

## **“Firuza Stichting” remuneration Policy**

### **1. Purpose and Scope**

This Remuneration Policy outlines the principles, guidelines, and procedures governing the compensation provided to employees, 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 employees, executives, and advisors are compensated appropriately based on their 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.
- **Incentive and Bonus Programs:** no incentive and bonus programs. Foundation is non-profit organization, and its primary purpose is to serve the public interest, charitable causes. Employees (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 person(s) determining policy of the Foundation**

Person determining policy of the Foundation is not remunerated for this. If the person determining policy of the Foundation is vested with other obligations or tasks, then he/she will only be remunerated for performance of those obligations/tasks.

If member of the Management Board or Supervisory Board of the Foundation determines policy of the Foundation, he/she 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.

## **5. Expense Reimbursement**

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

## **6. 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.

## **7. 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.

## **8. 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.