

STICHTING ALFANAR – REMUNERATION POLICY

1. PURPOSE

This remuneration policy sets out the principles governing remuneration within Stichting Alfanar, in line with Dutch ANBI requirements and good governance practices. The foundation operates on a **not-for-profit basis**, and remuneration is designed solely to support the effective achievement of its charitable objectives.

2. STATUTORY BOARD (BESTUUR)

- Members of the statutory board **do not receive any remuneration** for their duties.
- Board members may only be reimbursed for **reasonable, actual expenses** incurred in the performance of their role (e.g. travel expenses), provided these are:
 - Directly related to the foundation's activities; and
 - Supported by appropriate documentation.
- No appearance fees, honoraria, bonuses, or benefits in kind are paid.

3. STAFF REMUNERATION

- Employees of Stichting Alfanar may receive remuneration for their work.
- Staff remuneration is:
 - **Market-based and reasonable**, reflecting the role, responsibilities, experience, and relevant labour market conditions;
 - In line with the foundation's charitable objectives and financial capacity;
 - Designed to attract and retain qualified staff without exceeding what is customary in the non-profit sector.

Salary Framework

- Remuneration is determined using a **transparent salary framework**, which may include:
 - Job grading or role descriptions;
 - Salary bands or scales;



- Applicable collective labour agreements (if adopted) or internal salary schemes.
- No performance bonuses linked to profit or surplus distribution are paid.

Other Employment Conditions

- Employment conditions may include standard benefits customary in the non-profit sector (e.g. holiday allowance, pension contributions), provided these are reasonable and proportionate.
- All employment contracts are approved in accordance with internal governance procedures.

4. OVERSIGHT AND COMPLIANCE

- The statutory board is responsible for overseeing compliance with this remuneration policy.
- The policy is reviewed periodically to ensure continued compliance with:
 - ANBI requirements;
 - Dutch law;
 - Principles of transparency and good governance.
- This policy is made publicly available as required under ANBI regulations.