

Accountability statement under the Standards for Remuneration act (Wnt)

Remuneration of officials

COVA has to meet the publication requirement laid down in Section 4.1 of the Standards for Remuneration Act (Wnt) in relation to the top officials, former top officials and supervisors mentioned below. Pursuant to Section 4.2 Wnt, this also applies to officials whose remuneration during the financial year, restated to the full-time equivalent on an annual basis, exceeded the statutory remuneration cap.

During the financial year, there were no top officials, former officials or supervisors whose remuneration exceeded the Wnt cap.

Top officials, former top officials

Position details	G.J. ten Broeke	B. Ent
	<i>Managing Director</i>	<i>Strategy & compliance manager</i>
<i>Amounts in €</i>		
Details 2025		
Start and end dates of position in 2025	1-1 to 31-12	1-1 to 31-12
Full-time equivalent of the contract	1.0	1.0
Employment contract?	yes	yes
Remuneration		
Remuneration plus taxable reimbursements	167,895	152,470
Provisions for post-employment benefits	23,386	23,256
Subtotal	191,281	175,726
Individual remuneration cap applicable	246,000	246,000
-/- Undue payments	-	-
Total remuneration 2025	191,281	175,726
Reasons for undue payments	Not applicable	Not applicable
Information on claims relating to undue payments	Not applicable	Not applicable
Details 2024		
Start and end dates of position in 2024	1-1 to 31-12	1-1 to 31-12
Full-time equivalent of the contract	1.0	1.0
Employment contract?	yes	yes
Remuneration		
Remuneration plus taxable reimbursements	169,738	148,277
Provisions for post-employment benefits	23,425	22,265
Subtotal	193,163	170,542
Individual remuneration cap applicable	233,000	233,000
Total remuneration 2024	193,163	170,542

The remuneration cap applicable to Stichting COVA in 2025 is € 246,000,-, which is the general remuneration cap.

* Not a senior executive within the meaning of the Wnt because of delegated responsibility

Board model

Position details	J.F. de Leeuw <i>Chairman</i>	G.R. Roukens <i>Board member</i>	I.J.M. Stegmann <i>Board member</i>	J.W.C.M.G. Steeman <i>Board member</i>
<i>Amounts in €</i>				
Details 2025				
Start and end dates of position in 2025	1-1 to 31-12	1-1 to 31-12	1-1 to 31-12	1-1 to 31-12
Remuneration	23,839	18,987	19,009	18,971
Individual remuneration cap applicable	36,900	24,600	24,600	24,600
-/- Undue payments	Not applicable	Not applicable	Not applicable	Not applicable
Total remuneration	23,839	18,987	19,009	18,971
Reasons for undue payments	Not applicable	Not applicable	Not applicable	Not applicable
Details 2024				
Start and end dates of position in 2024	1-12 to 31-12	1-12 to 31-12	1-12 to 31-12	1-12 to 31-12
Remuneration	22,926	18,218	18,218	18,233
Individual remuneration cap applicable	34,950	23,300	23,300	23,300