

Business Travel Insurance  
Policy: Nedspice Holding B.V.

CHUBB®

<b>Policy</b>	NLBMNA30347	
<b>Policyholder</b>	Nedspice Holding B.V.	
<b>Period of Insurance</b>	Inception date	01/01/2025
	Expiration date	01/01/2027
<b>Contract period</b>	12 months tacit renewal	
<b>Intermediary Name</b>	AON	
<b>General conditions</b>	Chubb Benelux Business Travel EN-202107	
<b>Clauses</b>	Medical and other expenses Major act of war Sanctions Freedom of services Foreign entity loss endorsement (groundup)	
<b>Reason of issuance</b>	Policy on request	

03 December 2025

On behalf of Chubb European Group SE

Date



## Insured Persons

Group definition	Coverage
All persons who travel abroad for business purposes on behalf and at the costs of the policyholder.	<p>During business travel, worldwide. Coverage begins at the actual start of an anticipated trip. Cover terminates upon return to home or place of employment of the insured, whichever shall occur first.</p> <p>Coverage includes connecting private trips up to max. 4 weeks.</p> <p>For business travel within the country of residence, this policy only covers travels with at least one booked overnight stay, air travel- or train ticket.</p>

## Insured Categories

Benefits	Description	Amounts
1. Accident insurance	In case of death	EUR 125,000
	Increase of the amount insured for Insureds with a family	Increase of the death benefit by 10%
	In case of death of a spouse / partner travelling with the Insured	EUR 100,000
	In case of death of a child travelling with the Insured	EUR 15,000
	Death due to an airplane accident	EUR 50,000
	Use of seat belt in the means of transport	EUR 20,000
	Rescue worker	EUR 20,000
	In case of permanent disability	EUR 125,000
	Increase of the amount insured for Insureds with a family	Increase of the permanent disability benefit by 10%
	Increase of the sum insured in case of permanent full disability	Increase of 100%
	Cover for the Partner and Children of the Insured	Maximum: EUR 100,000
	Hemiplegia	EUR 50,000
	Paraplegia	EUR 50,000
	Triplegia	EUR 85,000
	Quadriplegia	EUR 125,000
	Third degree burns	Maximum of: EUR 10,000
	Permanent scars	EUR 5,000
	Bone fractures	Maximum of: EUR 3,500
	Protection of corporate reputation	EUR 5,000
2. Additional cover	Funeral costs	EUR 11,500
	Administration cost for the inheritance	EUR 2,000

Independent financial advice	EUR 2,500	
Transport	10% of permanent disability	
Adjustments made to home and car	Maximum of: EUR 20,000	
Adjustments made in the workplace	Maximum of: EUR 10,000	
Wheelchair	EUR 1,500	
Retraining costs	EUR 5,000 (max. EUR 15,000)	
Psychological care	EUR 5,000	
Retraining costs for partner	EUR 15,000	
Household help	5% of permanent disability, maximum EUR 10,000	
Childcare costs	EUR 2,750 per child	
Tuition fees for dependent children	Maximum EUR 5,000	
Pet care	EUR 300	
Hospital visit	Maximum of EUR 500 per day and in total EUR 3,500	
Loss of personal items after an accident	EUR 5,000	
3. Medical costs	Medical costs abroad	At cost
	Dental costs abroad	Price for emergencies only At cost
	Further medical treatment in the home country	EUR 30,000
	Cover for tests on infectious diseases or viruses	Maximum of: EUR 1,500
	Cosmetic surgery	EUR 10,000
	Prosthesis	EUR 15,000
	Coma	EUR 100 per day up to 735 days
	Hospital admission	EUR 55 per day up to 365 days
	Cover for expenses of hospital visitors	EUR 400 per day, EUR 10,000 per event
4. Assistance service	Convalescence after hospitalization	EUR 50 per day, EUR 350 per event
	Necessary medical transport	At cost
	Search and rescue costs	EUR 10,000 per Insured and EUR 30,000 per event
	Repatriation to home country of the Insured	At cost

Visit of medical staff to the Insured	At cost
Return of the Partner and Child in case of repatriation of the Insured	At cost
Repatriation of the body in case of death (Including coffin costs maximum of: EUR 25,000)	At cost
Accompaniment of the deceased, maximum two family members	At cost
Accommodation costs	EUR 400 per day per person, maximum 10 days
Repatriation in case of an act of terrorism or sabotage and assault or violence	At cost
Reimbursement of travel expenses for a replacement	At cost
Early return of an Insured after the death or hospitalisation of a family member	At cost
Early return of the Insured due to Serious property damage to the Insured's home	At cost
Early return of the Decision-maker in case of serious damage Event	At cost
Presence of three family members with the hospitalized Insured	EUR 400 per day person, maximum EUR 10,000
Shipment of medicines not available locally	At cost
Early return due to premature birth of the Insured's Child	At cost
Cover for the costs of longer stays by the Insured	EUR 300 per day, maximum EUR 2,000
Return of the Insured to the destination of the Business Trip	At cost
5. Luggage	Total luggage EUR 10,000 Sublimits: Money EUR 2,500 Specimens EUR 3,000 Bank cards and Documents EUR 3,500 Keys and Documents EUR 2,500
	Personal items after an assault, attack or terrorism • Personal items EUR 1,500 • Mobile phones, smartphones or tablets EUR 1,500
	Fraudulent use of SIM card At cost
	CDW rental car excess EUR 1,500 per event
	Delay of luggage EUR 2,000
6 Trip cancellations - changes	Cancellation or change of business trip EUR 15,000 Aggregate limit in case of cancellation EUR 50,000

	Delayed or cancelled flight (>4 hours)	EUR 300
	Compensation in case of overbooking of a scheduled flight	EUR 500
	Missed connection	EUR 300
	Loss of the possibility to use the vehicle	EUR 3,000
	Advanced costs in case of loss or theft of means of payment	EUR 15,000
7. Legal assistance	Legal assistance	EUR 50,000
	Travel and accommodation costs for a court hearing	EUR 1,000
	Advance for bail	EUR 150,000
	Imprisonment	EUR 10,000
8. Liability	Personal liability	EUR 7,500,000
9. Evacuation in case of political unrest and natural disasters	Assistance and coordination in case of emergency evacuation necessary due to political unrest	EUR 150,000
	Cover for evacuation due to political circumstances or natural disasters	At cost
	Forced extended stay as a result of an epidemic, political unrest or natural disaster	EUR 400 per day maximum EUR 4,000
	Ultimate completion of a trip	EUR 10,000
	Replacement of Insured	EUR 10,000
10. Hijacking/kidnapping or unlawful detention	Crisis management in case of hijackings, kidnappings or unlawful detention of an Insured	EUR 150,000
	Ransom	EUR 100,000
	Compensation of labor costs of the Insured after a hijacking, kidnapping or unlawful detention	Maximum EUR 150,000 per year
	Replacement insured	EUR 10,000
	Ultimate completion of a trip	EUR 10,000
11. Road assistance	Replacement driver per policy	At cost
	Wages in case of repairs at the roadside per event	EUR 150
	Transport to a repair shop, storage - per event	EUR 1,000
	Repatriation of the means of transport	At cost
	Legal assistance	At cost

### Loss Limit

The maximum liability of underwriters per occurrence arising out of the same event is for all categories together: EUR 50,000,000

If the maximum per occurrence is exceeded in case of an accident, the underwriter will equally decrease the amounts payable to each insured.

## Chubb Services

### Chubb Assistance



In case of emergency contact Chubb Assistance

Phone number: +31 10 28 93 536

24 hours a day, 7 days a week

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### Chubb Travel Smart App



The Chubb Travel Smart app helps employees travel safely. The app contains pre-travel risk training eLearning modules, easy access to security and medical assistance, local country and medical information, risk alerts and more.

Follow this link to see the Chubb Travel Smart video:

<https://www.chubb.com/my-en/business/chubb-travel-smart.html>

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### Certificates Tool



With our online certificate tool, applying for a visa is made easier. The service is available 24 hours a day, seven days a week via the following link:

<https://travelcertificate.chubbinsured.com/>

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### Online Submission of Claims



Via our app or our digital claims portal <https://www.chubbclaims.com/>, travellers can submit new claims easily, quickly and online around the clock.

## Clauses

<b>Medical and Other Expenses</b>	<p>In respect to medical and dental costs it is agreed that no reimbursement will be granted if insured has no primary medical insurance and/or if business travel occurs in the country of residence.</p> <p>However in the case that insured has no primary Medical Insurance in place the benefit for Medical Expenses will cover Medical Expenses after an accident or heart attack, stroke or myocardial infarction to a maximum of EUR 100,000.--.</p>
<b>Major act of war</b>	<p>This insurance shall not provide cover in the event of an Accident that is the direct or indirect result of a Major Act of War in one of the following countries: Afghanistan, Somalia, Iraq, Libya, North Caucasus, Ukraine, Sudan, Yemen, Syria, Israel/Gaza including West Bank.</p> <p>In the event of an Accident resulting directly or indirectly from a Major Act of War in any other country, the payment for death and permanent disability shall be limited to € 250,000 per person per event.</p>
<b>Sanctions</b>	<p>Whenever coverage, benefit or claim payment provided by this policy would be in violation of the United Nations Resolutions or the trade and economic sanctions, laws or regulations of the European Union or one of her member states, United Kingdom or United States of America, such coverage, benefit or claim payment shall be null and void.</p>
<b>Freedom of Services</b>	<p>In case of Freedom of Services, the following will apply:</p> <p>The subsidiary- and/or affiliated companies in the European Economic Area will fall under this legislation</p> <ul style="list-style-type: none"><li>- No local policy will be issued</li><li>- Coverage is based on the conditions of this master policy</li></ul> <p>Chubb European Group Limited will be responsible for settlement of all applicable local taxes and/or charges with the local authorities</p> <ul style="list-style-type: none"><li>- Damage claims will be settled and paid out under this master policy</li></ul>

## Premium allocation

Countries	Number of FTE	Structure	Premium pp	Premium in EUR excl. IPT
The Netherlands	106	Master	4,25	451
Vietnam	126	FEL	4,25	536
India	94	FEL	4,25	400
USA	21	FEL	4,25	89
<b>Total</b>	<b>347</b>			<b>1.475</b>

## Foreign entity loss endorsement (groundup)

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The following provisions are added to the Policy and shall prevail in the event of conflict with any other provision of the Policy:

### 1. Definitions

For the purposes of this endorsement:

- “Controlling Interest” means an Ownership Interest which is either (i) greater than 50 per cent; or (ii) greater than 15 per cent provided it is the largest shareholding in a Foreign Entity.
- “First Named Policyholder” means the First Named Policyholder on the Policy Schedule. • “Insured Loss” means the decrease in the value of the economic interest of the First Named Policyholder in the Foreign Entity as a result of the Foreign Entity Loss.
- “Foreign Entity” shall mean an entity located in a country or territory in which Chubb is not licensed, authorised or otherwise lawfully permitted to insure that entity, in which the First Named Policyholder has an economic interest including, without limitation, an Obligation.
- “Foreign Entity Loss” means any loss incurred or paid by the Foreign Entity, including in connection with its obligations to provide business related injury and travel insurance benefits to its employees (and/or other beneficiaries specified by the Foreign Entity) pursuant to any relevant obligations between the Foreign Entity and its employees, which would be considered a covered loss under the terms and conditions of this Policy, including but not limited to all exclusions and limitations.
- “Ownership Interest” means the ownership interest that the First Named Policyholder has in the Foreign Entity, either directly or indirectly through intervening subsidiaries.

### 2. Foreign Entity Loss - indemnity

2.1 Chubb will indemnify the First Named Policyholder for an Insured Loss, the value of which is conclusively agreed and shall be equal to: the Foreign Entity Loss (where at the time of the Foreign Entity Loss the Ownership Interest is a Controlling Interest); or

- a) subject to 2.2 below, the percentage of Ownership Interest multiplied by the Foreign Entity Loss (where at the time of the Foreign Entity Loss the Ownership Interest is not a Controlling Interest).

2.2 If, at the date of the loss, the First Named Policyholder does not have an Ownership Interest or has an Ownership Interest which is not a Controlling Interest, but the First Named Policyholder or an intervening subsidiary is responsible for providing business related injury and/or travel insurance for the benefit of the Foreign Entity’s employees (and/or other beneficiaries specified by the Foreign Entity) (an “Obligation”), Chubb will indemnify the First Named Policyholder for an Insured Loss, the value of which is agreed and shall be deemed conclusively to be equal to the Foreign Entity Loss to the extent there is an Obligation to pay.

2.3 Chubb will treat any Foreign Entity Loss in accordance with all of the terms and conditions of this Policy, including, but not limited to, exclusions and other limitations in this Policy, as if the Foreign Entity Loss occurred to the First Named Policyholder.

2.4 Matters known to the Foreign Entity shall be deemed to be known to the First Named Policyholder.

All other terms and conditions of this Policy remain unchanged.

**Chubb. Insured.<sup>SM</sup>**

Chubb European Group SE is an undertaking governed by the provisions of the French insurance code with registration number 450 327 374 RCS Nanterre. Registered office: La Tour Carpe Diem, 31 Place des Corolles, Esplanade Nord, 92400 Courbevoie, France. Chubb European Group SE has fully paid share capital of €896,176,662. Chubb European Group SE, Netherlands Branch, Weena 592, 3012 CN Rotterdam, is registered at the Dutch chamber of commerce under number 24353249. In the Netherlands, it falls under the conduct of business rules of the Authority Financial Markets (AFM). Chubb European Group SE is a subsidiary of a US parent and Chubb Limited, a NYSE listed company. Consequently, Chubb European Group SE is subject to certain US laws and regulations in addition to EU, UN and national sanctions restrictions which may prohibit it from providing cover or paying claims to certain individuals or entities, and from insuring certain types of activities related to certain countries and territories such as, but not limited to, Iran, Syria, North Korea, North Sudan, Cuba and Crimea.