MOZILLA

International Benefit Plan Highlights - NETHERLANDS

MOZILLA intends to provide the following employee benefit program subject to medical underwriting and insurance carrier approval:

Personal Accident Benefit – GBG	Accidental Death Benefit 2 X annual salary	
Insurance Ltd	Dismemberment Benefit –	
	Definition	Benefit - 2 x Basic Annual Sala
	Complete deafness of both ears, of traumatic origin	100%
	Removal of the lower jaw	100%
	Loss of speech	100%
	Loss of one arm and one leg	100%
	Loss of one arm and one foot	100%
	Loss of one hand and one foot	100%
	Loss of one hand and one leg	100%
	Loss of both legs	100%
	Loss of both feet	100%
	Permanent Partial Dismemberment (Accidental only)	Based on Continental Scale
	Disability Benefit (Accidental only) Permanent Total Disability by own occupation Deferment Period Benefit	12 months 2 x Basic Annual Salary
Sick Pay & Disability Insurance — Delta Lloyd Insurance Co.	 Sick Leave: the first 13 weeks of incapacity are sick leave and you will be paid your normal salary for up to 13 weeks If you are still unable to work after 13 weeks insurance will pay 70% of your base salary for up to 39 weeks. Second year and thereafter – insured benefit of 70% of salary Third year and thereafter – maximum insured benefit of 70% of base salary less any Social Security benefits and payable up to age 65 The company pays the full cost for this benefit 	
Pension Plan:	Defined contribution plan • Employer contribution: 7% of base annual salary that is in excess of the state pension offset amount ¹	
	 Employee contribution: 1% 4% of base annual salary; you also have the ability to make voluntary contributions up to maximums allowed under law 	

¹ State pension offset amount: 2009 amount is Euro 12,465, indexed yearly

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	 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)	 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)	Employees are entitled to a total of 16 weeks of maternity leave paid at 100% salary continuation	
Special Leaves: ²	 Marriage – 2 paid days Paternity – 2 paid days Death (immediate family) – max. 4 paid days Moving – 1 paid day 	
Public Holidays: (statutory)	 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:

Jan Paul Lievaart, jp.lievaart@kenl.nl Kuijpers & Lievaart Herengracht 142 Postbus 11589 1001 GN Amsterdam 020-421-40 54

Fax: 020-421-40-54

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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