

HIVOS 2017 PROVISIONAL ACCOUNTS

8. Notes to the consolidated allocation of expense for the year ended 31 December 2017 (amounts x EUR 1,000)

Appropriation	Objective							Total 2017	Budget 2017	Total 2016			
	Open	Green											
Expense	Freedom of Expression	Sexual Rights and Diversity	Transparency & Accountability	Women's Empowerment	Sustainable Food	Renewable Energy	MFS2 alliance partners	Total objective	Total income raised	Total mngt. & account.			
Grants and contributions	1,873	9,117	10,630	1,518	2,057	5,737	-	30,932	448	122	30,932	61,734	69,715
Publ. and communication	63	305	356	51	69	192	-	1,034	448	122	1,604	1,038	1,248
Employee costs	895	4,357	5,080	725	983	2,742	-	14,783	1,971	1,383	18,137	14,741	17,727
Costs of housing	22	107	124	18	24	67	-	362	48	34	444	432	519
Office and general expenses	159	776	905	129	175	488	-	2,632	351	246	3,229	2,120	2,551
Amortisation, depreciation and interest	14	70	82	12	16	44	-	238	32	22	293	278	334
<i>Operating costs</i>	1,154	5,615	6,547	935	1,267	3,533	-	19,050	2,849	1,808	23,706	18,608	22,379
Totals	3,026	14,732	17,177	2,453	3,324	9,270	-	49,983	2,849	1,808	54,639	80,342	92,093

Employee costs:

	Y2017	Y2016
Salaries	13,503	13,934
Social Security	1,491	1,169
Pension	772	867
Temporary employees	1,490	866
Other employee costs	890	890
Total	18,136	17,727

Total contracted employees:

The number of employees in FTE per end 2017 was:

	Y2017	Y2016
Hivos Global Office	107	137
Hivos Regional Offices	247	247
	354	384

Independent auditor costs:

The breakdown of the independent auditor costs for 2017 are:

	Y2017	Y2016
Annual accounts	263	321
Ministry Foreign Affairs MFS II subsidy	-	24
Project audits	53	29
Fiscal advice	54	12
	370	386

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10. Remuneration of the Executive Board (VFI)

The Supervisory Council determines the remuneration policy, the amount of the remuneration of the Executive Board and the amounts of the other elements of remuneration. Following an assessment in 2011, this parcel was once more confirmed in 2012, in accordance with the Remuneration Committee's advice. The Supervisory Council bases its decision on the VFI Advisory Regulations for the Remuneration of Directors of Charities, which use weight criteria to determine maximum standards for annual incomes. As a consequence, the remuneration policy and the amount of the remuneration of the Executive Board fall within the scope defined in the guidelines of the Wijffels Code and within the standard defined by the Dutch Ministry of Foreign Affairs for MFS co-financing organisations. The latter compliance is examined separately by the independent auditor as part of the MFS report.

The relevant actual annual incomes of the Executive Board for 2017 were € 118.039 (1,0556 fte/12 months) for the Executive Director Mr E Huizing and € 96,393 (1,0556 fte / 12 months) for the Director of Operations Ms S.W. Nolst Trenité. The VFI Guidelines have been followed, and the remunerations remained below the relevant ceilings (Wijffels Code, VFI, MFS organisations).

The amounts and composition of the remuneration is shown in the table below.

Name Title	E.Huizing Executive Director	S.W. Nolst Trenité Director of Operations
Employment		
Type of contract (duration)	5 years	permanent
hours	38	38
part-time percentage	105.56%	105.56%
period	1/1-31/12	1/1-31/12
Remuneration (EUR)		
Annual income		
gross wages/salary	109,295	89,564
holiday allowance	8,744	7,165
end-of-year bonus, 13th/14th month	0	
variable annual income	0	
Total	118,039 *)	96,729 *)
Social security charges (employer's contribution)	9,494	9,494
Taxable allowances/additions		
Pension charges (employer's contribution)	14,224	13,613
Other future remuneration		
End-of-employment payments		
Total remuneration for 2017	141,757	119,836
<i>Total remuneration for 2016</i>	<i>142,218</i>	<i>99,686</i>

*) Relevant for DG standard of the Dutch Ministry of Foreign Affairs

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1.1 Remuneration of the Executive Board (WNT)

Report pursuant to the Dutch Remuneration of Senior or Executive in the Public and Semi-public Sector (Salarisstandaard) Act (Wnt-normeringbeoordeling) and/or the Remuneration of Senior or Executive in the Public and Semi-public Sector (Salarisstandaard) Act (Wnt-normeringbeoordeling)

Notes on the preparation of the WNT report
 The report pursuant to the Wnt of 2016 is based on the report on the applicable legislative framework and the A-dit to report 2017, as issued by the Dutch Ministry of the Interior and Domestic Relations on 10 November 2017.
 The legislative framework can be found on <https://www.rijksoverheid.nl/onderwerpen/wnt/wetgeving> (in English see: <https://www.government.nl/topics/interior-and-domestic-relations/wnt/2016/11/10/wnt-report>).
 The applicable remuneration maximum according to WNT in 2017 for Hivos is € 138,000.

Executive Director	Name	BOGOC (I) or Executive?	Former Senior Executive?	date from 1	date to 2	part-time % ³	Inv (1.5 maximum for WNT)	No of days in year	WNT maximum	2017		2016		Type of variable remuneration	Justification for excess remuneration
										fixed remuneration action	variable remuneration action	fixed remuneration action	variable remuneration action		
Executive Director	Ernst-Jan van den Broek	Executive	Yes	1/1/2017	12/31/2017	100.00%	1.0	365	138,000	110,038	110,038	0	110,038	0	Yes

Executive Director	Name	BOGOC (I) or Executive?	Former Senior Executive?	date from 1	date to 2	part-time % ³	Inv (1.5 maximum for WNT)	No of days in year	WNT maximum	2017		2016		Type of variable remuneration	Justification for excess remuneration
										fixed remuneration action	variable remuneration action	fixed remuneration action	variable remuneration action		
Executive Director	Jan A. van der Grinten	Executive	Yes	1/1/2017	12/31/2017	100.00%	1.0	365	138,000	8,830	8,830	0	8,830	0	Yes
Executive Director	Jan A. van der Grinten	Executive	No	1/1/2017	12/31/2017	100.00%	1.0	365	138,000	13,175	13,175	0	13,175	0	Yes
Executive Director	Jan A. van der Grinten	Executive	No	1/1/2017	12/31/2017	100.00%	1.0	365	138,000	3,178	3,178	0	3,178	0	Yes
Executive Director	Jan A. van der Grinten	Executive	No	1/1/2017	12/31/2017	100.00%	1.0	365	138,000	474	474	0	474	0	Yes

Other reporting obligations WNT
 In 2017 there were no other employees that had a remuneration above the applicable WNT maximum. There also were no employees for which a listing based on WOPF or WNT should have been done.

Assessment
 Movement in the remuneration of outstanding leave entitlement not included in the remuneration present above to be recognized in this assessment in accordance with the applicable regulations.
 Movement in the remuneration of outstanding leave entitlement for 2017: € 198,198.
 S. Knibb Thence: movement in remuneration for outstanding leave entitlement for 2017: € 198,198.