

SUPPLEMENT TO THE EMPLOYMENT CONTRACT

The undersigned:

....., with registered office at,

hereinafter referred to as the 'employer'; and

....., residing at,

hereinafter referred to as the 'employee';

Hereby agree as follows:

- a) If and to the extent that the employee may receive a tax-free reimbursement for extraterritorial expenses based on the relevant articles of the 1965 Wages and Salaries Tax Implementation Decree, it will be agreed that the pay for present employment agreed with the employee will be reduced for labour legislation purposes in such a way that maximum 100/70 of the thus agreed pay for present employment is equal to the originally agreed pay for present employment.
- b) If and to the extent that part (a.) is applied, the employee shall receive from the employer a reimbursement for extraterritorial expenses equal to maximum 30/70 of the thus agreed pay for present employment.
- c) The employee and employer are aware that the reimbursement for extraterritorial expenses may not lead to an agreed pay for present employment that is lower than the minimum provided pay for present employment as mentioned in Article 10eb of the 1965 Wages and Salaries Tax Implementation Decree and therefore the reimbursement for extraterritorial expenses might be lower than 30/70 of the thus agreed pay for present employment.
- d) The employee is aware of the fact that adjustment of the agreed remuneration pursuant to part (a.) may in view of the applicable regulations have consequences for all pay-related benefits and payments such as pension payments and social security benefits.
- e) The "agreed pay for present employment" as described in part (a.) includes the total sum of all pay for present employment, paid or provided to the employee, as described in the 1964 Wages and Salaries Tax Act and the provisions based on it.
- f) The allowance will be provided as from, up to and including the last month the 30%-rule (or a new subsequent rule under Dutch tax legislation) will be applicable to the employee. This agreement will also come to an end as from the date the employment contract between the employer and the employee will be terminated.

Both parties agree to the aforementioned and state that this agreement can be considered as an addition to the employment contract.

Date :

Employer:

Employee:

.....

.....

signature

signature