

Annex 8 to the grant policy framework *FemFocus* – Maximum remuneration

Legal entities that wish to receive a grant charged to the state budget of Foreign Trade and Development of the Netherlands are subject to the requirement of a maximum salary for their directors and managers.

This requirement forms an integral part of the threshold criteria that are tested upon receipt of every grant application. If this criterion is not met, the grant application is rejected.

The ceilings apply at all times to the applicant/grantor and, if required in the relevant grant policy framework, to co-applicants as well. Thereby, a specific cap applies per country of establishment of the legal entity in question, which is updated annually.

This appendix contains a total overview of all ceilings per country for grants applied for in 2025.

For further information on this threshold criterion, please refer to the relevant grant policy framework under which grant funding is requested.

Group A - Netherlands and other EU member states

For each of the countries below the maximum is set at € 226.000

Belgium	France	Lithuania	Romania
Bulgaria	Greece	Luxembourg	Slovenia
Cyprus	Hungary	Malta	Slovakia
Denmark	Ireland	Netherlands	Spain
Germany	Italy	Austria	Czech Republic
Estonia	Croatia	Poland	Sweden
Finland	Latvia	Portugal	

Group B - United Kingdom, Norway, Switzerland, Japan, USA/Canada

Canada - USD 348,469	United Kingdom - GBP 245.536
Japan - YEN 37,569,305	United States of America - USD 348,469
Norway - NOK 3,323,529	Switzerland - CHF 371,194

Group C - Other countries

Country	Currency	Amount
Albania	ALL	9.076.599
Algeria	DZD	10.449.298
Angola*	USD	235.620
Argentina*	USD	137.759
Armenia	AMD	59.221.157
Australia	AUD	311.063
Azerbaijan*	USD	144.110
Bangladesh	BDT	10.808.383
Belarus*	EUR	90.568
Benin	XOF	81.266.976
Birma/Myanmar*	USD	101.608
Bosnia-Herzegovina	BAM	212.686
Brazil	BRL	735.269
Burkina Faso	XOF	80.123.501
Burundi	EUR	61.845
Canada	CAD	216.815

Chad	XAF	75.078.810
Chile	CLP	126.971.983
China	CNY	1.658.428
Colombia	COP	511.340.235
Congo DRC*	USD	141.507
Costa Rica*	USD	161.882
Cuba*	EUR	49.346
Dominican Republic	DOP	7.389.761
Egypt*	EUR	107.959
Ethiopia*	EUR	89.827
Georgia	GEL	255.255
Ghana	GHS	912.096
India	INR	7.843.251
Indonesia	IDR	1.533.690.209
Iran*	EUR	89.468
Iraq*	USD	181.966
Israel	ILS	775.482
Ivory Coast	XOF	97.934.398
Jordan	JOD	90.792
Kazakhstan	KZT	47.029.999
Kenya	KES	20.100.832
Kosovo*	EUR	94.158
Kuwait	KWD	64.582
Lebanon*	USD	194.443
Libya*	EUR	91.712
Macedonia*	EUR	84.868
Malaysia	MYR	404.122
Mali	XOF	82.564.906
Morocco	MAD	1.595.843
Mexico	MXN	2.196.831
Moldova*	EUR	77.104
Mozambique*	USD	185.444
New Zealand	NZD	303.703
Niger	XOF	79.694.628
Nigeria*	USD	121.872
Oman	OMR	71.382
Pakistan*	EUR	64.268
Palestinian Territories	ILS	759.998
Panama	PAB	182.662
Peru	PEN	559.452
Philippines	PHP	4.845.671
Qatar	QAR	918.699
Russian Federation*	EUR	105.917
Rwanda	RWF	108.325.218
Saudi Arabia	SAR	634.985
Senegal	XOF	96.936.447
Serbia*	EUR	121.400
Singapore	SGD	317.885
South Africa	ZAR	2.504.820
South Korea	KRW	222.877.379
South Sudan*	USD	163.992
Sri Lanka*	EUR	51.836
Suriname*	USD	127.863
Taiwan	TWD	4.698.195
Tanzania	TZS	283.723.057
Thailand	THB	5.373.954

Trinidad and Tobago	TTD	931.619
Tunisia	TND	244.843
Turkey*	EUR	110.988
Uganda	UGX	458.980.736
Ukraine*	EUR	109.687
United Arab Emirates	AED	926.230
Venezuela*	USD	124.789
Vietnam*	USD	98.444
Yemen*	USD	133.698
Zimbabwe*	USD	202.454

* For various reasons (including volatile local currency exchange rates) ceilings for these countries are presented in EUR or USD. For these countries instead of local currency EUR must be used when applying the ceilings.

If your country of origin is not on the list of other countries (C)?

- 1) Go to: <https://www.government.nl/topics/embassies-consulates-and-other-representations/overview-countries-and-regions>
- 2) Click your country of origin
- 3) Click: Representation(s) of the Netherlands in [COUNTRY X] - e.g. Liberia
- 4) You will be forwarded to the Dutch embassy which serves your country. For the example of Liberia, the Dutch embassy to turn to is the one in Senegal.
- 5) To find the maximum remuneration for your country (e.g. Liberia), use the maximum of the representing Dutch embassy. In this example Senegal (XOF 96.936.447 (equaling EUR 147.779 (based on the corporate rates of 2025)))