

Tripartite Agreement Telenet Incentive Plan (TIP)

15/09/2025 version

BETWEEN

Telenet BV, Liersesteenweg 4, 2800 Mechelen, VAT BE 0473.416.418, RPR Mechelen ("**Telenet**")

AND

the beneficiary, natural person, as identified through the Web tool (the "**Employee**")

AND

The below mentioned employer of the Employee (the "**Employer**")

Company			
Street		Number	Box
Postal code	City/Town		Country
VAT		RPR location	

The Employer, the Employee and Telenet are individually referred to as the "Party" and together as the "Parties".

IT HAS BEEN AGREED AS FOLLOWS:

Telenet provides the Employee with Internet and/or Telephony Services, in accordance with a separate individual contract.

The Parties have agreed to participate in the "Employee Programme," as described in Article 2 of this Tripartite Agreement TIP (the "**Agreement**").

The Employee transfers his Internet Subscription and/or his Telephony Subscription (depending on the scope of the Employee Programme) to the Employer for the duration that they are enrolled in the Employee Programme.

The conditions for participation in the Employee Programme are described in this Agreement, all terms of which each Party accepts.

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1 Transfer of the Employee's Internet Subscription and/or Telephony Subscription to the Employer

- 1.1 By accepting the terms of this Agreement, the Employee transfers the Internet Subscription and/or Telephony Subscription included in his individual contract with Telenet to the Employer, who accepts. The transfer is temporary for a duration corresponding to that of the Employee's participation in the Employee Programme and concerns only the rights and obligations, associated with the Employee's Internet Subscription and/or Telephony Subscription, excluding all other rights and obligations that form part of their individual contract.
- 1.2 For the duration of the Employee's participation in the Employee Programme, the Employer therefore becomes the exclusive holder of the Internet Subscription and/or Telephony Subscription taken out by the Employee, including all the associated rights and obligations, and whereby the Internet Services and/or Telephony Services referred to are made available to the latter.
- 1.3 The Employee retains the rights and obligations associated with the other services provided by Telenet to the Employee under their individual contract. Only the rights and obligations relating to the services contained in the Internet Subscription and/or Telephony Subscription are transferred to the Employer.
- 1.4 Notwithstanding the above, as end user of the Internet Services and/or the Telephony Services transferred to the Employer, the Employee must continue to comply with the following obligations: (i) all rules relating to the proper use of the Internet and Telephony Services and (ii) with respect to the balance of the account statement after deduction of the Employer's contribution, the provisions relating to payment obligations. The Employer is not liable for the Employee's compliance with the obligations specified in this article.
- 1.5 Upon conclusion of the Employee Programme or when the Employee withdraws from the programme, the rights and obligations that had been transferred to the Employer are automatically transferred back to the Employee.

2 Description of the Employee Programme

- 2.1 The Employer undertakes to pay the agreed contribution. This contribution may relate to (part or all of) the one-off costs, the monthly subscription costs and/or the usage costs linked to the Internet and/or Telephony Subscription. The Employer's effective contribution may never exceed the costs of the Internet Subscription and/or Telephony Subscription.
- 2.2 The amount of the Employer's contribution will be communicated to the Employee by the Employer through the company's appropriate channels.
- 2.3 The Employer's contribution will be deducted from the monthly account statement that Telenet sends to the Employee; the Employee pays the balance of the account statement, after deduction of the Employer's contribution. The Employer receives a separate invoice for the value of their contribution.
- 2.4 The transfer of the Internet Subscription and/or the Telephony Subscription to the Employer and the Employer's contribution do not prevent the Employee from still benefiting from any other promotions or campaigns of Telenet that are ongoing at the time they enrol in the Employee Programme (e.g. reduced installation costs, ...).
- 2.5 The provisions of this Agreement must be accepted by the various Parties prior to the Employee's enrolment in the Employee Programme.
- 2.6 Any rate changes of the services have no direct impact on the Employer Contribution. If the Employer wishes to adjust its contribution according to the new rates, the Employer must request Telenet to adjust its contribution (e.g. via the Web tool).
- 2.7 Telenet may restrict the Employee Programme to particular types of Internet and/or Telephony Services. Mobile Telephony Services are subject to the following additional restrictions: (i) mobile Telephony Services can only be part of an Employee Programme as part of a bundle that also includes an Internet Service and (ii) only one mobile line per Beneficiary can be part of the Employee Programme.

3 Conditions for participation

- 3.1 The Employee must be a holder of an Internet Subscription and/or Telephony Subscription at the time this Agreement is entered into.
- 3.2 Without prejudicing the provisions of Article 1, the provision of telecommunications services to the Employee is subject to the terms of the separate individual contract they have entered into with Telenet.
- 3.3 In addition, the Employee accepts the terms and conditions of participation in the Employee Programme, as detailed below, and agrees to abide by them:
- 3.3.1 Except with respect to the Internet Subscription and/or Telephony Subscription, the Employee's participation in the Employee Programme does not affect the terms of their individual contract. During the entire period that the Internet Subscription and/or the Telephony Subscription are transferred to the Employer, the associated terms and conditions apply between Telenet and the Employer and no longer between Telenet and the Employee.
- 3.3.2 The Employee is aware that the Employer is completely free to unilaterally terminate their Employee programme at any moment, or withdraw the Employee from the programme. Telenet cannot be held liable for this.
- 3.3.3 The Employee undertakes to correctly follow the instructions for the registration procedure relating to the Employee Programme, and specifically to communicate only their own user address and not that of a third party. Should it appear that this undertaking is not being complied with, Telenet and/or the Employer has the right to take all measures necessary, without any prejudice to their respective rights, to claim any compensation from the Employee.
- 3.3.4 The Employee is aware of and accepts that Telenet provides information to the Employer that is limited to the categories of telecommunications services that they use, if they are necessary for the Employer to be able to verify the Employee's compliance with the conditions for participation in the Employee Programme.
- 3.3.5 The Employee accepts that the Employer must provide Telenet the following information: surname, first name, language, personnel number (identification number) and work email address. This is in order to activate and manage the Employee Programme in the Web tool. The Telenet Privacy Policy applies. This policy can always be consulted on the Telenet website.

4 Definitions

In addition to the terms already defined elsewhere in the Agreement, the following words are defined as follows:

- **Internet Subscription:** the subscription between the Employee and Telenet relating to Internet Services.
- **Internet Services:** the internet access via the landline Telenet network and any other services provided via the internet connection.
- **Telephony Subscription:** the subscription between the Employee and Telenet relating to Telephony Services.
- **Telephony Services:** the landline and/or mobile Telephony Services of Telenet.
- **Web tool:** the online tool through which the Employer can administer the Employee Programme(s) and the Employee can enrol for the Employee Programme;
- **Employee Programme:** the Employee Programmes as described in Article 2 of this Agreement.

The Agreement was drawn up in triplicate at Mechelen where each digital copy signed by both Parties has the value of an original.

For the Employer	For Telenet
Date of signature: Name: Position:	Date of signature:  Name: Tom Discart Position: Tribe Lead B2B Commercial  Name: Geert Degezelle Position: Chief Commercial Officer B2B
For the Employee	
The Employee enters into this Agreement by electronically accepting these provisions.	