

**Compensation Regulations
of
Open Home Foundation**

TITLE 1. PURPOSE OF THE COMPENSATION REGULATIONS
Article 1 – Purpose
1. These Compensation Regulations govern the principles and guidelines related to the compensation structure at Open Home Foundation (the "Foundation"). These regulations ensure fairness, sustainability, and transparency in salary structures, benefits, and reviews for all employees.
2. These Regulations are adopted in accordance with article 9 of the Foundation Deed dated 5 September 2024.
TITLE 2. COMPENSATION FRAMEWORK
Article 2 – Compensation Philosophy
1. The Foundation is committed to providing fair and competitive compensation to attract, develop, and retain top talent. The compensation philosophy is based on the following principles: ○ Fairness: Equal opportunities for salary adjustments, irrespective of gender, identity, race, religion, or other non-work-related characteristics. ○ Sustainability: Compensation decisions align with the Foundation's long-term sustainability objectives. ○ Transparency: Compensation structures must be simple, well-defined, and easily understandable.
Article 3 – Components of Compensation
1. Base Compensation: Base salaries are determined on a gross annual basis, incorporating all mandatory allowances relevant to each country.
2. Global Benefits: Employees, regardless of location, are entitled to global benefits such as paid time off (PTO), learning budgets, and smart home budgets.
3. Local Benefits: The Foundation aligns local benefits with national standards, as outlined in Remote's dashboard.
4. Variable Compensation: The OHF board may offer a one-time bonus of up to twice an employee's monthly salary, at the end of the year to recognize and compensate for the extra effort. This exceptional bonus also aims to acknowledge other unpaid contributions, reflecting our deep appreciation for our team's extraordinary efforts and dedication.
TITLE 3. COMPENSATION MANAGEMENT
Article 4 – Compensation for New Hires
1. The Foundation offers new employees a total compensation package aligned with the 75th percentile for their role, seniority, and local market conditions. The Foundation uses at least three different sources for this figure, which depend on the role and location. Those three sources are then averaged to find the ideal compensation for each team member.
Article 5 – Compensation Review Process
1. Annual Compensation Review: Salary reviews are conducted annually, considering individual performance, growth, and market changes. Raises are not guaranteed.
2. Role Changes and Special Circumstances: Compensation may be reassessed due to role changes or exceptional conditions.
TITLE 4. MOBILITY AND COMPENSATION ADJUSTMENTS
Article 6 – Relocation Policy
1. Employees may work from locations within time zone constraints relevant to their role. Any relocation must be discussed with HR to assess contract modifications, tax implications, and benefit adjustments.
2. The Foundation aims to maintain the employee's compensation at the 75th percentile of their new local market. Relocation benefits or visa sponsorships are not provided unless the move is Foundation-initiated.
TITLE 5. PAYMENT TERMS
Article 7 – Salary Payment Schedule
1. Salary payments follow Remote's country-specific policies. Employees can access detailed information via Remote's help pages: Remote Country Information .
TITLE 6. FINAL PROVISIONS
Article 8 – Implementation and Modifications
1. These regulations are subject to periodic review and may be updated by the Foundation Board. Any amendments will be communicated in a timely manner.

The Foundation Board of Open Home Foundation:

Brooklyn 4/1/2025

Ort, Datum / Place, date

Chairman of the Foundation Board

Signed by:


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Paulus Schoutsen

Neuheim 4/1/2025

Ort, Datum / Place, date

Member of the Foundation Board

Signiert von:


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Pascal Vizeli

Houston 4/1/2025

Ort, Datum / Place, date

Member of the Foundation Board

Signed by:


22F7335E7EFA434...
John Koston

Utrecht 4/1/2025

Ort, Datum / Place, date

Member of the Foundation Board

Signed by:


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Han Sie