



## **Remuneration Policy**

### **Hotel staff**

Hotel con Corazón has employees in the different hotels around the world. Management and employees of these hotels will be paid a competitive wage according to local standards.

### **Foundation Board of Directors**

Hotel con Corazón Foundation has directors. The position of director is unpaid. However, the board may occasionally incur expenses that are related to the performance of its duties. These costs have a ceiling of € 2000 per year for the board together.

The foundation may employ paid employees, whereby a gross salary limit of 2 times “Modaal” is maintained on the basis of a full-time appointment. In the case of a freelance employee who invoices the foundation for work instead of being an employee, the limit is 3 times “modaal” (invoice value including VAT), again on the basis of a full-time appointment.

Foundations or other entities set up in collaboration with Hotel con Corazón for setting up hotels in other countries maintain a similar remuneration policy. In any agreements with these foundations the NL board will, if possible, establish agreements on this subject in accordance with the articles of association and / or contract.