

	NOW 1		NOW 2		NOW 3		NOW 3		NOW 3	
	1st tranche (payroll March-May 2020)		2nd tranche (payroll June-September 2020)		3rd tranche (payroll October-December 2020)		4th tranche (payroll January-March 2021)		5th tranche (payroll April-June 2021)	
Compensation	max. 90% of the payroll		max. 90% of the payroll		max. 80% of the payroll		max. 85% of the payroll		max. 85% of the payroll	
Advance payment	80% of the compensation		80% of the compensation		80% of the compensation		80% of the compensation		80% of the compensation	
Decline in turnover	at least 20%		at least 20%		at least 20%		at least 20%		at least 20%	
Turnover period	three months as of March 1, April 1, or May 1		four months as of June 1, July 1, or August 1		three months as of October 1, November 1, or December 1		three months as of January 1, February 1, or March 1		three months as of April 1, May 1 or June 1	
Reference turnover	1/4 of turnover for calendar year 2019		1/3 of turnover for calendar year 2019		1/4 of turnover for calendar year 2019		1/4 of turnover for calendar year 2019		1/4 of turnover for calendar year 2019	
Reference payroll	January 2020		March 2020		June 2020		June 2020		June 2020	
Fixed increment	30%		40%		40%		40%		40%	
Max. salary to be taken into account	twice max. daily wage (EUR 9,538 per month)		twice max. daily wage (EUR 9,538 per month)		twice max. daily wage (EUR 9,691 per month)		twice max. daily wage (EUR 9,718 per month) ²		twice max. daily wage (EUR 9,718 per month) ²	
Reduction if actual payroll < ref. payroll	EUR 0.90 for each EUR 1 of lower payroll		EUR 0.90 for each EUR 1 of lower payroll		EUR 0.80 for each EUR 1 of lower payroll, 1st 10% decline in payroll is exempt		EUR 0.85 for each EUR 1 of lower payroll, 1st 10% decline in payroll is exempt		EUR 0.85 for each EUR 1 of lower payroll, 1st 10% decline in payroll is exempt	
Increase if actual payroll > ref. payroll	✓		✗		✗		✗		✗	
Redundancy penalty	150% (of payroll over three months)		100% (of payroll over three months) / 5% of total subsidy (subject to conditions)		n/a ³		n/a ³		n/a ³	
Retraining obligation	✗		✓		✓		✓		✓	
Support work-to-work	✗		✗		✓		✓		✓	
Initial application period	April 14, 2020 through June 5, 2020		July 6, 2020 through August 31, 2020		November 16, 2020 through December 27, 2020		February 15, 2021 through March 14, 2021		May 17, 2021 through June 13, 2021	
Final determination	October 7, 2020 through October 31, 2021		March 15, 2021 through January 5, 2022		October 4, 2021 through June 26, 2022		January 31, 2022 through October 23, 2022		January 31, 2022 through October 23, 2022	
Application based on decline in turnover at group level or level of individual operating company										
Decline in turnover level	Group	Operat. Company ⁴	Group	Operat. company ⁴	Group	Operat. company ⁴	Group	Operat. company ⁴	Group	Operat. company ⁴
Bonus and dividend prohibition	n/a	for 2020	for 2020 ⁵	for 2020	for 2020 ⁵	for 2020	for 2021 ⁵	for 2021	for 2021 ⁵	for 2021
Auditor's statement required	if: advance payment ≥ EUR 100,000 or final subsidy ≥ EUR 125,000	yes, regardless of subsidy amount	if: advance payment ≥ EUR 100,000 or final subsidy ≥ EUR 125,000	yes, regardless of subsidy amount	if: advance payment ≥ EUR 100,000 or final subsidy ≥ EUR 125,000	yes, regardless of subsidy amount	if: advance payment ≥ EUR 100,000 or final subsidy ≥ EUR 125,000	yes, regardless of subsidy amount	if: advance payment ≥ EUR 100,000 or final subsidy ≥ EUR 125,000	yes, regardless of subsidy amount

¹ If the NOW subsidy is claimed in consecutive tranches, the turnover periods must follow one another. ² This amount is based on indexation on January 1, 2021. ³ There is an obligation to contact the Dutch Employee Insurance Agency (UWV) telephone NOW with regard to employees who are made redundant. If this is not done, a penalty of 5% of the subsidy amount will be imposed. ⁴ Applications at the operating company level are only possible if the decline in turnover at the group level is not at least 20%. Furthermore, additional conditions apply for applications at the operating company level. ⁵ Provided an auditor's statement is required.