

## REMUNERATION POLICY

### **Supervisory Board Remuneration:**

- Supervisory Board members serve on a voluntary basis (onbezoldigd) unless otherwise specified in statutes.
- Reimbursement of actual and necessary expenses will be allowable.
- No performance-based compensation will be paid for Supervisory Board members.

### **Staff Remuneration:**

- Salaries will be set at market-competitive levels for non-profit sector employees.
- Salaries will be based on job responsibilities, experience, and qualifications.
- No excessive remuneration will be permitted; compensation will be reviewed by Supervisory Board annually.
- Payroll taxes and social contributions will be paid in accordance with Dutch law.

### **Expense Reimbursement:**

- Only actual, reasonable, and documented expenses will be reimbursed.
- Standard per diem rates will be paid for travel.