



Compensation Guidelines at Culture Unlimited Foundation

General Overview At Culture Unlimited Foundation, our compensation framework is built upon core values of social responsibility, transparency, legal conformity, and adherence to relevant collective labor agreements (CAOs). We ensure that compensation for officials stays within the legal boundaries set by the Dutch Law on Standardization of Top Incomes (WNT). Moreover, we prioritize settling invoices from employees (freelancers) promptly, with a minimum processing time of two weeks.

Compensation Breakdown 2.1. Executive Board Members of our Executive Board receive compensation in accordance with their established employment contracts. They are affiliated with the foundation as freelancers (ZZP'ers). These contracts undergo annual evaluation and necessary adjustments. Our remuneration structure aligns with the Collective Agreement for Music festivals (NAPK).

2.2. General Board No direct remuneration is provided to members of the general board. However, we reimburse any expenses incurred upon submission of supporting documentation.

2.3. Musicians Our musicians are compensated at least in line with the SENA fee standard (€320 per performance in 2024) and receive a rehearsal fee of €150 (2024) per rehearsal. Travel expenses are reimbursed following the guidelines outlined in the Collective Agreement for Music festival (NAPK).

2.4. Organization Staff members of the foundation are compensated on a freelance basis. Honoraria are determined in accordance with the Collective Agreement for Music Festivals (NAPK).

Promoting Transparency We ensure transparency by making our compensation policy publicly available on the foundation's website. Additionally, any updates or modifications to the policy are disclosed in our annual report.

Annual Review Process Both the executive board and the general board participate in an annual evaluation of our compensation policy to ensure its effectiveness and alignment with our organizational goals.

Useful Links For further information, please visit our website:

<https://cultureunlimited.org/>