

WNT 2019

Remuneration of senior executives

Data for 2019 amounts x € 1 Position details	D.E. Ernste CEO	J. Luursema Director of Finance Operations & Support	G.J.M. Wehkamp Director
Beginning and end of job performance in 2019	01/01-31/12	01/01-31/12	01/01-31/12
Scope of employment (part-time factor in FTEs)	0.85	1.00	1.00
Employment relationship?	Yes	Yes	Yes
Remuneration			
Remuneration plus taxable expense allowance	132,666	107,558	125,092
Remuneration payable on a future date	15,264	29,275	28,508
Remuneration	147,930	136,833	153,600
Individually applicable maximum remuneration	153,850	181,000	181,000

Data for 2019, termination of employment Amounts x € 1 Name Position	J. Luursema Director of Finance Operations & Support
Year of termination of employment	2019
Scope of employment	1.00
Payment agreed for termination of employment	40,000
Individually applicable maximum	75,000
Paid in 2019	0

Supervising senior officials

The members of PUM's Supervisory Board do not receive any remuneration or fee for their activities.

Data for 2019	Position		Remuneration	WNT maximum
Mr J. de Boer	Chairman	01/01-31/12	0	29,100
Mr J. Vonhof	Vice-Chairman	01/01-31/12	0	19,400
Mr R.E. Wolleswinkel	Member	01/01-31/12	0	19,400
Ms I. Dezentjé Hamming-Bluemink	Member	01/01-31/12	0	19,400
Ms T.O. Fierens	Member	01/01-31/12	0	19,400
Mr A.C. van Haeringen	Member	01/01-31/12	0	19,400

WNT 2020

WNT-verantwoording 2020 Stichting PUM Netherlands senior experts

De WNT is van toepassing op Stichting PUM Netherlands senior experts; het toepasselijke maximum is vanaf 2020 de algemene, namelijk €201.000 per jaar.

Bezoldiging topfunctionarissen

Gegevens 2020 bedragen x € 1 Functiegegevens	D.E. Ernste CEO	G.J.M. Wehkamp Director
Aanvang en einde functievervulling in 2019	1/1-31/12	1/1-31/12
Omvang dienstverband (als deeltijdfactor in fte)	0,85	1,00
Dienstbetrekking?	Ja	Ja
Bezoldiging		
Beloning plus belastbare onkostenvergoeding	135.432	127.177
Beloningen betaalbaar op termijn	22.031	29.199
Bezoldiging	157.463	156.376
Individueel toepasselijke bezoldigingsmaximum	170.850	201.000

Gegevens 2020 beëindiging dienstverband Bedragen x €1 Naam Functie	J. Luursema Director Finance Operations & Support
Jaar waarin dienstverband is beëindigd	2019
Omvang dienstverband	1,00
Overeengekomen uitkering	40.000
Individueel toepasselijk maximum	75.000
Waarvan betaald in 2020	40.000

Toezichthoudende topfunctionarissen

De leden van de Raad van Toezicht van Stichting PUM ontvangen geen enkele bezoldiging noch vergoeding voor hun activiteiten.

Gegevens 2020	Functie	Periode	Bezoldiging	Wnt max
De heer J. de Boer	Voorzitter	1/1-15-9	0	21.336
Mevrouw I.D. Thijssen	Voorzitter	15-9-31-12	0	8.814
De heer J. Vonhof	Vice voorzitter	1/1-31-12	0	20.100
De heer R.E. Wolleswinkel	Lid	1/1-31-12	0	20.100
Mevrouw I. Dezentjé Hamming-Bluemink	Lid	1/1-31-12	0	20.100
Mevrouw T.O. Fierens	Lid	1/1-31-12	0	20.100
De heer A.C. van Haeringen	Lid	1/1-31-12	0	20.100

WNT-verantwoording 2021 Stichting PUM Nederlands senior experts

De WNT is van toepassing op Stichting PUM Nederlands senior experts; het toepasselijke maximum is vanaf 2021 de algemene, namelijk €209.000 per jaar.

Bezoldiging topfunctionarissen

Gegevens 2021 bedragen x € 1 Functiegegevens	D.E. Ernste CEO	G.J.M. Wehkamp Director
Aanvang en einde functievervulling in 2021	1/1-31/12	1/1-31/12
Omvang dienstverband (als deeltijdfactor in fte)	0,85	1,00
Dienstbetrekking?	Ja	Ja
Bezoldiging		
Beloning plus belastbare onkostenvergoeding	134.719	126.459
Beloningen betaalbaar op termijn	22.464	29.746
Bezoldiging	157.183	156.205
Individueel toepasselijke bezoldigingsmaximum	177.650	209.000

Topfunctionarissen met een totale bezoldiging van € 1.700 of minder

Naam	Functie	Periode
A.H. Rijkers	Directeur	8/7-31/12
H.A. Voortman	Directeur	8/7-31/12

Toezichthoudende topfunctionarissen

De leden van de Raad van Toezicht van Stichting PUM ontvangen geen enkele bezoldiging noch vergoeding voor hun activiteiten.

Gegevens 2021	Functie	Periode	Wnt max
Mevrouw I.D. Thijssen	Voorzitter	1/1-31-12	31.350
De heer J. Vonhof	Vice voorzitter	1/1-31-12	20.900
De heer R.E. Wolleswinkel	Lid	1/1-31-12	20.900
Mevrouw I. Dezentjé Hamming-Bluemink	Lid	1/1-15-6-2021	9.505
Mevrouw T.O. Fierens	Lid	1/1-31-12	20.900
De heer A.C. van Haeringen	Lid	1/1-31-12	20.900

WNT 2022

WNT justification for 2022, Stichting PUM Netherlands senior experts

Stichting PUM Netherlands senior experts is subject to the Dutch Executives' Pay (Standards) Act (*Wet normering topinkomens*; WNT). As from 2022, the individually applicable maximum is the general maximum, i.e. €216,000 per annum.

Remuneration of senior executives

Data for 2022 amounts x €1 Position details	D.E. Ernste CEO	G.J.M. Wehkamp Director	A.D. Brouwer CEO
Beginning and end of job performance in 2022	01/01-31/03	01/01-31/12	01/09-31/12
Scope of employment (part-time factor in FTEs)	0.85	1.00	1.00
Employment relationship?	Yes	Yes	Yes
Remuneration			
Remuneration plus taxable expense allowance	39,444	129,704	43,838
Remuneration payable on a future date	5,767	33,807	10,115
Remuneration	45,211	163,511	53,953
Individually applicable maximum remuneration	45,449	216,000	72,197

Data for 2022, termination of employment Amounts x €1	
Name	D.E. Ernste
Position	CEO
Year of termination of employment	2022
Scope of employment	0.85
Payment agreed	63,999
Individually applicable maximum	64,000
Paid in 2022	64,000

Senior executives with total remuneration of €1,800 or less

Name	Position	Period
A.H. Rijkers	Director	01/01-31/03
H.A. Voortman	Director	01/01-31/03
P.J.L. Bongaerts	Director	01/04-31/12

Supervising senior officials

The members of PUM's Supervisory Board do not receive any remuneration or fee for their activities.

Data for 2022	Position	Period	Individually applicable maximum remuneration
Ms I.D. Thijssen	Chair	01/01-31/12	32,400
Mr J. Vonhof	Vice-Chair	01/01-31/12	21,600
Mr R.E. Wolleswinkel	Member	01/01-31/12	21,600
Ms T.O. Fierens	Member	01/01-31/12	21,600
Mr A.C. van Haeringen	Member	01/01-31/12	21,600
Mr R.L.M.H. Puts	Member	01/04-31/12	16,274

WNT 2023

WNT justification for 2023, Stichting PUM Netherlands senior experts

Stichting PUM Netherlands senior experts is subject to the Dutch Executives' Pay (Standards) Act (*Wet normering topinkomens*; WNT). As from 2023, the individually applicable maximum is the general maximum, i.e. €223,000 per annum.

Remuneration of senior executives

Data for 2023 amounts x €1 Position details	A.D. Brouwer CEO	P.J.L. Bongaerts COO
Beginning and end of job performance in 2023	01/01-31/12	01/01-31/12
Scope of employment (part-time factor in FTEs)	1.00	1.00
Employment relationship?	Yes	Yes
Remuneration		
Remuneration plus taxable expense allowance	143,070	130,722
Remuneration payable on a future date	33,219	27,208
Subtotal	176,289	157,930
Individually applicable maximum remuneration	223,000	223,000
-/-Amount unduly paid and not yet recovered.	Not applicable	Not applicable
Remuneration	176,289	157,930
The amount of the excess and the reason why the excess is or is not allowed.	Not applicable	Not applicable
Explanation of the claim for undue payment.	Not applicable	Not applicable

Supervising senior officials

The members of PUM's Supervisory Board do not receive any remuneration or fee for their activities.

	Position	Period
Ms I.D. Thijssen	Chair	01/01/2023 - 31/12/2023
Mr J. Vonhof	Vice-Chair	01/01/2023 - 31/12/2023
Mr R.E. Wolleswinkel	Audit Committee Member	01/01/2023 - 31/12/2023
Ms T.O. Fierens	Member	01/01/2023 – 04/07/2023
Mr A.C. van Haeringen	Audit Committee Member	01/01/2023 - 31/12/2023
Mr R.L.M.H. Puts	Member	01/04/2023 - 31/12/2023
Ms L. Ait-Baali	Member	04/07/2023 – 31/12/2023

WNT 2024

WNT justification for 2024, Stichting PUM Netherlands senior experts

Stichting PUM Netherlands senior experts is subject to the Dutch Executives' Pay (Standards) Act (*Wet Normering Topinkomens*; WNT). As from 2024, the individually applicable maximum is the general maximum, i.e. €233,000 per annum.

Remuneration of senior executives

(amounts x €1)

Data for 2024		
	A.D. Brouwer	P.J.L. Bongaerts
Position details	CEO	COO
Beginning and end of job performance in 2024	01/01-31/12	01/01-31/12
Scope of employment (part-time factor in FTEs)	1.00	1.00
Employment relationship?	Yes	Yes
Remuneration plus taxable expense allowance	161,688	155,377
Remuneration payable on a future date	30,057	22,031
Remuneration	191,745	177,408
Individually applicable maximum remuneration	233,000	233,000

For 2024, the amounts applicable for specifically International Development Support have been applied as maximum.

Data for 2023		
	A.D. Brouwer	P.J.L. Bongaerts
Position details	CEO	COO
Beginning and end of job performance in 2024	01/01-31/12	01/01-31/12
Scope of employment (part-time factor in FTEs)	1.00	1.00
Employment relationship?	Yes	Yes
Remuneration plus taxable expense allowance	143,070	130,722
Remuneration payable on a future date	33,219	27,208
Remuneration	176,289	157,931
Individually applicable maximum remuneration	223,000	223,000

Supervising senior officials

The members of PUM's Supervisory Board do not receive any remuneration or fee for their activities.

	Position	Period
Ms I.D. Thijssen	Chair	01/01/2024 - 31/12/2024
Mr J. Vonhof	Vice-Chair	01/01/2024 - 31/12/2024
Mr R.E. Wolleswinkel	Audit Committee Member	01/01/2024 - 31/12/2024
Mr A.C. van Haeringen	Audit Committee Member	01/01/2024 - 31/12/2024
Mr R.L.M.H. Puts	Member	01/01/2024 - 31/12/2024
Ms L. Ait-Baali	Member	01/01/2024 - 31/12/2024