



Remuneration policy

Equal Justice Equal Pay Foundation

23 September 2025

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This document sets out and explains the remuneration policy of the Equal Justice Equal Pay Foundation (the **Foundation**).

Transparency is an important principle of the Foundation's remuneration policy. The Foundation therefore publishes on its website the main features of the remuneration policy with regard to its directors and the members of the Supervisory Board. In addition, the actual remuneration of the directors will be published in the annual report and the report of the Supervisory Board.

The remuneration policy is aimed at offering directors and the members of the Supervisory Board a remuneration in line with market standards for the work they perform. This contributes to attracting and retaining knowledgeable, people with integrity and relevant experience for their role at the Foundation. This in turn makes the work that the Foundation carries out possible and guarantees the continuity of the Foundation.

The directors of the Foundation receive a fee for their work. The Supervisory Board has determined the remuneration of the directors as follows:

- The chairman of the board receives: € 15,000 per calendar year;
- Other members of the board receive: € 10,000 per calendar year.

Members of the Supervisory Board may receive reasonable remuneration for the work they perform for the Foundation, which shall be determined by the joint meeting of the Board and the Supervisory Board. The remuneration for the Supervisory Board is set as follows:

- The Chairman of the Supervisory Board receives: € 10,000 per year;
- Other members of the Supervisory Board receive: € 7,000 per year.

If one or more members of the Board or the Supervisory Board devote an exceptional number of hours to the work for the Foundation, they may be granted an additional allowance. In that case, this additional remuneration is laid down in the annual report or the report of the Supervisory Board.

Members of the Board or the Supervisory Board may not receive any remuneration for their work other than that specified above.