



Remuneration Policy

2025



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1. Purpose and Scope

This Remuneration Policy outlines the principles, guidelines, and procedures governing the compensation provided to Supervisory Board members, Managing Board members, employees, volunteers, executives and advisors of Firuza Stichting ("Foundation"). The purpose of this policy is to ensure that compensation practices are fair, equitable, and in alignment with the Foundation's mission, vision, objectives, and values.

2. Compensation Philosophy

Foundation is committed to responsible stewardship of its resources and the public trust. Our compensation philosophy emphasizes:

- **Mission Alignment:** Compensation decisions should reflect the Foundation's charitable mission and core values.
- **Fairness:** Compensation should be fair and equitable, ensuring that it is appropriate to the performed roles, responsibilities, and contributions.
- **Transparency:** Compensation practices should be transparent, and relevant details should be disclosed to everyone.

3. Compensation Elements

Foundation may offer the following compensation elements:

- **Base Salary/Wages:** Competitive and commensurate with job responsibilities.

Foundation is non-profit organization, and its primary purpose is to serve the public interest, charitable causes, it does not provide incentive or bonus programs. Supervisory Board members, Managing Board members, employees, volunteers, executives and advisors of Foundation are expected to act in the best interests of the Foundation and the goals it serves, rather than for personal financial gain.

4. Remuneration of Supervisory Board members and Managing Board members

Members of the Supervisory Board and Managing Board serve on a voluntary basis and do not receive any salary, fees, or other financial remuneration for their governance or management positions/services.

5. Remuneration of employees

5.1. The Foundation may employ staff to support its objectives. The employment terms shall be fair and in accordance with applicable Dutch labor laws.

5.2. Employees of the foundation shall receive remuneration that is reasonable and proportionate to the time spent, their duties and responsibilities, taking into account market standards within the non-profit sector.

6. Remuneration of volunteers

6.1. Volunteers are individuals who freely offer their services to the Foundation without expectation/intention of payment or compensation.

6.2. Volunteers are not entitled to monetary remuneration or salary for their services.

7. Remuneration of person(s) determining policy of the Foundation

The Managing Board, supported by respective functions, shall be responsible for drafting of policy plan and other policies of the Foundation, while implementation of the policy plan shall be performed by the Managing Board upon approval by the Supervisory Board.

Neither the Managing Board nor Supervisory Board will be remunerated for this.

Management Board will be entitled only to receive allowance for reasonable expenses incurred, subject to provision of the evidences of such costs, and an attendance fee per meeting which will not be higher than the maximized attendance fees prescribed by the Dutch Tax Authorities.

8. Expense Reimbursement

Supervisory Board members, Managing Board members, employees, volunteers, executives, and advisors may be reimbursed, subject to provision of the evidences of such costs, for necessary and reasonable expenses incurred while performing their duties. All expenses

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should be documented and submitted in accordance with established policies and procedures.

9. Prohibition of Private Benefit

Foundation shall not engage in activities that result in private inurement or undue private benefit to any individual associated with the foundation. Compensation decisions should be made solely for the benefit of the foundation and its charitable mission.

10.Regular Review

This Remuneration Policy shall be regularly reviewed and updated to ensure that it remains in compliance with relevant laws and regulations and in alignment with the Foundation's mission.

11.Legal and Tax Compliance

The foundation shall adhere to all applicable laws and regulations concerning compensation and tax-exempt organizations, seeking legal counsel and expert advice as needed.