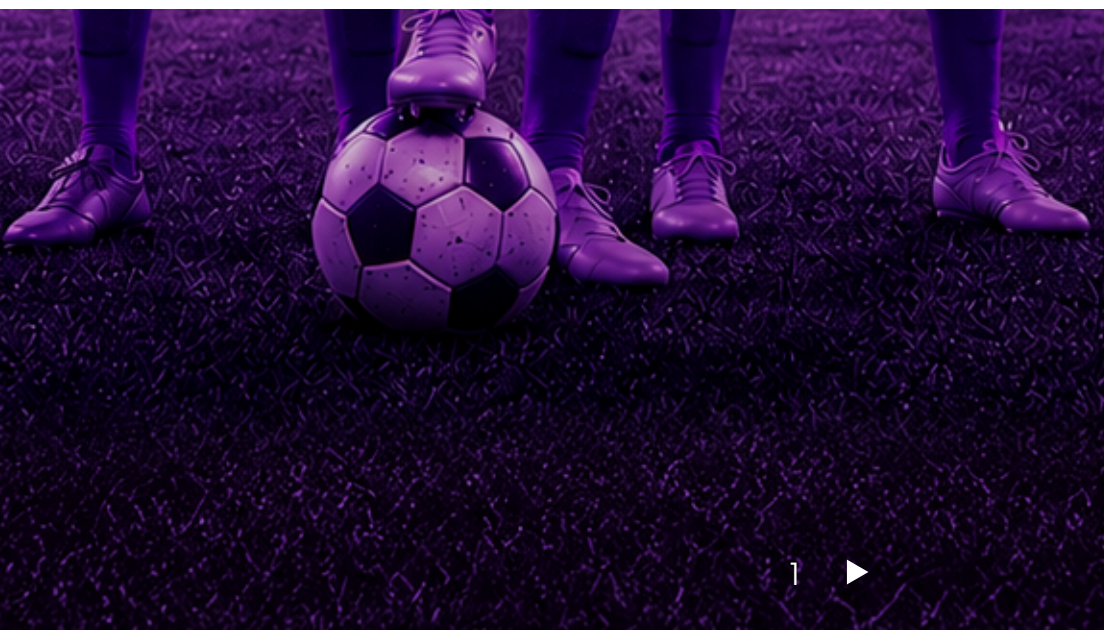




(SEMI-)COLLECTIVE BARGAINING AGREEMENT

FOR PROFESSIONAL FEMALE FOOTBALL CONTRACT PLAYERS IN THE NETHERLANDS



from 1 July 2026
to 30 June 2029

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(SEMI-)COLLECTIVE BARGAINING AGREEMENT FOR PROFESSIONAL FEMALE FOOTBALL CONTRACT PLAYERS IN THE NETHERLANDS (2026-2029)

THE UNDERSIGNED:



1. the limited liability company **AFC AJAX N.V.**, with its registered office and principal place of business in 1101 AX Amsterdam (Netherlands), at Johan Cruijff Boulevard 29, Chamber of Commerce number 33302453, hereinafter referred to as: **Ajax**;



2. the limited liability company, **AZ N.V.**, with its registered office and principal place of business in 1812 AZ Alkmaar (The Netherlands), Chamber of Commerce number 41238026, hereinafter referred to as: **AZ**;



3. the limited liability company **FEYENOORD ROTTERDAM N.V.**, with its registered office and principal place of business in 3077 AA Rotterdam (The Netherlands), at Van Zandvlietplein 3, Chamber of Commerce number 24363218, hereinafter referred to as: **Feyenoord**;



4. the limited liability company **PSV N.V.**, with its registered office and principal place of business in 5616 NH Eindhoven (The Netherlands), at Frederiklaan 10 A, Chamber of Commerce number 17104199, hereinafter referred to as: **PSV**;



5. the private limited company **FC TWENTE '65 B.V.**, with its registered office and principal place of business in 7521 PP Enschede (Netherlands), at Colosseum 65, Chamber of Commerce number 08089456, hereinafter referred to as: **FC Twente**;



6. the private limited company **HERA UNITED B.V.**, with its registered office and principal place of business in 1076 DE Amsterdam (The Netherlands), at Olympisch Stadion 14, Chamber of Commerce number 94798540, hereinafter referred to as: **HERA United**;

jointly acting as party on the one hand and hereinafter jointly referred to as “**Employer**”;

AND



7. the association with full legal capacity **PROPROF**, with its registered office in Utrecht and its principal place of business in 4103 NM Culemborg (The Netherlands), Chamber of Commerce number 30156399, hereinafter referred to as: **ProProf**;



8. the association with full legal capacity **Vereniging van Contractspelers**, with its registered office in Hoofddorp and its principal place of business at Scorpius 161, 2132 LR Hoofddorp (The Netherlands), Chamber of Commerce number 40410038, hereinafter referred to as: **VVCS**;

jointly acting as party on the other hand;

Parties 1 to 8, hereinafter jointly referred to as: “**Parties**”;

have concluded the following collective bargaining agreement (hereinafter referred to as: the “**CBA**”).

FOREWORD

Dutch women's football has undergone major development in recent years. What began as an ambition to grow has evolved into a foundation upon which to build further with confidence. Clubs, players, and involved organisations have all contributed to this in their own way, based on a shared conviction: women's football deserves this progress.

The steps taken – in terms of organisation, professionalisation and employment conditions – show that the sector is operating increasingly strongly as a whole. This (semi-)industry CBA originated partly from that joint movement. Not as an endpoint, but as a next step in a professionalisation that is still fully ongoing.

The present CBA was concluded through cooperation between the participating clubs, represented by the employers' organisation Federatie van Betaald voetbal Organisaties (FBO), and the players' unions VVCS and ProProf. Together, they have sought a balance between the interests of female players and employers, with an eye to the future of the industry as a whole.

The central theme throughout was that progress requires cooperation and mutual trust. Clubs are in different phases and working with different possibilities, but share the same ambition: to sustainably strengthen women's football. By acknowledging that clubs differ from one another, while simultaneously building a common foundation, space is created to move forward as a sector.

The clubs involved, Ajax, AZ, PSV, Feyenoord and FC Twente, have taken an important step together with the trade unions. Until 1 July 2026, these clubs were still operating under their own individual company CBA's. This CBA therefore constitutes the joint, collective result of those separate processes.

In that regard, HERA United also deserves special mention. The club – like PSV – was part of the negotiating delegation on the employers' side and made a valuable contribution to its establishment. In addition, despite being relegated, it has shown the courage and confidence to join this CBA and commit to the shared responsibility within the industry. All parties involved share the ambition that, in the long term, all clubs participating in professional women's football will enter this CBA.

For now, this CBA marks an important milestone. It provides a foundation upon which to continue building a strong, professional, and future-proof sector, in which players and clubs continue to work together on the further growth of women's football in the Netherlands.

It was a pleasure to go on this journey together – a collaboration we are proud of.

Zeist, July 2026



BA B C

ARTICLES

ARTICLE 1

DEFINITIONS

In this agreement, the following terms will have the following meanings:

1. **Amateur Football Player:** the football player who plays for an Employer in the Women's Premier League (Vrouwen Eredivisie) without an employment contract existing between her and this Employer.
2. **Working hours:** the number of hours per week during which the Employee normally performs duties for the Employer.
3. **Existing club(s):** Ajax, AZ, Feyenoord, FC Twente and PSV.
4. **CFK:** Stichting Contractspelersfonds KNVB.
5. **Spouse:** the Employee's wife or husband. The registered partner or unmarried persons of the Employee will also be regarded as a spouse within the meaning of this definition; in the case of the latter, only if there is a lasting and exclusive relationship and they maintain a common household for that purpose, whether or not on the basis of a signed cohabitation agreement, to the exclusion of a blood relative in the first degree.
6. **Guarantee Amount:** the minimum amount of € 77,000 per Season that Employers jointly provide to ProProf and VVCS, as further elaborated in this CBA and corresponding to the total employer contribution that ProProf and VVCS received from the Existing Clubs as of the end of June 2026.
7. **Annual Income:** the sum of the twelve Monthly Incomes, increased by any special remunerations, but explicitly no holiday allowance.
8. **Annual Salary:** the sum of twelve Monthly Salaries.
9. **Month:** a calendar month.
10. **Monthly Income:** the Monthly Salary, plus the premiums for league, play-off, cup and friendly matches to the extent that they exceed the guaranteed premiums, but explicitly no holiday allowance.
11. **Monthly Salary:** the fixed gross salary per month agreed upon in accordance with the Minimum Wage and Minimum Holiday Allowance Act (WML), including guaranteed gross bonuses for competition, play-off, cup and friendly matches.
12. **Season:** the period from 1 July to 30 June of the following calendar year.
13. **Players Council:** the representative body of the Employees with an Employer.
14. **Entrant(s):** a professional football organisation, other than an Existing Club, that accedes to this CBA.

15. Employer: an Existing Club or an Entrant that is a party to this CBA.
16. **Employee:** the female football player who has an employment contract (also referred to as a player contract) with an Employer and has been registered as a contract player with the professional football section of the KNVB for participation in the women's leagues of the professional football section (currently the Women's Premier League, Women's First Division and/or Women's Second Division).

ARTICLE 2

SCOPE

This CBA applies to the employment contracts between an Employer and an Employee.

ARTICLE 3

GENERAL OBLIGATIONS AND RIGHTS OF THE PARTIES

1. The Parties are obliged to comply with the provisions of this CBA, unless such circumstances arise that they cannot reasonably be required to do so.
2. The Parties undertake to promote compliance with this CBA among their members and/or Employees and to refrain from taking or promoting action that could prejudice the proper performance of this agreement in any way.
3. The Parties undertake to resolve disputes relating to the interpretation, application or observance of the provisions of this CBA 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 will make maximum use of all the means available to them in order to prevent and combat any form of match-fixing as described in Article 4, paragraph 5 and Article 5, paragraph 8 of this CBA. To this end, active encouragement will be given to activate and use the Red Button App, the reporting tool recognised by the KNVB.
5. In the event of special circumstances that the Parties could not have foreseen when entering into this CBA (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 to 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 shall be done in accordance with the standards of reasonableness and fairness, and the principle of solidarity.

ARTICLE 4

GENERAL OBLIGATIONS OF THE EMPLOYER

1. The Employer is obliged to comply with the provisions of the CBA in all reasonableness and fairness.
2. The Employer is obliged to enter into a written individual employment contract with each Employee, in which this CBA will be declared applicable. The individual employment contract is either entered into and signed in writing in duplicate, or recorded electronically and digitally signed by the Parties.
3. When entering into an individual employment contract, the Employer is obliged to provide the Employee, digitally or otherwise, with a copy of the CBA.
4. The Employer is obliged to provide the Employee with a copy of the individual employment contract, digitally or otherwise.
5. The Employer must refrain from acts aimed at unlawfully influencing results of matches or leagues in which the Employer is taking part, all as intended and included in the KNVB regulations. Influencing also includes directly or indirectly ordering, allowing and/or enabling someone to illegally influence a match/competition.
6. The Employer will, to the best of its ability, provide (mediating and advisory) assistance in arranging accommodation for an Employee.
7. The Employer shall encourage activities aimed at the Employee's future social career.
8. The Employer takes appropriate measures to guarantee a safe working environment for the Employees.

ARTICLE 5

GENERAL OBLIGATIONS OF THE EMPLOYEE

1. The Employee is obliged to comply with this CBA in all reasonableness and fairness.

2. The Employee is obliged to sign an individual employment contract in which the CBA will be 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 duties assigned to her by or on behalf of the Employer and to follow the instructions and regulations provided by the Employer, such as those with regard to the place where and the time at which said duties are to be performed, insofar as this may reasonably be required of her.
5. The Employee is obliged to periodically submit to a medical examination at the expense of the Employer, by a physician designated by the Employer in accordance with the relevant 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. The Employee is obliged to inform the Employer in writing without delay of all relevant (intended) changes in her personal circumstances that are relevant or may reasonably be relevant to, among other things: (i) the conclusion and/or performance of the employment contract and/or (ii) the lawful employment of the Employee by the Employer. This includes, in any event, address details, nationality, residence and work permits, tax domicile, and other circumstances that may affect lawful employment. In the event of doubt, the Employee must inform the Employer. The Employee is responsible for the accuracy and completeness of the information provided and is obliged, upon the Employer's first request, to provide all relevant documents and supporting evidence in a timely manner and to provide the cooperation reasonably necessary for their verification.
9. The Employee will refrain from:
 - betting on the result, progress and/or course of any match or league in which she or the Employer is participating or has participated in that Season or in which she has or may have, directly or indirectly, any degree of influence;
 - betting on any other matter concerning or related to any club participating in a league in which she is participating or has participated, during the Season in question, including but not limited to player transfers, team selection or disciplinary sanctions;
 - betting on the result, progress and/or course of any match or league played in the youth leagues;

- any other acts aimed at unlawfully influencing results of matches, including but not limited to directly or indirectly instructing, allowing and/or giving someone the opportunity to enter into the aforementioned bets.

All of the above as intended and included in the KNVB regulations.

Furthermore, the Employee will immediately proceed to report in writing to the Employer's Executive Board under which they reside if she has received requests to perform acts aimed at unlawfully influencing results of matches. A written report as mentioned in the previous sentence is recognised as a report via the so-called 'VVCS Red Button application'. 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 CBA being signed.

ARTICLE 6

START AND END OF THE EMPLOYMENT

1. The effective date of the employment contract between the Employer and the Employee will be stated in the individual employment contract. The employment contract must always be entered into for a fixed term and end on 30 June of any year.
2. In derogation from the provisions of Article 7:668a of the Dutch Civil Code, all fixed-term employment contracts concluded between the same parties will continue to be deemed to have been entered into for a fixed term. The provisions of this paragraph apply to employment contracts that follow each other with intervals of no more than six Months, regardless of the duration of the employment relationship resulting from the successive employment contracts and regardless of the number of successive employment contracts compromising the employment relationship. A maximum of twelve years is applicable to the above provisions.
3. The first fixed-term employment contract ends by operation of law on the 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. The extended fixed-term employment contract ends:
 - a. With due observance of the statutory termination possibilities,
or;
 - b. By notifying the Employee or Employer, as laid down in paragraphs 5 and 6 of this article.
5. The Employer must provide the Employee with the notice referred to in paragraph 4(b) of this article by registered letter no later than 31 March of the year in which the employment contract ends. If the notice was not given in time, the employment contract will be continued by operation of law for a period of one year, unless the Employee gives notice (as referred to in paragraph 6 of this article). The date on the notice record determines whether the notice was provided in time.

EXPLANATORY NOTES TO ARTICLE 6, PARAGRAPH 5:

The Employer can give the notice to the Employee by means of registered post up to and including 31 March. This means that the notice may reach the Employee after 31 March, but the notice will have been provided in time if the notice was sent by registered letter on 31 March. The date on the notice record therefore determines whether the Employer made the notice in time.

6. The Employee must provide the notice referred to in paragraph 4(b) of this article to the Employer by registered letter, no later than 15 May of the year in which the employment contract expires. If the Employer has not provided (timely) notice as referred to in paragraph 5 and the Employee has also not provided (timely) notice, the contract will be continued by operation of law for a period of one year. The date on the notice record determines if the notice was provided in time.

EXPLANATORY NOTES TO ARTICLE 6, PARAGRAPH 6:

The Employee can give the notice to the Employer by means of registered letter up to and including 15 May. This means that the notice may reach the Employer after 15 May, but the notice will have been provided in time if the notice was sent by registered letter on 15 May. The date on the notice record therefore determines whether the Employer made the notice in time.

7. The employment contract that falls within the scope of this article is fully subject to the provisions of Articles 7:671b, 677, 678 and 679 of the Dutch Civil Code. The Employer, having terminated the employment contract with the Employee by invoking the provisions of paragraphs 4 and 5 of this article, nevertheless decides to continue the employment contract with the same Employee can do so only on employment conditions that are at least equal to the conditions applicable in the last year of the previously terminated employment contract.

8. In derogation from Article 6, paragraph 7, the Employer and Employee may, until 1 July of the year in which the employment contract ends, decide – after termination of the employment contract – to continue the employment contract with each other after all, provided that the employment contract will be continued on the written request of the Employee and that both agree to this continuation in writing.

ARTICLE 7

WORKING HOURS

1. The working hours of a full-time Employee average 40 hours per week.
2. The working hours include the time during which the Employee is available for training sessions and matches, which also includes the time required for preparing for training sessions and matches with the team and for medical care in connection therewith. The provisions of this paragraph also apply during periods in which matches are played abroad as well as during training camps.
3. Travel time in the Netherlands and abroad in connection with playing matches will, in principle, be regarded as working hours. The average number of travel hours for Employees is set at 2 hours per week, totalling 104 hours on an annual basis. The travel time abroad will be determined on a case-by-case basis, in consultation with the Players Council.

ARTICLE 8

SALARY PROVISIONS

1. The full-time Employee is granted a Monthly Salary that is at least equal to the statutory minimum hourly wage by age, as determined annually pursuant to the Minimum Wage and Minimum Holiday Allowance Act.
2. The Employer will employ at least 16 Employees on the basis of an employment contract in accordance with the minimum weekly working hours per Employer/ employer category shown below, at the statutory minimum hourly wage by age as determined annually pursuant to the WML:
 - 22 hours per week at the statutory minimum hourly wage by age: for AZ and Entrants;

- 30 hours per week at the statutory minimum wage by age: for Feyenoord and FC Twente;
- 40 hours per week at the statutory minimum wage by age: for Ajax and PSV.

Any Employer may agree on an employment contract with a working time of 22 hours per week at the statutory minimum hourly wage by age in the case the number of Employees is more than 16. All the foregoing applies regardless of the Employer's team for which the Employee plays and regardless of the Employee's age.

3. Amateur Football Players may also be active at the Employer. If an Amateur Football Player has appeared as a regular player or as a substitute in the number of Official Matches of the Employer's first team mentioned below in one football season, an obligation arises for the Employer to offer an employment contract to this Amateur Football Player, subject to the conditions set out below.

Number of Official Matches as at which the aforementioned obligation arises:

- For AZ and Entrants: a minimum of 11 Official Matches;
- For Ajax, FC Twente, Feyenoord and PSV: at least 8 Official Matches;

where in all cases the Amateur Football Player has played at least forty-five (45) minutes in each relevant match as a regular player or as a substitute.

In that case, the Employer is obliged to offer this Amateur Football Player an employment contract and the corresponding Monthly Salary with **minimum working hours** at the statutory minimum hourly wage by age as established pursuant to the WML of:

- at least 22 hours per week: for AZ and Entrants;
- at least 30 hours per week: for Ajax, FC Twente, Feyenoord and PSV.

When making this offer, the Employer has, at the Employer's sole discretion, the choice to offer an employment contract running up to and including the end of the current Season or up to and including the end of the subsequent Season, provided that the Employer and the Amateur Football Player may decide by mutual agreement and consent to enter into an employment contract for a term extending beyond the end of the subsequent Season.

The Amateur Football Player is not obliged to accept the offer to enter into an employment contract. The offer will automatically expire if the Amateur Football Player does not accept it in writing within fourteen (14) days of the date of the offer. If the offer is not accepted (in a timely manner), the Employer is not obliged, based on the criteria mentioned in this article, to make another offer to enter into an employment contract within the same Season. If the Amateur Football Player is still active as an Amateur Football Player with the Employer in the subsequent Season and again meets the criteria set out in this paragraph in

that Season, the Employer will again be obliged to make an offer to enter into an employment contract.

The Employer's obligation to offer an employment contract and, in the event of acceptance, to pay wages has no retroactive effect and commences on the day after playing the last Official Match in which the applicable criterion is met (thus after 11 and 8 Official Matches respectively).

In this paragraph, **Official Matches** is understood to mean binding matches of the Employer's first team within the framework of the highest KNVB league, being the Women's Premier League.

4. The Monthly Income will be paid out to the Employee no more than 10 days after the end of the Month.

ARTICLE 9

HOLIDAY ALLOWANCE

1. The Employee is entitled to a holiday allowance of 8 percent of her Annual Income with a maximum of 8 percent of 3 times the full statutory minimum wage on an annual basis (for those aged 21 and over), as determined on an annual basis pursuant to the WML, to be paid out along with the income of the Month of May.
2. If the Employee receives an Annual Salary of at least three times the maximum daily wage established for that year for the purposes of the WW/WIA, the holiday allowance is deemed to be already included in the Annual Salary. In that case, the Employer will not be eligible for a holiday allowance.

EXPLANATORY NOTES TO ARTICLE 9

In Article 9, full statutory minimum hourly wage means the statutory minimum hourly wage as determined pursuant to the WML for employees aged 21 years and over on 1 January immediately preceding the relevant Month of May.

ARTICLE 10

AUTHORISED LEAVE

1. The Employee retains entitlement to the salary agreed for the time period in the following cases and for the respective terms of leave stipulated for each of these

cases during which she is unable to perform the agreed duties, provided that, where possible, she informs the Employer or the Employer's authorised representative of her absence at least one day in advance, or so much sooner as possible, on submission of evidence, and actually attends the event or ceremony related to 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, brothers, sisters, parents-in-law, sons-in-law, daughters-in-law, brothers-in-law and sisters-in-law of the Employee;
- c. one day to give official notice of the Employee's intended marriage and two consecutive days for her marriage;
- d. one day for the marriage of one of her children, foster children, brothers and sisters, parents and parents-in-law, brothers-in-law and sisters-in-law;
- e. one day when the Employee moves house.
- f. one day when the Spouse gives birth;
- g. a time period of up to two days to be determined by the Employer in accordance with the requirements of reasonableness and fairness, if the Employee is prevented from performing her duties due to a personal obligation imposed on her by or pursuant to the law, through no fault of her own, provided that the relevant obligation cannot be fulfilled in her free time and subject to deduction of the compensation for loss of income that she could receive from third parties.

ARTICLE 11

HOLIDAYS

1. The holiday year runs from 1 July up to and including 30 June.
2. The Employee acquires 20 days' paid holiday entitlement per holiday year (on a full-time basis).
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 holiday referred to in this paragraph, subject to the provisions of paragraph 4 of this article.
4. For the calculation of the number of holidays, an Employee who enters the employment or leaves the employment on or before the 15th day of a Month will

be deemed to have entered or left the employment on the first day of that Month and an Employee who enters or leaves the employment after the 15th of a Month will be deemed to have entered or left the employment on the first day of the following Month.

5. The Employee does not accrue holidays for the period during which she is not entitled to income determined in money due to the failure to perform her duties.
6. At least three weeks of the holidays referred to in paragraph 2 will normally be granted consecutively.
7. An Employee who has not yet reached the age of 18 on 1 May of the calendar year and who is no longer obliged to attend school accrues holidays in respect of the time she spends on following education which the Employer must give her the opportunity for under the Law.
8. In the event of premature termination of the employment contract, the Employee will, at her request, be given the opportunity to take the holidays to which she is still entitled, provided that those days may not be counted for the notice period unilaterally.
9. If the Employee has not taken the holidays to which she is entitled, she will be paid an amount proportionate to one day's salary for every day not taken. Excess holidays taken will be deducted from the Monthly Salary in the same manner.
10. The Employer will, at the Employee's request, issue her with a statement at the end of employment showing the length of unpaid holidays to which the Employee is still entitled at that time.
11. The holidays referred to in paragraph 2 of this article will only be taken by the Employee during the so-called winter break or summer break.

ARTICLE 12

ILLNESS AND INCAPACITY FOR WORK

1. In the event of illness or incapacity for work, the Employee must report this to the Employer before 08:30 on the first day of illness.
2. The Employee must comply with the relevant regulations of the Employee Insurance Agency (UWV) and/or the Occupational Health and Safety Service and be available for examination. When assessing the occupational disability, the Employer's club doctor will consult with the UWV and/or Occupational Health and Safety Service insofar as necessary.

3. If the Employee is injured, she must be treated by the club doctor of the Employer and follow his instructions. In consultation with the club doctor, the Employee may also seek (recognised) medical assistance elsewhere, provided that the costs thereof are at the Employee's expense, unless expressly agreed otherwise. For the use of a physiotherapist, the Employee's own health insurance will be used, up to a maximum of the number stated in the insurance policy. The Employer will reimburse treatments exceeding this maximum number.
4. The Employee may make additional use of her own physiotherapist, but this must be done in consultation and coordination with the Employer before the Employee proceeds to do so. The costs of this in-house physiotherapist are at the expense of the Employee, unless expressly agreed otherwise. The Employee must also keep the Employer structurally informed during the rehabilitation process.
5. In the event of illness of the Employee, the Employer will pay the Employee 100% of the Monthly Salary referred to in Article 1, paragraph 5, for a period of up to 52 weeks. If, in the aforementioned period of 52 weeks, the employment contract is terminated, the aforementioned obligation of continued payments will also end at the date of such termination.
6. If the illness continues after 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 referred to in Article 1, paragraph 5, unless the Employee fails to cooperate or insufficiently cooperates in the rehabilitation as stipulated in the procedure pursuant to the Dutch Eligibility for Permanent Incapacity Benefit (Restrictions) Act (Wet Verbetering Poortwachter) or comparable legislation of a later date. Only in that case, after the expiry of the period of 52 weeks referred to in paragraph 4 of this article, a continued payment of 70% of the Employee's Monthly Salary referred to in Article 1, paragraph 5 will apply. If, in the aforementioned period of a total of 104 weeks referred to in paragraph 4 and 5, the employment contract is terminated, the aforementioned obligation of continued payments will also end at the date of such termination.
7. If the full or partial occupational disability continues after expiry of the combined periods referred to in paragraphs 4 and 5 of 104 weeks, the Employer will continue to pay the Employee 100% of the Monthly Salary referred to in Article 1, paragraph 5 until the end date of the employment contract.
8. The Employer's obligation to continue paying wages will be reduced by any statutory benefits to which the Employee is entitled.
9. The Employer does not have to pay the supplements over and above the statutory entitlement, as referred to in paragraphs 5, 6 and 7 of this article:
 - a. if the Employee intentionally provided incorrect or incomplete information regarding her health when she entered the 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.
- 10 The provisions of this article apply insofar as the Employer is obliged to pay on the basis of the provisions of paragraphs 3 to 7 and 9 of Article 7:629 of the Dutch Civil Code.

ARTICLE 13

HEALTH INSURANCE CONTRIBUTION AND REIMBURSEMENT OF EXCESS

1. The Employer is obliged to reimburse a monthly amount of € 21 gross to the Employee if the Employee takes out a supplementary package to the basic health insurance. This contribution will then be included separately on the payslip. For AZ and Entrants, this obligation only arises from the second CBA year, calculated from the date of participation in the CBA by AZ and the relevant Entrant; however, they are, of course, free to grant this to their Employees from the first year of participation.
2. All healthcare costs incurred and charged to the Employee's health insurance (in the form of an excess) must be paid by the Employee. If the Employee sustains an injury in the course of her work for the Employer and, as a result, the excess of the health insurance must be claimed for specialist medical treatment, then the Employee working at Ajax, FC Twente, Feyenoord and PSV will be reimbursed the amount the Employee had to pay as an excess, up to a maximum of the minimum statutory excess (for 2026: € 385). Any additional costs that are subsequently not covered by the (supplementary) health insurance are at the expense of the Employee. For AZ and Entrants, the aforementioned reimbursement of the excess applies solely on a voluntary basis or if agreed on in writing in the individual employment contract, which voluntariness applies in any event for the entire term of the CBA.

ARTICLE 14

PREGNANCY AND PARTNER LEAVE

1. In the event of the Employee's pregnancy, the Employer will pay the Employee 100% of the stated Monthly Salary for the statutory leave period of 16 weeks. The foregoing also applies if the Employee, as a result of her pregnancy, is unable to

perform the agreed duties outside the aforementioned leave period of 16 weeks. The Employer and the Employee make agreements in good mutual consultation regarding the content of the period up to the start of pregnancy leave and after the maternity leave, including, where possible, the performance of replacement and alternative duties.

2. Regarding leave options for Employees who have become mothers as a partner, the statutory regulations set out in the Dutch Work and Care Act (Wet arbeid en zorg) apply (partner leave and supplementary partner leave, also known as childbirth leave and supplementary childbirth leave). In short, “partner” is understood to mean: the person with whom the Employee is married, has a registered partnership or has a cohabitation agreement. In the event of short-term leave, the Employee and the Employer will enter into consultation.

ARTICLE 15

GROUP INSURANCE

1. The Employer is obliged to take out group **accident insurance** for the benefit of its Employees, the standard package of which offers cover of at least € 175,000 in the event of permanent disability. The Employee is obliged to participate in this, and the premium for the accident insurance is at the expense of the Employee.
2. The Employee has the option, at her own discretion, to make use of the available group **term life insurance**. This insurance is therefore voluntary and serves as an extension of the group accident insurance referred to in paragraph 1 of this article. The premium for the term life insurance is at the expense of the Employee.
3. The Employer has the option, at its own discretion, to make use of the group **rehabilitation insurance** for its Employees. The use of this insurance is therefore on a voluntary basis. Depending on the premium payable, the insurance offers cover of up to € 5,000, € 7,500 or € 10,000 per claim and per Season for rehabilitation. The premium for the group rehabilitation insurance is at the expense of the Employer.
4. The insurances referred to in paragraphs 2 and 3 are exclusively voluntary in nature. Neither the Employer nor the Employee is obliged to enter into, continue or renew these insurances. The use of any of these insurances in any Season or year does not create an obligation to continue them in any subsequent Season or year and does not give rise to any acquired right, justified expectation or other claim against the other Party, including any claim for continuation, compensation, damages or a substitute provision.

ARTICLE 16

DEATH BENEFIT

1. If an Employee dies, her surviving relatives will receive a death benefit, based on the average gross Monthly Income earned in the last four Months, over the remaining part of the Month of death plus two consecutive Months. From this amount, the Employer may deduct any amounts to which the surviving relatives are entitled in connection with the death of the Employee as football player/ contract player pursuant to social security legislation.
2. In paragraph 1 of this article, surviving relatives means:
 - a. the Employee's Spouse, provided they did not live apart permanently;
 - b. if the Spouse is no longer alive, or if the spouses live apart permanently: the minor legitimate or acknowledged natural children.
3. No payment will be due if there is no entitlement to a benefit pursuant to social security legislation through actions of the Employee.

ARTICLE 17

TRAINING AND SOCIAL SUPERVISION

The Employer will, in its adequate opinion, promote activities to prepare the Employees for a future social career.

EXPLANATORY NOTES TO ARTICLE 17

The provisions of this article mean that the Employer will enable the Employee to make time available and to participate in education, possibly under the study scheme applicable at the Employer.

ARTICLE 18

PLAYERS COUNCIL

1. The Employer's Employees have the right to set up a Players Council with the Employer. The Parties aim to draw up standard regulations for the Players Council and to enclose these as an appendix to this CBA. The tasks and powers of the

Players Council with an Employer will be agreed upon between this Employer and the Players Council, subject to the regulations contained in the standard regulations referred to in the previous sentence of this article, provided that the Parties have agreed on that.

2. Until such time as the standard arrangement referred to in paragraph 1 has been established and has entered into force, the regulations and agreements applicable at the Employer regarding the Players' Council will remain in full force.

ARTICLE 19

TRAVEL EXPENSES

1. The Employee is entitled to reimbursement of travel and accommodation expenses incurred in the performance of her duties, in accordance with the Employer's applicable regulations.
2. The Employee is entitled to reimbursement of the actual costs incurred by her for commuting in accordance with applicable tax laws and regulations, provided that the reimbursement is limited to a maximum travel distance of 80 kilometres per working day (being 40 kilometres per one-way trip).
3. If the Employee makes use of a lease car, including fuel card, any reimbursement for commuting expenses as referred to in paragraph 2 of this article will lapse.

ARTICLE 20

DISCIPLINARY ACTION

With due observance of the statutory provisions, the Employer may take disciplinary action against an Employee who fails to fulfil her obligations under the employment contract.

EXPLANATORY NOTES TO ARTICLE 20

Article 7:650 of the Dutch Civil Code provides the following in respect of penalties:

1. *The employer may only impose a penalty for violation of regulations of the employment contract, if the employment contract sets out the regulations in respect of which violations are subject to a penalty as well as the amount of the penalty.*
2. *The agreement in which the penalty is stipulated must be in writing.*
3. *The agreement or regulations in which the penalty is stipulated must give details on the intended use of the penalty. Penalties may not directly or indirectly benefit the employer personally or the person authorised by the employer to impose penalties on employees.*

4. *Every penalty stipulated in an agreement must be fixed at a specific amount, expressed in the currency of the wage.*
5. *The aggregate of the penalties imposed on the employee within a single week may not exceed the employee's monetary wage for half a day. An individual penalty may not exceed that amount.*
6. *Every stipulation that is in conflict with any provision of this article is void. It is permitted, however, though only with regard to employees whose monetary wage per day exceeds the amount of the minimum wage applicable, to derogate from the provisions of paragraphs 3, 4 and 5 in writing. In that case, the court will always be authorised to set the penalty at a smaller amount if it considers the penalty imposed excessive.*
7. *If the amount of the salary referred to in paragraph 6 is changed, the effect of the stipulations pursuant to which paragraphs 3, 4 and 5 are derogated from will be suspended with regard to employees whose daily monetary wage does not exceed the changed amount of the minimum wage.*
8. *For the purposes of this article, 'setting and stipulating penalties' also refers to the employer stipulating a penalty within the meaning of Articles 91 up to and including 94 of Book 6.*

ARTICLE 21

PENSION SCHEME AND CFK TRANSITIONAL ARRANGEMENT

1. The Employer will enable the Employee who has reached the age of 21 to participate in the pension scheme applicable at the Employer at that time (regardless whether or not it applies to its regular (office) staff).
2. The Employer and the Employee will together discuss by whom and how the payment of the premium for the pension scheme will be made.
3. The provision or potential participation in the pension scheme applies from the commencement date to be agreed on between the Employer and the Employee and therefore has no retroactive effect.
4. To the extent this follows from the CFK regulations, the Employer grants the Employee an entitlement to a transitional payment as referred to in the articles of association and the regulations of the "Stichting Contractspelersfonds KNVB", having its registered office in Zeist, subject to the conditions of the aforementioned regulations. If the Employee qualifies for and makes use of the dispensation scheme referred to in the aforementioned regulations, the obligation of the Employer as referred to in this article will lapse.

ARTICLE 22

LOANING PLAYERS

1. Loaning an Employee to another Employer/football club is only possible with the consent of the Employee.
2. The employment contract between the Employee and the lending Employer will remain in effect during the loan period. The lending Employer will fully fulfil all obligations under this employment contract.
3. The Employer and Employee may derogate from the provisions in paragraph 2 of this article in writing on the understanding that the Employer and the Employee may decide to temporarily suspend their employment contract. If so, however, it is expressly understood that the hiring Employer/professional football organisation is responsible for the notice and notification referred to in Article 6, paragraph 5.
4. If an Employee agrees on supplementary compensation with the hiring Employer/professional football organisation for the loan period, that agreement will not release the lending Employer from its obligations towards the Employee, unless agreed otherwise.
5. The hiring Employer/professional football organisation must indemnify the lending Employer against liability pursuant to Article 7:658 of the Dutch Civil Code.
6. As a minimum, the lending Employer will take out the usual insurance required to insure all risks the Employee runs with the hiring Employer/football club.

EXPLANATORY NOTES TO ARTICLE 22, PARAGRAPH 6:

If players are loaned by means of suspending the employment contract with the lending party as described in paragraph 3, the obligation referred to in paragraph 6 will rest with the new, hiring (temporary) employer/professional football organisation.

ARTICLE 23

MORE FAVOURABLE PROVISIONS

1. The Employer and Employees have the right to agree on provisions in derogation from the CBA for the benefit of the Employees.
2. Insofar as the Employer and the Employee agree on employment conditions that derogate from the provisions contained in the CBA in a manner favourable for the Employee, those employment conditions will remain fully effective.

ARTICLE 24

ENTRY INTO FORCE, REOPENING OF CBA NEGOTIATIONS, DIRECT EFFECT, CONTINUING EFFECT AND END OF THE CBA

1. The CBA takes effect as from 1 July 2026 and ends by operation of law on 30 June 2029.
2. During the term of the CBA, the Parties have the right to re-open negotiations on the current CBA if social circumstances give reason for doing so. The Parties also agree to reopen negotiations if the current Dutch league structure is changed (by the KNVB) and/or the KNVB licensing conditions are/will be amended and an adjustment of the CBA is required or deemed necessary by (one of) the Parties as a result thereof.
3. The provisions of this CBA will continue to apply to employment contracts concluded between Employer and Employees within one year of expiry of the CBA, unless following the CBA or within the aforementioned period of one year a new CBA is concluded that applies or is declared applicable to those employment contracts. The foregoing does not apply to Employers who validly exited prior to the expiry of the CBA in accordance with Article 26.
4. The provisions of the CBA will continue to apply to employment contracts concluded between Employer and Employees during the term of the CBA after expiry of the CBA.
5. The provisions of the CBA will continue to apply to employment contracts concluded in the period of one year after expiry of the CBA, until 1 July 2030. This paragraph does not apply to Employers who validly exited prior to the expiry of the CBA in accordance with Article 26.

ARTICLE 25

EMPLOYER'S CONTRIBUTION

1. The Employers will pay ProProf and VVCS jointly a contribution of at least the Guaranteed Amount (€ 77,000 per Season) for the purposes of union work within the sector. If an Existing Club does not enter or exercises the option to exit as referred to in Article 26 of the CBA, the Guaranteed Amount will be reduced by € 7,000 per Season per Existing Club that does not enter or exits.
2. In addition to the Guaranteed Amount, ProProf and VVCS are entitled to an additional amount of € 3,000 per Season per Entrant. This additional amount will lapse if and insofar as an Entrant exits at any time in accordance with the exit regulations included in the CBA.

3. The employer's contribution must be paid to ProProf and VVCS in two equal instalments no later than the first week of January each year.
4. An internal redistribution of the total employer contribution due takes place between Existing Clubs and Entrants.
5. The payment of the Employer's contribution to ProProf and VVCS will be effected via the FBO.

ARTICLE 26

ENTRY AND EXIT REGULATIONS

Entry

1. Only professional football organisations (BVOs) active within professional women's football in the Netherlands (Women's Premier League, Women's First Division, and Women's Second Division) may accede to the CBA.
2. Entry is on a voluntary basis and exclusively if and to the extent that all provisions of the CBA are fully complied with, therefore regardless of whether or not the professional football club is bound by the KNVB licensing conditions.
3. Entry takes place each time and exclusively on July 1 of the Season. Entry is only valid if the relevant BVO, the CBA Parties, and employers' organisation FBO are notified in writing no later than:
 - on 1 July 2026 for entry with effect from 1 July 2026;
 - on 1 June 2027 for entry with effect from 1 July 2027;
 - on 1 June 2028 entry with effect from 1 July 2028.

If notification is not given in a timely manner, the CBA Parties may decide to nevertheless permit entry as of the next appropriate moment.

4. BVOs will provide the CBA Parties and employers' organisation FBO with insight into their intention to enter or not no later than the months of April and May preceding the intended entry moment.
5. An Entrant is designated as an "Entrant" for a period of maximum 3 years, calculated from the moment of entry, but never longer than the remaining term of the CBA. The entrant status terminates by operation of law at the end of the term of the CBA and does not transfer to a subsequent CBA, unless the Parties expressly agree otherwise.

Exit

6. Exit from the CBA is only possible if an Employer is relegated from the Women's Premier League to the Women's First Division during the term of the CBA. This option to exit applies:
 - regardless of the division at which the Employer has entered the CBA; and
 - also for Employers who, after entry, were promoted to the Women's Premier League and subsequently relegated to the Women's First Division.
7. No right to exit applies to:
 - Employers who have not reached the Women's Premier League; and
 - Employers relegated to the Women's Second Division.
8. Exiting is a right, not an obligation. The CBA Parties encourage Employers to remain bound by the CBA even after relegation, in the interest of the continuity of employment conditions.
9. Exit takes place with effect from 30 June of the relevant Season. Exiting is only valid if the relevant Employer notifies the CBA Parties and employers' organisation FBO in writing:
 - no later than 1 June of the relevant Season; or
 - if the match deciding promotion or relegation takes place later: no later than two working days after the date of that match.
10. Employers will provide the CBA Parties and employers' organisation FBO with insight into their intention to exit or not no later than the Months of April and May preceding the exit moment.
11. In the event of exit, ongoing employment contract – being employment contracts agreed on prior to the moment of exit – will be respected, and the employment conditions under the CBA will continue to apply to these employment contracts for the remainder of their term, in accordance with Article 24, paragraph 4. The Employer is no longer bound by the provisions of the CBA from the moment of exit, except insofar as this follows from the employment contracts referred to in the previous sentence, so that, for the remainder, no continuing effect of the CBA applies with regard to the Employer.

EXPLANATORY NOTES TO ARTICLE 26, PARAGRAPHS 6 AND 7:

Given the current competition format, in theory, a maximum of one Employer per Season can exit as a CBA Party. Exiting is only possible to a limited extent. An Employer may only exercise the exit option if, at any time during the term of the CBA, it is relegated from the Women's Premier League to the Women's First Division. This applies regardless of the level at which the Employer was active upon entering the CBA. An Employer that entered while active

in the Women's First Division or the Women's Second Division may therefore also invoke this exit option, provided it was first promoted to the Women's Premier League and subsequently relegated to the Women's First Division. Employers who have never reached the Women's Premier League, as well as Employers who are relegated to the Women's Second Division, cannot invoke this exit option.

Agreed and signed in Hoofddorp on July 2026:

Ajax

AZ

Feyenoord

PSV

FC Twente

HERA United

ProProf

VVCS

(SEMI-)COLLECTIVE BARGAINING AGREEMENT FOR PROFESSIONAL FEMALE FOOTBALL CONTRACT PLAYERS IN THE NETHERLANDS

The present CBA was concluded through cooperation between the participating clubs,
represented by the employers' organisation Federatie van Betaald voetbal Organisaties (FBO),
and the players' unions VVCS and ProProf.

