

MOZILLA

International Benefit Plan Highlights – NETHERLANDS

	<ul style="list-style-type: none">• Monthly pension benefits are payable to your survivors' (spouse/partner and orphans) in the event of your demise• Waiver of premium in the event of disability is included• Vesting: You are always 100% vested• Normal retirement age: 65
Vacation/Annual Leave: (statutory)	<ul style="list-style-type: none">• 20 working days. Leave entitlement in the first year of employment is pro rata based on service.• Employees need to schedule vacation time with their immediate manager in advance by submitting a "Vacation Request"
Maternity leave: (statutory)	<ul style="list-style-type: none">• Employees are entitled to a total of 16 weeks of maternity leave paid at 100% salary continuation
Special Leaves:²	<ul style="list-style-type: none">• Marriage – 2 paid days• Paternity – 2 paid days• Death (immediate family) – max. 4 paid days• Moving – 1 paid day
Public Holidays: (statutory)	<ul style="list-style-type: none">• New Year• Easter Monday• Ascension• Queen's Birthday• Whit Monday (Pentecost)• Christmas• Day after Christmas

MOZILLA reserves the right, in its sole discretion, to terminate, withdraw, replace, amend, change or alter from time to time any benefit plan or program that it provides, or may provide in the future, to employees. Furthermore, subject to applicable laws, MOZILLA shall not at any time be required to compensate any employee for any loss resulting from the termination, withdrawal, replacement, amendment, change or alteration of any benefit plan or program it offers.

This document is provided only as summary of your benefits; if you have specific questions relating to coverage, please refer directly to insurance policies or contact the H/R Department

Insurance broker for disability insurance:

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Kuijpers & Lievaart

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² Time off for personal reasons is recognized under law, except for paternity leave, however, the law does not specify the number of days

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