

Remuneration policy

Women on Wings Foundation in India

The Directors in the Women on Wings Foundation are appointed for a period of four years with the possibility to extend with another four years. They are not being paid for their work for Women on Wings. The Board meets four times a year.

Stichting Women on Wings in the Netherlands

The members in the board of *Stichting* Women on Wings are appointed for a period of four years with the possibility to extend with another four years. Except for the two co-founders who are appointed indefinite. The board meets two times a year. *Stichting* Women on Wings has a one tier board. The non-executive board members are not being paid for their work for Women on Wings.

Remuneration committee

Till June 2016, the two founders were the managing founders. They were being paid for their work till June 2016. A remuneration committee decided on the remuneration policy and the amount of remuneration.

The committee followed the Dutch '*Adviesregeling Beloning Directeuren van Goede Doelen van de VFI*' (Advisory Regulations Remuneration of Directors of VFI Charities). The Advisory Regulations indicate a maximum standard for annual income using a number of criteria. The criteria were assessed in 2012 which led to a so-called BSD (Big Safe Dividends) score of 370 points. In 2014 the BSD score was 383 points. The management remuneration of the two managing founders were below the VFI limits of 2012.

Since July 2016, no person in the board gets paid for the work for Women on Wings.