

Netherlands	Incentive Plan/LTIP
<p>When will I be taxed in relation to my plan benefits?</p>	<p>Grant: No income tax. No social security.</p> <p>Vesting: Income tax and social security.</p> <p>Transfer to participant: Box 3 income tax may apply. No social security.</p> <p>Sale by participant: Box 3 income tax may apply on proceeds of sale received. No social security.</p>
<p>What is the maximum rate of income tax payable in relation to my plan benefits?</p>	<p>49.50% (2026). Any change in tax rates usually takes effect from 1 January.</p>
<p>Income tax rates</p>	<p>Income is divided into three boxes and each is taxed differently.</p> <p>Box 1 covers employment income (including income received under an employee incentive plan) and business profits of self-employed persons. Income in Box 1 is taxed at progressive rates up to 49.50%. For 2026, there are three brackets:</p> <ul style="list-style-type: none"> • 35.75% which includes national/employee social security (see 'Employee social security' section) for income through EUR38,883; • 37.48% for income over EUR38,883 up to EUR78,426; and • 49.50% for income over EUR78,426. <p>In certain cases, a surcharge applies. For example, a 'special rate' applies on stock-based compensation. This is not an explicit rate in a table but the effective rate resulting from the combination of the ordinary income tax withholding rates and an additional uplift because of a reduction of the individual tax discount. The 'special rate' percentage that should be applied will depend on the employee's previous year's gross income. The resulting maximum withholding rate is 56.01% (49.5% + 6.51%). This percentage applies to earnings between EUR78,426 and EUR143,555 for employees under the retirement age. For annual income over EUR143,555 there is no surcharge and the standard marginal rate of 49.50% applies.</p> <p>Box 2 covers income (capital gains and dividends) from a substantial interest, at least 5% of the total shares or of a class of shares in a company. In 2026 the rates are:</p> <ul style="list-style-type: none"> • 24.5% on the first EUR68,843 of income; and • 31% above that. <p>Box 3 covers income from savings and investments. Net assets (including shares acquired under an incentive plan minus liabilities) are subject to taxation under Box 3. With regard to shares, this relates to shares that the individual owns and does not include rights to shares under an employee share plan before vesting. Under Box 3, the actual income (including dividend income) or capital gain realised is not taxed but a notional income is deemed to be derived from the net assets (assets less liabilities). The reference date for the value of the net assets is 1 January of the year concerned. The notional income on shares held is 6.00% (1.28% for bank savings accounts). This income is taxed at a flat rate of 36% (2026). Taxation only occurs to the extent the value of the net assets exceed EUR59,357 (2026) for an individual. If the actual return on investments is lower than the notional return the taxpayer can object to the assessment and file on the basis of the actual return on the investments (which includes unrealised gains). In 2028 (delayed from 2027) a new, non-flat rate system of taxation on capital income is expected to take effect, based on actual income from assets rather than a notional rate of return.</p>
<p>Will my employer withhold income tax in relation to my plan benefits?</p>	<p>Yes (for income under Box 1).</p>

<p>Are my plan benefits subject to social security contributions?</p>	<p>Yes</p> <p>Employee social security.</p> <p>Employer social security.</p> <p>Employer must withhold the employee contribution.</p>
<p>Employee social security</p>	<p>Employee social security (max rate): national insurance premium contributions are levied at 27.65% and are withheld at the same time as wage tax (therefore, no additional withholdings for national insurance premiums are required on top of the applicable income tax rate). The national insurance premiums are incorporated in the lowest income tax bracket (in 2026, up to and including EUR38,883), leading to a total withholding of 35.75% (2026). In addition, every employee is required to have a health insurance policy and to pay a nominal premium to their insurance company.</p> <p>Employee social security (cap): the maximum amount of national insurance contributions in 2026 is EUR10,751 per year (i.e. EUR38,883 x 27.65%).</p>
<p>What is the maximum rate of capital gains tax?</p>	<p>None. Capital gains are generally exempt from tax unless they arise from the sale of business assets (business profits are treated as income taxed in Box 1) or from the sale of a substantial interest in a company (broadly, at least 5% of the total shares or a class of shares in a company) in which case the sale proceeds would be taxed as Box 2 income.</p> <p>Although there should be no capital gains tax, the shares may be treated as savings and investment income and be taxed in Box 3.</p>
<p>What is the maximum tax rate payable on dividends?</p>	<p>Dividend income is generally exempt from taxation unless:</p> <ul style="list-style-type: none"> • if the participant has a substantial interest in the company (broadly, at least 5% of the total shares or of a class of share in the company), in which case the dividend income would be taxed as Box 2 income; • the value of the dividends received, together with all other Box 3 assets for personal income tax purposes, exceeds EUR59,357 (2026) on 1 January and the participant holds less than 5% of the total shares or of a class of shares in the company, in which case the dividend income is taken into account as income from savings and investments for Box 3; or • the participant receives dividends on shares under an option plan during a deferral period, in which case the dividends are treated as remuneration and subject to tax in Box 1, which must be withheld by the employer. <p>Dividend withholding tax may be credited against Dutch income tax due.</p>
<p>Do I have to report any income in relation to the plan to my local tax authority?</p>	<p>Yes, income tax is payable on the value of the shares awarded under an incentive plan. Tax on income in Box 1 (employment income) is withheld and paid by the employer. Tax on income in Box 2 (income from a substantial interest) and Box 3 (income from savings and investments) is payable through the individual's tax return. The employee must report all income which, under certain circumstances, may include capital gains, in their income tax return (Box 1, 2 and 3 income). Withheld income tax (i.e. Box 1) can be credited against any other income tax payable by the individual.</p> <p>Report name: Annual Income Tax Return (<i>aangifte inkomstenbelasting</i>). The return can be filed online. The tax return can be downloaded from the website here. Please note, the URL for this website can change from year to year. The general site through which the filing can be made is here.</p> <p>Tax period: 1 January to 31 December.</p> <p>Reporting deadline: 1 May of the following year (extensions are available).</p> <p>Payment of tax: any unpaid tax is due within 6 weeks after the date of issuance of the relevant (preliminary) income tax assessment.</p>

Tax - Employee Notes



This summary assumes that you only pay tax in one place. Different rules may apply if you pay tax in different places.

This summary is only a guide. It is limited to a general description of national tax laws and does not address various issues which may impact the tax result, including: local, city, regional, state or other provincial taxes; retention and holding periods; restrictions on the shares; clawback terms and periods; and your own individual circumstances. We do not guarantee any particular tax result. Therefore, we recommend that you consult your own tax advisor regularly to determine your tax position.

The information provided is understood to be correct as of 9 February 2026. Changes in legislation or practice after this date may affect the tax treatment.

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