

**DECEMBER 2022
EXTENSION AGREEMENT**

THIS AGREEMENT dated 1/5/2023 is by and between Open Society Institute (“Employer,” “OSI,” or “OSF”) and Communications Workers of America, on behalf of itself and its Local 1180 (herein “Union” or “CWA”) (collectively “the Parties”).

WHEREAS, the Parties’ Collective Bargaining Agreements (the “CBA”) were previously set to expire on December 31, 2020 and had been previously extended to August 31, 2022 and on a monthly basis thereafter;

WHEREAS, the Parties feel that it is in their mutual interest to further extend the CBAs and to address certain modifications in terms and conditions of employment; and

IT IS HEREBY AGREED AS FOLLOWS:

1. DURATION:

- A. Article 1 of the CBA shall be deemed amended to extend the CBA through and until June 30, 2023.
- B. It is agreed that during the course of the extension, the Parties will meet at least twice a month for purposes of collective bargaining.
- C. On and after June 30, 2023 (if no agreement has been reached at that time), the CBA shall continue to extend on a monthly basis, unless either party gives written notice to the other before the end of the applicable month that it wishes to terminate the extension. After such notice is provided by either party, the extension shall terminate on the last calendar day of the applicable month, or five (5) business days after the notice, whichever comes later.

2. U.S. FIXED-TERM GRANTS MANAGEMENT EMPLOYEES: U.S. Fixed-Term Grants Management employees whose term is set to expire March 31, 2023 shall be extended for three (3) months through and until June 30, 2023.

3. WAGES:

- A. For calendar year 2022, OSF will not pay bargaining unit employees a merit bonus. Instead, OSF will pay a 2022 Transformation Special Payment (“TSP”) as soon as practicable, subject to the terms, proration, and eligibility rules of the program as defined in Appendix A.
- B. The Union reserves the right to present additional proposals regarding bonus payments for the 2022 year, and as part of the current negotiations, the Parties will negotiate the possible discontinuation, continuation, modification, or expansion of the merit bonus program.

- C. There will be a 4.0% salary increase for bargaining unit members effective January 1, 2023, in accordance with the terms set forth in Appendix A and the Parties' CBA. There will be no further across-the-board salary increases for 2023 negotiated by the Parties as part of the current contract negotiations.

- D. For calendar year 2023, there will also be a 4.1% lump-sum 2023 Cost of Living One-Off Payment made in January 2023, subject to the terms, proration, and eligibility rules of the program as defined in Appendix A.

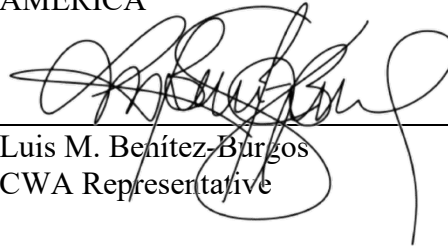
OPEN SOCIETY INSTITUTE



Mark Malloch-Brown
President

Date: January 6, 2023

COMMUNICATIONS WORKERS OF AMERICA



Luis M. Benítez-Burgos
CWA Representative

Date: January 5, 2023

OSF and CWA Extension Agreement December 2022

Appendix A

2023 Annual Increase, 2023 Cost-of-Living One-Off Payment, and 2022 Transformation Special Payment

We are pleased to announce the 2023 Annual Increase, a 2023 Cost-of-Living One-Off Payment, and a 2022 Transformation Special Payment for eligible colleagues. Please note that: all the compensation elements described below are subject to any requirements of applicable law in each of our office jurisdictions. Where any local law requires us to make payments that differ from those set out in this document, the local requirements will prevail.

In January 2018, we implemented an annual salary increase policy that was not, as in previous years, directly linked to the Performance Management process. Under that policy, we moved away from providing staff with inflation-based International Monetary Fund (IMF) rates of increase, and instead provided all eligible colleagues in a specific country with the same percentage increase to their salaries based on Mercer's Global Compensation Planning Report (GCPR). As communicated in prior years, GCPR projections are based on cost of labor rather than cost of living, and though GCPR and inflation projections have typically tracked one another fairly closely, GCPR projections have been higher since the Global Compensation Program implementation. However, in 2022, we have seen historically high levels of inflation globally, and the Executive Committee has decided to address the inflation pressures our staff may be experiencing while considering the overall budget and reflecting the possible short-term nature of the inflation surge. Therefore, **we will be providing staff with the Mercer GCPR percentages for the 2023 salary increases, and providing a one-off payment representing the difference between the IMF cost-of-living inflation rates and the GCPR cost of labor rates, where IMF rates are higher in country.** We have taken this decision to acknowledge the genuinely unique prevailing economic circumstances at play in the global economy this year. Our underlying approach remains based upon the GCPR data (as in 2021), and it is our intent and expectation that we will revert to this approach in 2023 and future years.

All Open Society employees who are not employed by foundations, whether they are regular, fixed-term, or part-time, are eligible for a salary increase and cost-of-living one-off payment in January 2023. Temporary agency colleagues, independent contractors, and interns are not eligible for a salary increase or one-off payment.

Based on our [Global Compensation Program](#), no employee's salary can be increased above the maximum of their salary range. Any colleague whose salary is already at the maximum

of their salary range will instead be paid the applicable total combined percentages in the form of a lump-sum payment. If the colleague's salary is near the maximum and the salary increase would cause their salary to exceed the maximum, they will receive an increase to the maximum of their salary range and the remainder as a lump-sum payment.

Attached are the Mercer GCPR and IMF percentages for the 2023 salary increases and cost-of-living one-off payments for eligible colleagues. Please refer to the columns in grey. Salary increases and lump-sum payments will be effective the first pay period in January 2023, according to local payroll schedules.

There are several countries with statutory salary increases determined by the government or a collective bargaining agreement, provided at different times during the year. Colleagues in these locations received their mandated salary increases during the year as required, in addition to the annual increases that they received for 2022. If Mercer's GCPR projects a higher percentage increase for 2023 than what was already mandated, we will provide the difference between GCPR and the mandated percentage in January 2023. For example, if all colleagues in a specific country received a 2% mandated increase during 2022, and the 2023 GCPR projection for the country is 3%, colleagues in this country would receive an increase of 1% in January 2023.

2022 Transformation Special Payment

2022 has also been a challenging year for colleagues not only due to the continuing transformation but also due to historically high levels of inflation and the continued pressures of the global pandemic. Given the extraordinary circumstances surrounding the continuation of the intended transformation, the Executive Committee has decided to provide eligible colleagues with a one-time special payment in December 2022. The 2022 Transformation Special Payment will be altered from last year's payment and instead will be similar to payments from previous years. Using the salary structures we have in place for each of our countries, the average of the midpoint of each of the salary ranges for grades 1 through 16 for each country was calculated. Using this average salary figure for each country (the "average structure midpoint figure"), bonus amounts are determined in a manner that provides the highest bonus payouts for those in the lowest grades, progressively decreasing with higher grades as follows:

2.50% of the average structure midpoint figure for a country for grades 1-5

2.25% for grades 6-7

2.00% for grades 8-9

1.75% for grades 10-12

Working with the budgeted bonus pool, this methodology provides larger bonuses for colleagues in lower grades. Payment of bonuses will be made in the salary currency for each location and will be subject to all applicable withholdings and laws. The grade for each colleague as of September 30, 2022, will be used as the basis for the calculations.

The decision to cap the Transformation Special Payment at grade 12 was done with the purpose of driving up the level of award and providing maximum assistance to employees in lower and mid-level grades to help mitigate the impact of inflation and global economic headwinds on those employees this year.

Eligible Staff

All Open Society employees who are not employed by foundations—whether they are regular, fixed-term, or part-time—hired prior to October 1, 2022, and still on payroll the day the Transformation Special Payments are paid, will be eligible to receive the payment. Please note that on payroll for this purpose means that the colleague is still employed with the organization on the day the Transformation Special Payments are paid and does not include colleagues who have separated from employment and are receiving post-employment severance payments in jurisdictions where such arrangements apply. All Open Society employees who are not employed by foundations—whether they are regular, fixed-term, or part-time—who have started employment between January and September 2022 will receive a payment pro-rated by the number of months they have worked this year as of December 31, 2022 (a month will be included if the hire date was on or before the 15th of the month). Please see a sample proration calculation below. Employees hired on or after October 1, 2022, will not be eligible for this payment. Temporary agency colleagues, independent contractors, and interns are not eligible for this payment.

Payment Amount

The 2022 Transformation Special Payment will be reflected in the last paycheck of the year, according to local payroll schedules. The amounts are shown in local currency in the attachment.

Please note that this 2022 Transformation Special Payment is a one-time payment and is being made exceptionally, voluntarily, and at Open Society's sole discretion. It is intended to reflect the exceptional circumstances of the ongoing transformation in place this year and to honor the

loyalty of our staff. It does not confer any future legal entitlement for employees and does not create an obligation for Open Society to provide the same or any similar payment in future years.

Sample Proration Calculation

Here is an example of the proration calculation for the 2022 Transformation Special Payment:

Hire date: February 16, 2022

Grade 10

Special Payment in the U.K.: 1,593 GBP

$1,593/12$ (months) = 132.75 per month; 132.75×10 months (March–December 2022) = Payment of 1,328 GBP

Schedule for the Transformation Special Payment and Annual Increases

Transformation Special Payment—Paid in last paycheck in December 2022 (for eligible staff).

2023 Salary Increase or lump-sum payment and Cost-of-Living One-Off Payment—Reflected in first paycheck in January 2023 (for eligible staff).

Transformation Special Payment available for viewing in Workday—Available on December 17, 2022 (in the Compensation section, click on “Bonus and One Time Payments” tab for Transformation Special Payments).

2023 Salaries and lump sum payments available for viewing in Workday—Available on December 31, 2022 (in the Compensation section, select the “Compensation” tab for new salaries and “Bonus and One Time Payments” tab for lump-sum payments).

2023 Annual Increase and 2023 Cost-of-Living One-Off Payment

Mercer GCPR and IMF percentages for the 2023 salary increases and cost-of-living one-off payments for eligible colleagues. Please refer to the columns in grey.

Country	2023 Mercer GCPR Salary Increase	2023 IMF Salary Increase	2023 Actual Salary Increase (if different from GCPR)	2023 Cost of Living One-Off Payment (Typically IMF % less Mercer %)	Notes
United States	4.00%	8.10%		4.10%	

2022 Transformation Special Payment for Eligible Staff

Payment Amount

The 2022 Transformation Special Payment will be reflected in the last paycheck of the year, according to local payroll schedules.

	Eligible Grades			
	1–5 Grade	6–7 Grade	8–9 Grade	10–12 Grade
United States	3,467	3,120	2,773	2,427