INTRODUCTION

In 2019, the Meeting of Participants voted to strengthen LIBER's financial stability conform the proposal "Ensuring LIBER's Viability & Building on Success". In light of this, LIBER was able to adapt its financial model and offer additional services to Participants without further raising the Fees. As part of the abovementioned proposal, it was decided that LIBER would not further increase Participant Fees until 2022 — the end of the current strategic period.

PROPOSAL TO INDEX PARTICIPANTS FEES PER 2023

INDEXING PARTICIPANT FEES

As agreed, the Annual Participant Fees have not been adjusted for inflation since they were raised after the 2019 Meeting of Participants. Over the past year, LIBER has seen a rapid increase in inflation in the Netherlands and service providers have been raising their rates for 2022 accordingly. This has forced the Executive Board to re-examine the Participant Fees for 2023. Although LIBER is reluctant to raise its Annual Fees - partly in view of the current economic outlook - LIBER sees a need to correct its Fees for inflation and therefore proposes to begin indexing its Participant Fees to meet rising operational costs.

INDEXING PROPOSAL

The Executive Board suggests to index the Fees by using the <u>consumer price index</u> that is calculated month by month by the Dutch Central Bureau for Statistics (CBS). The index is based on each month's inflation level in the Netherlands combined with the index for that same month of the previous financial year.

Following the CBS price index for October 2021, the Executive Board agreed to adjust the Participants Fees by 3.4% for 2023.² Going forward, each year during the month of October, the Executive Board will re-examine the Fees and index them accordingly.

Note that the transparency of LIBER's financial model, with a distinction in categories based on national GDP per capita, will be maintained.

TIMELINE

In November 2021, in accordance with LIBER's <u>Rules & Regulations</u>,³ Participants were notified of the Executive Board's intention to review the current Annual Fees in 2022. The proposal to index the 2023 Annual Fees by 3.4% was then approved by the LIBER Executive Board in February 2022. It was shared with the LIBER Network in March and May 2022 ahead of the Meeting of Participants on 6 July 2022, where LIBER Participants will be asked to formally approve the proposal after which the adjusted Fees will come into force per 1 January 2023.

We greatly appreciate your understanding in the abovementioned indexation for 2023 and we thank you for your ongoing support in the valuable work that LIBER is doing.

Hilde van Wijngaarden Treasurer

May 2022

¹ For the running of LIBER as an organisation, use is made of (mostly Dutch) service providers. These include: payroll administration, bookkeeper, accountant, health and safety service, IT workstations and management, licences, financial systems, website hosting and maintenance.

² The proposed indexed Fees can be found in Appendix 1

³ Rule 3.1 of LIBER's Rules & Regulations states that "[...]The announcement of an intention to vary the annual contribution shall be sent to Participants not later than the last day of February preceding the annual Meeting of Participants."



APPENDIX 1: PROPOSED 2023 PARTICIPANT FEES

MEMBERSHIP	ANNUAL PARTICIPANT FEE	
CATEGORY	2019 - 2022	2023
Institutional A	€ 995	€ 1,029
Institutional B	€ 545	€ 564
Institutional C	€ 260	€ 269
Organisational A1	€ 2,595	€ 2,683
Organisational A2	€ 1,295	€ 1,339
Organisational B1	€ 1,195	€ 1,236
Organisational B2	€ 1,095	€ 1,132
Organisational C	€ 260	€ 269
Association A	€ 1,220	€ 1,261
Association B	€725	€750
Association C	€ 645	€ 667