

# NOW-conditions and differences

NOW conditions per scheme	NOW 1.0 main scheme (Group)	NOW 1.0 exception (operating company)	NOW 2.0 main scheme (Group)	NOW 2.0 exception (operating company)
Wage subsidy for the months	March/April/May 2020	March/April/May 2020	June/July/August/September 2020	June/July/August/September 2020
Number of months NOW	3	3	4	4
Turnover period: 3 consecutive months from:	March-July 2020	March-July 2020	June-November 2020	June-November 2020
Reference turnover	Average 3-month revenue 2019	Average 3-month revenue 2019	Average 4-month revenue 2019	Average 4-month revenue 2019
Reference turnover starting company or transfer of company in 2019	Average 3 months start/acquisition up to and including February 2020	Average 3 months start/acquisition up to and including February 2020	Average 4 months start/acquisition up to and including February 2020	Average 4 months start/acquisition up to and including February 2020
Turnover decrease	20% ≥	20% ≥	20% ≥	20% ≥
In case of a Group: Group 20% ≥ turnover decrease	Yes	No	Yes	No
If not a Group: individual company 20% ≥ turnover decrease	Yes	No	Yes	No
In case of a Group: Group < 20% turnover decrease; individual BV 20% > revenue decrease	No	Yes	No	Yes
Subsidy amount	Maximum 90% of the wage costs	Maximum 90% of the wage costs	Maximum 90% of the wage costs	Maximum 90% of the wage costs
Advance amount	80%	80%	80%	80%
Reference month wage costs	January 2020 (or November 2019 or March 2020)	January 2020 (or November 2019 or March 2020)	March 2020	March 2020
Maximum wage costs per employee per month	€ 9,538	€ 9,538	€ 9,538	€ 9,538
Permitted wage cost reduction	Not applicable	Not applicable	Not applicable	Not applicable
Refund for lower wage costs for other reasons	100% lower wage x 90% NOW	100% lower wage x 90% NOW	100% wage cost ex-employee x 90% NOW	100% wage cost ex-employee x 90% NOW
Refund for lower wage costs due to redundancy	150% wage cost ex-employee x 90% NOW	150% wage cost ex-employee x 90% NOW	100% wage cost ex-employee x 90% NOW	100% wage cost ex-employee x 90% NOW
Redundancy fine if no agreement with trade union/Works Council (20 > employees)	Not applicable	Not applicable	5% NOW	5% NOW
Restriction on dividend payments	No	Yes, for claimant, Group head and Group companies	Yes, for claimant if advance € 100,000 ≥ or final € 125,000 ≥	Yes, for claimant, Group head and Group companies
Restriction on bonuses for management legal entity/Group head	No	Yes, for claimant, Group head and Group companies	Yes, for claimant if advance € 100,000 ≥ or final € 125,000 ≥	Yes, for claimant, Group head and Group companies
Restriction on purchasing own shares	No	Yes, for claimant, Group head and Group companies	Yes, for claimant if advance € 100,000 ≥ or final € 125,000 ≥	Yes, for claimant, Group head and Group companies
Restrictions on an intra-group secondment operating company	No	Yes	No	Yes
Coordination with union/Works Council necessary	No	Yes	No (unless redundancy 20 > employees)	Yes
Requirement to encourage employees to retrain/learn new skills	No	No	Yes	Yes
Extra charge for employer costs	30%	30%	40%	40%
Third-party expert statement	From €20,000 advance From €25,000 final	No	From €20,000 advance From €25,000 final	No
Accountants statement	From €100,000 advance From €125,000 final	Yes	From €100,000 advance From €125,000 final	Yes
Request period for advance application	From 6 April up to and including 5 June 2020	From 6 April up to and including 5 June 2020	From 6 July up to and including 31 August 2020	From 6 July up to and including 31 August 2020
Request period for final subsidy with accountants statement (38 weeks)	From 7 October 2020 up to and including 30 June 2021	From 7 October 2020 up to and including 30 June 2021	From 16 November 2020 up to and including 9 August 2021. If November 2020 is part of the reference turnover period: from 30 November 2020 up to and including 23 August 2021	From 16 November 2020 up to and including 9 August 2021. If November 2020 is part of the reference turnover period: from 30 November 2020 up to and including 23 August 2021
Request period for final subsidy without accountants statement (24 weeks)	From 7 October 2020 up to and including 24 March 2021	From 7 October 2020 up to and including 24 March 2021	From 16 November 2020 up to and including 3 May 2021. If November 2020 is part of the reference period: from 30 November 2020 up to and including 17 May 2020	From 16 November 2020 up to and including 3 May 2021. If November 2020 is part of the reference period: from 30 November 2020 up to and including 17 May 2020

# NOW-conditions and differences

NOW-conditions per scheme	NOW 3.1 main scheme (Group)	NOW 3.1 exception (operating company)	NOW 3.2 main scheme (Group)	NOW 3.2 exception (operating company)	NOW 3.3 main scheme (Group)	NOW 3.3 exception (operating company)
Wage subsidy for the months	October/November/December 2020	October/November/December 2020	January/February/March 2021	January/February/March 2021	April/May/June 2021	April/May/June 2021
Number of months NOW	3	3	3	3	3	3
Turnover period: 3 consecutive months from:	October 2020-February 2021	October 2020-February 2021	January-May 2021	January-May 2021	April-August 2021	April-August 2021
Reference turnover	Average 3-month turnover 2019	Average 3-month turnover 2019	Average 3-month turnover 2019	Average 3-month turnover 2019	Average 3-month turnover 2019	Average 3-month turnover 2019
Reference turnover starting company or transfer of company in 2019	Average 3 months start/acquisition up to and including February 2020	Average 3 months start/acquisition up to and including February 2020	Average 3 months start/acquisition up to and including February 2020	Average 3 months start/acquisition up to and including February 2020	Average 3 months start/acquisition up to and including February 2020	Average 3 months start/acquisition up to and including February 2020
Turnover decrease	20% ≥	20% ≥	20% ≥	20% ≥	30% ≥	30% ≥
In case of a Group: Group 20% ≥ turnover decrease	Yes	No	Yes	No	Yes	No
If not a Group: individual company 20% ≥ turnover decrease	Yes	No	Yes	No	Yes	No
In case of a Group: Group < 20% turnover decrease; individual BV 20% > revenue decrease	No	Yes	No	Yes	No	Yes
Subsidy amount	Maximum 80% of the wage costs	Maximum 80% of the wage costs	Maximum 80% of the wage costs	Maximum 80% of the wage costs	Maximum 60% of the wage costs	Maximum 60% of the wage costs
Advance amount	80%	80%	80%	80%	80%	80%
Reference month wage costs	June 2020 (or April 2020)	June 2020 (or April 2020)	June 2020 (or April 2020)	June 2020 (or April 2020)	June 2020 (or April 2020)	June 2020 (or April 2020)
Maximum wage costs per employee per month	€ 9.691	€ 9.691	€ 9.691	€ 9.691	€ 4.845	€ 4.845
Permitted wage cost reduction	10%	10%	10%	10%	20%	20%
Refund for lower wage costs for other reasons	If decrease is more than 10%, a refund of the overpaid part	If decrease is more than 10%, a refund of the overpaid part	If decrease is more than 10%, a refund of the overpaid part	If decrease is more than 10%, a refund of the overpaid part	If decrease is more than 20%, a refund of the overpaid part	If decrease is more than 20%, a refund of the overpaid part
Refund for lower wage costs due to redundancy	If decrease is more than 10%, a refund of the overpaid part	If decrease is more than 10%, a refund of the overpaid part	If decrease is more than 10%, a refund of the overpaid part	If decrease is more than 10%, a refund of the overpaid part	If decrease is more than 20%, a refund of the overpaid part	If decrease is more than 20%, a refund of the overpaid part
Redundancy fine if no agreement with trade union/Works Council (20 > employees)	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Restriction on dividend payments	Yes, for claimant if advance €100,000 or more, or final €125,000 or more (2020)	Yes, for claimant, Group head and Group companies (2020)	Yes, for claimant if advance €100,000 or more, or final €125,000 or more (2021)	Yes, for claimant, Group head and Group companies (2021)	Yes, for claimant if advance €100,000 or more, or final €125,000 or more (2021)	Yes, for claimant, Group head and Group companies (2021)
Restriction on bonuses for management legal entity/Group head	Yes, for claimant if advance €100,000 or more, or final €125,000 or more (2020)	Yes, for claimant, Group head and Group companies (2020)	Yes, for claimant if advance €100,000 or more, or final €125,000 or more (2021)	Yes, for claimant, Group head and Group companies (2021)	Yes, for claimant if advance €100,000 or more, or final €125,000 or more (2021)	Yes, for claimant, Group head and Group companies (2021)
Restriction on purchasing own shares	Yes, for claimant if advance €100,000 or more, or final €125,000 or more (2020)	Yes, for claimant, Group head and Group companies (2020)	Yes, for claimant if advance €100,000 or more, or final €125,000 or more (2021)	Yes, for claimant, Group head and Group companies (2021)	Yes, for claimant if advance €100,000 or more, or final €125,000 or more (2021)	Yes, for claimant, Group head and Group companies (2021)
Restrictions on an intra-group secondment operating company	No	Yes	No	Yes	No	Yes
Coordination with union/Works Council necessary	No (unless redundancy of 20 employees or more)	No (unless redundancy of 20 employees or more)	No (unless redundancy of 20 employees or more)	No (unless redundancy of 20 employees or more)	No (unless redundancy of 20 employees or more)	No (unless redundancy of 20 employees or more)
Requirement to encourage employees to retrain/learn new skills	Yes. If not met, 5% lower subsidy amount	Yes. If not met, 5% lower subsidy amount	Yes. If not met, 5% lower subsidy amount	Yes. If not met, 5% lower subsidy amount	Yes. If not met, 5% lower subsidy amount	Yes. If not met, 5% lower subsidy amount
Extra charge for employer costs	40%	40%	40%	40%	40%	40%
Third-party expert statement	From €20,000 advance From €25,000 final	No	From €20,000 advance From €25,000 final	No	From €20,000 advance From €25,000 final	No
Accountants statement	From €100,000 advance From €125,000 final	Yes	From €100,000 advance From €125,000 final	Yes	From €100,000 advance From €125,000 final	Yes
Request period for advance application	From 16 november to 27 december 2020	From 16 november to 27 december 2020	From 15 February up to and including 14 March 2021 (target dates)	From 15 February up to and including 14 March 2021 (target dates)	From 17 May up to and including 13 June 2021 (target dates)	From 17 May up to and including 13 June 2021 (target dates)
Request period for final subsidy with accountants statement (38 weeks)	After NOW period has ended	After NOW period has ended	After NOW period has ended	After NOW period has ended	After NOW period has ended	After NOW period has ended
Request period for final subsidy without accountants statement (24 weeks)	After NOW period has ended	After NOW period has ended	After NOW period has ended	After NOW period has ended	After NOW period has ended	After NOW period has ended