

Remuneration Policy Stichting Leitmotiv

Version 27 November 2025

Purpose

This Remuneration Policy sets out the principles and framework for compensating staff of Stichting Leitmotiv (“Leitmotiv”). The aim is to ensure remuneration is fair, transparent, and sustainable, while being fully aligned with the foundation’s public interest mission to promote an alternative digital economy that operates within planetary boundaries and where the benefits of digitalization are shared equitably and democratically, as well as with its obligations under Dutch law for foundations (‘stichtingen’).

Legal Framework

- Leitmotiv is incorporated as a stichting (foundation) under Dutch law.
- As a nonprofit, Leitmotiv is not permitted to distribute profits to its board, founders, or any individual. Any surplus income must be reinvested into achieving the foundation’s objectives.
- Board members (bestuurders) of a stichting may only receive reimbursement for expenses or a non-excessive attendance allowance for their activities as board members.
- Staff employed by Leitmotiv may receive salaries. Leitmotiv may also hire the services of consultants on specific public interest projects.

Guiding Principles

Remuneration at Leitmotiv will be based on:

- Alignment with mission: ensuring salary levels and consultancy fees align with the public interest character and mission of Leitmotiv.
- Legal compliance: full adherence to Dutch stichting law and relevant labor regulations.
- Fairness and benchmarking: salaries benchmarked against nonprofit sector standards in the Netherlands and wider Europe.
- Transparency and accountability: all remuneration decisions documented, approved by the Board, and reported in annual accounts.

- Performance and impact: remuneration reflects job responsibilities, qualifications, time commitment, and contribution to organizational goals.

Remuneration Framework

Board Members:

- Serve on a voluntary basis.
- May only be reimbursed for reasonable expenses incurred in performing their duties as Board members.

Staff Members (CEO, Directors, Fundraising/Partnerships, Finance/Admin):

- Base salary: determined by role (Job Description) and in accordance with the Guiding Principles under 3. above.
- Benefits: Employees (with a formal employment contract) are entitled to statutory benefits under Dutch labor law (e.g., pension contributions, health insurance, paid leave). Additional benefits may be provided if financially sustainable.

Consultants (hired for specific public interest projects Leitmotiv works on):

- Are not employees of the stichting and will receive a consultancy fee for work performed based on a consultancy contract entered into with the stichting in accordance with the Guiding Principles under 3. above.

Governance & Oversight

- The Board of Leitmotiv approves all remunerations mentioned under the Remuneration Framework under 4. above.
- When the Board of Leitmotiv appoints a CEO to lead the organization ('werkorganisatie'), the Board approves the remuneration of the CEO and the CEO will henceforth apply the remuneration framework for staff and consultants, ensuring compliance with Dutch labor laws and this Remuneration Policy.
- Annual reporting on remuneration will be included in financial statements, ensuring transparency for donors, regulators, and stakeholders.

Compliance and Review

LEITMOTIV

This policy ensures compliance with:

- Dutch Civil Code requirements for stichtingen
- ANBI (Algemeen Nut Beogende Instelling) standards for public benefit organizations (if/when applicable).

The policy will be reviewed every two years, or earlier if required by Dutch law or by the Board of Leitmotiv.

