

NLnet Labs' Remuneration Policy

as reviewed by the NLnet Labs Board on 9 october 2013

This is the policy for remuneration of *Stichting NLnet Labs'* board members and employees.

Article 1. Remuneration of Board members.

- 1.1. Members of the NLnet Labs Foundation's board are not remunerated for their activities.
- 1.2. The expenses endured by members of the board are refunded following the guidelines set in NLnet Labs' staff expenses policy.
- 1.3. Expenses paid to the board are reported in the NLnet Labs Annual report.

Article 2. Remuneration of Staff members

- 2.1. Staff members are paid Industry competitive salaries.
- 2.2. As is a common norm for Dutch Public benefit foundations, members of staff, including the director, shall earn no more than a Director General employed by the Dutch Government¹.

1 <http://www.rijksoverheid.nl/documenten-en-publicaties/richtlijnen/2010/01/01/financieel-reglement-medefinancieringsstelsel-ii-29-10-2009.html>