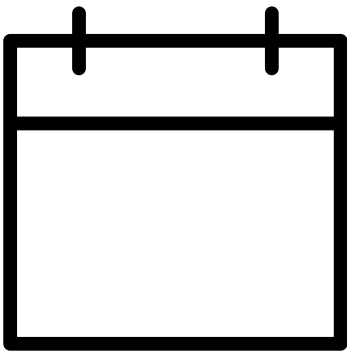
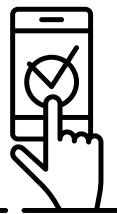


NATIONAL AGREEMENT VOTING PROCESS

The Ceva agreement vote will be conducted electronically. A copy of the proposed agreement will be made available before the vote opens.



WHEN



Vote opens

Thurs 16 Dec
12:01am



Vote closes

Fri 17 Dec
12:00am

HOW TO VOTE

- You'll be sent an **SMS or email** by the company with instructions on how to vote
- There will also be **paid company tool box meetings** to take you through the process, with TWU officials in attendance

VOTE OUTCOME AND NEXT STEPS

A successful yes vote means your 2% pay increase will apply from 13 Dec, and your backpay from 1 April 2021 to 12 Dec 2021 will be processed on 22 Dec.