

# BOXTRIBUTE REMUNERATION POLICY

## 2021-2022

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### Remuneration of Board Members (*Bestuurslid*)

**None of the board members receive financial remuneration for their roles.** As per our Articles of Association, board members are prevented from making disbursements from *Stichting Boxwise* into their personal bank accounts. Board members are also prevented from allocating funds from *Stichting Boxwise* towards personal goods and services. Board members are entitled to reasonable compensation for expenses incurred in the performance of their duties, as long as the expenses incurred are less than 10% of the operational budget (annual budget after deducting accounting and other administrative fees).

The full list of current board members is always listed on our public website. As of 2022, our board members are:

- **Roanna Kong**, Executive Director (since April 2021)  
Head of Product (since formation until April 2021)
- **Hans Peter Gürtner**<sup>1</sup>, Senior Advisor (since April 2021)  
Head of Operations (since formation until April 2021)
- **James Crowley**, Senior Technology Advisor (since formation)

Former board members are listed below:

- **Bart Driessen**, Senior Advisor (since formation until January 2020)

*Stichting Boxwise* was established on 11 November 2019.

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<sup>1</sup> Hans Peter Gürtner has also acted as *Stichting Boxwise*'s official *Penningmeester* (i.e. Board Treasurer) since 19 November 2019.

## Remuneration of Non-Board Members

**Non-board members** of *Stichting Boxwise* is a term intended to be inclusive of full-time, part-time, temporary, and probationary staff; contractors; as well as volunteers, co-op students, interns, and apprentices.

When retaining external contractors, *Stichting Boxwise's* policy is to provide them with a minimum compensation equivalent to the Netherlands minimum hourly wage regardless of where they are located. All contractors are guaranteed the right to work for other clients. Volunteers can make an advance request to be reimbursed for expenses incurred in the execution of their tasks related to the Stichting. Post-hoc requests for reimbursement are generally disallowed, but exceptions may be granted on a case-by-case basis.

Boxtribute has no full-time employees or full-time equivalent contractors, and we expect this will remain through 2023. This is not expected to change as long as Stichting Boxwise's budget remains under €150K.

## Other References

- [2021-2023 Boxtribute Policy Plan](#)