



PLANETROMEO FOUNDATION

Annual Report 2019

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1. Introduction

The Year 2019 was unique for the Foundation as it marked the completion of our first decade as an organization. The Management Board, Supervisory Board and our founders/main funder came together to mark this milestone with further community participation and outreach. We held various events and activities. These are laid out in Section 3 below.

It was also an occasion to reflect on the preceding 10 years, and re-arm the Foundation as it moves forward into the next decade and beyond. We also looked back with great satisfaction at lessons learnt and to bring in new ways of making the next coming years even more successful. It is important to note that by 2019, the Foundation has funded over 250 projects in 85 countries. In 2019 too, we passed the €1million mark of funding.

Continuing on our core objectives, the Foundation funded a total of €127,948 to 31 projects in the 2019 calendar year. These projects are located in 22 countries across the world. The successful 22 projects funded were selected from over 400 applications for funding received.

As we move into the next decade with renewed vigour, one thing remains constant: the commitment to the struggle of LGBTI people, especially in countries where freedom of expression for LGBTI people, remains highly infringed. Additionally, the commitment of our core stakeholders, especially our founder and main funder, ROMEO BV remains unshaken. We see the future as bright while also acknowledging that there is a lot of work to do.

2. Vision, mission and priority themes

2.1 PlanetRomeo Foundation

PlanetRomeo Foundation is an independent, registered non-profit established in 2009 to contribute to the fight for equal rights and opportunities for LGBTI (lesbian, gay, bisexual, transgender and intersex) people. With the support of ROMEO BV, the company behind ROMEO, the Foundation is uniquely placed to draw support from, and increased awareness on one of the largest online dating platforms.

PlanetRomeo Foundation provides funding up to € 5,000 to grassroots emerging LGBTI projects and initiatives in countries and regions where LGBTI rights are most severely infringed.

2.2 Vision and mission

Vision

PlanetRomeo Foundation envisions a world without discrimination on the basis of sexual orientation, gender identity and expression or characteristics; a world in which lesbian, gay, bisexual, transgender and intersex people have the same rights and opportunities as anyone else; a world that values and respects diversity in sexual orientation, gender identity, gender expression and sex characteristics.

Mission

Our support focuses on contributing to societal change in order to improve the position of LGBTI people throughout the world, with an emphasis on the most disadvantaged regions and communities. We also focus on mobilizing and activating the LGBTI community in those challenging contexts. We do not initiate projects ourselves, and we set out to be a stepping-stone and fill funding gaps between zero funding and access to larger grants.

2.3 Funding themes

In line with our current policy, we continued to fund projects under the following themes:

a) *Community Organizing*

PlanetRomeo Foundation supports [initial] essential steps in community formation and organizing. These steps are crucial to the process of empowerment and a prerequisite to further community development and activism and building critical mass to evoke change. *Community Organizing* focuses on joint efforts, not personal development. The Foundation aims to fund initiatives at an ignition point, where LGBTI people come together to organize themselves in the interest of their communities and to develop common goals. *Community Organizing* can take place offline and online.

b) Shelter

Every day, all around the world, LGBTI people suffer from bullying, discrimination, exclusion, violence, imprisonment, even execution, and are generally at risk for their safety and their lives. PlanetRomeo Foundation supports initiatives that provide (temporary) basic *Shelter* facilities for LGBTI people, especially in those countries and regions where their safety and wellbeing is most at risk. *Shelter* projects can provide refuge and support around the clock, during the day or in specific time slots. Activities in the shelter, that further support LGBTI people can be eligible for funding as well.

c) Sports & Culture

PlanetRomeo Foundation believes that sports and cultural activities can make a positive impact on other aspects and areas of people's lives. The Foundation provides funding to *Sports & Culture* projects that play a distinct role in mobilizing, connecting and strengthening local, disadvantaged LGBTI communities, or making these communities more visible.

3. Review of Activities

3.1 10th anniversary events

To mark this milestone in the life of the Foundation, we held and participated in a series of events. We also took part in our first-ever Amsterdam Pride Walk, drawing out over 80 supporters. This included majority of staff at ROMEO's Amsterdam office and some from the Berlin office as well as users from Romeo dating platform.

We also collaborated with Pakhuis de Zwijger to hold an event titled: 'PinkWashing', involving speakers and participants from corporate, entrepreneurial and grassroots levels, including HEMA, Mama Cash, Boomerang, among others. This event was eventually held in January 2020 due to logistics setbacks from the theatre itself.

3.2 Fundraising activities

Our funding activities in 2019, as usual focused mainly on users on the ROMEO dating platform. Having this exclusive access to almost 4 million users worldwide, not only provide a generous supplement to the funding we receive from ROMEO but creates an avenue to increase awareness of the issues we support.

As it was our 10th anniversary, we also devised a self-use toolkit by which supporters can help us raise funds. This was done in the form of a donation-box, which can be easily put together. The box was branded and designed in an easy-to-use style. For the pilot phase, we sent out these boxes only to countries in Europe.

We are happy to say that we raised over €45,000 from our fundraising activities. This is in addition to the income from the core funding made by our main funder.

3.3 Outreach

We continue to ensure that we are engaged and connected to the wider LGBTI world. Considering our position, we consider it important to play a role not only as a funder but in being part of the wider struggle of LGBTI+ people. To this end, we engage with other funders in Netherlands and other parts of the world as a way to keep both ourselves and others informed about our work and landscape of LGBTI struggle. We took part in webinars, meetings and conferences especially with relation to LGBTI funding and philanthropy. This also involves exchange of ideas, experience and exploring challenges together. We also took part in the Global Philanthropy Project (GPP), providing data to map and understand the scale of funding within the LGBTI sector globally, its sources, recipients, and how to improve in that.

3.4 Policy

Our funding prioritizes small-scale projects as a way to inspire and encourage action. These projects must be initiated, led and implemented by the LGBTI community groups and initiatives. Such projects, in many cases, do not qualify for mainstream or other funding due to lack of credentials and formal incorporation. To be eligible, they must aim to involve, empower and mobilize the community.

We ensure that projects we fund have at their hearts, the community spirit of bringing people together and safety. In all situations, we prefer group involvement and decision-making than single person projects. To this end, we do not pay funds into personal bank accounts or sole-trader accounts.

We continue to fund two categories of emerging initiatives:

- [relatively] new, informal LGBTI groups or organizations with little or no access to other sources of funding;
- more experienced LGBTI organizations that develop new initiatives for which they have not yet previously received funding, and for which are difficult to fund elsewhere.

Due to recent developments in certain Western industrialized countries, we have slightly reviewed geographical eligibility to include some countries in the European Union. Although projects from all geographical regions remain eligible, we continue to prioritize projects in countries outside the Global North. For the purpose of this policy, Global north is defined as Western European Union countries, Iceland, Norway, Switzerland, the United Kingdom, Australia, Canada, New Zealand, United States of America.

3.5 Overview of projects funded in 2019

In 2019, we reduced the number of decision cycles from 4 to 3. Consequentially, this led to a slight reduction in the number of applications we received. Additionally, some minor enhancements were made to our process in the second half of the year to reduce the number of applications not meeting criteria or fitting our funding policy.

Coupled with the focus on the 10th anniversary to boost our brand, therefore increasing awareness and opportunities for new applicants, fewer applications led to more robust decision-making.

On the strength of the above, the following is a picture of the applications received in the year; and their spread. The picture shows that the bulk of applications still come from Africa. This is for various obvious reasons. The subsequent results of the funded projects reflect the same picture.

<i>Continent</i>	<i>Number of applications</i>	<i>Percentage share</i>
Africa	174	62 %
Asia	34	12 %
Europe	43	16 %
The Americas	29	10 %
<i>Total</i>	<i>280</i>	<i>100 %</i>

From the above projects proposals, 31 projects were funded in 25 countries. These projects presented a robust, comprehensive and highly competitive proposals amongst the 280 applications received.

It is important to state that of these 280 proposals, 33 were carried over from the previous year in 2018, processed and were granted in the first review cycle of 2019.

Together, the 31 granted projects received a total of €127,948 in grants. The list of these projects, their regions, country and amount awarded are laid out below;

3.6 List of projects awarded funds in 2019

Organization Name	Region Location	Grant
Asia		
San Julian Pride	Philippines	€ 5.000
Dalit Queer project	India	€ 2.275
Venasa Transgender Network (VTN)	Sri Lanka	€ 4.269
Arcoiris Timor-Leste	Timor-Leste	€ 4.816
Albait Almokhtalef	Israel	€ 4.465
Beijing Queer Chorus	China	€ 3.982
Africa		
Lesbian Connection [Anonymous] – SUPPLETIE ¹	Tanzania	€ 763
Extend A Life Initiative Uganda	Uganda	€ 4.742
Rella Women's Foundation	Uganda	€ 5.000
Association Reference Mali	Mali	€ 1.690
Eswatini Sexual and Gender Minorities (ESGM)	Eswatini	€ 4.987
The Ivy Foundation	Malawi	€ 4.400
Khaibasen Namibia	Namibia	€ 2.513
TransSwati	Eswatini	€ 5.000
Zimbabwe Against HIV and AIDS	Zimbabwe	€ 4.894
Alive Malawi	Malawi	€ 2.428
Tomorrow Women in Sports	Uganda	€ 5.000
Levites Initiative for Freedom and Enlightenment	Nigeria	€ 5.000
House of Empowerment and Awareness in Tanzania	Tanzania	€ 4.380
Foundation for Better Health and Human Rights	Nigeria	€ 5.000
The Americas		
Belize Trans Colors	Belize	€ 5.000
Chaina Foundation	Colombia	€ 2.439
Orguilo Nicaragua	Nicaragua	€ 4.500
Circolo	Mexico	€ 5.000
Rusha Montsho	Brazil	€ 4.093
Europe		
Fundacja Cicha Tęcza	Poland	€ 1.870
OUR CHILDREN	Albania	€ 4.897
"FemHouse"	Armenia	€ 4.994
Warsaw Volleyball Club Volup	Poland	€ 3.121
MSM Club Novosibirsk	Russia	€ 4.966
Initiative group "Article 0"	Ukraine	€ 3.803

¹ Supplemented grant due to miscalculated exchange rate during grant award.

3.7 Governance and operational procedures

▪ Report from the Management Board

The Management Board had regular meetings in 2019 in accordance with its schedule. This meant that the objectives, visions and mission of the Foundation was constantly reviewed and strengthened, with attention to continuous development of the organizational structure, policies and strategy. These meetings include the Decision rounds.

Although there was 4 Decision Rounds planned for 2019, it was later reduced to 3 by cancelling the July Decision Round due to a change in staffing in early summer, in addition to the planned events and activities for the 10th anniversary celebration. The Decision round was merged to the planned in September, with an extension of the original deadline extended. This did not impact applications as all applications in the 2 cycles were assessed accordingly as would.

No changes happened in the Board's membership in 2019. However, the Chair completed her second term and volunteered herself for an optional third term. This was accepted by the Board and Supervisory Board and approved in the November meetings of both Boards.

▪ Report from the Supervisory Board

The Supervisory Board met 4 times in 2019 as planned. This was due to the anniversary year which included various activities and thus required practical collaboration. All the meetings of the Supervisory Board were followed by a joint meeting with the Management Board. These meetings included review and adoption of the 2018 annual report as well as the approval of the 2020 budget. Also, the two Boards agreed on a meeting schedule for the 2020 calendar year. Other matters relating to the continuous improvement of the Foundation and its governance were discussed and reviewed.

No new members joined the Supervisory Board in the 2019 calendar year.

▪ Governance and strategic direction

The current Strategic Plan of the Foundation comes to an end in 2020. The Management and Supervisory Boards looked into how to set new strategy for the Foundation. Activities in 2019, including the first outing of the Foundation to take part in Pride officially, highlighted how much the Foundation can take part in its local community, especially to shed light on the areas it works on and the difference it makes.

For this, provision was made in the 2020 Budget to include work in producing an energetic strategic document for 2021-2024, building on the experience of the last 10 years.

4. Financial summary and budget

4.1 2019 budget

The budget for 2019 was set ambitiously. We are happy to report that the targets was met and surpassed.

	2019 Budgeted	2019 Actual
	€	€
INCOME		
Donations	160,000	165,105
In kind donation (service agreement ROMEO BV)	38,405	38,405
Total income	198,405	203,510
EXPENSES		
Project funding	146,350	130,760
Release funding obligations previous years		(2,812)
Overhead (see specification below)	52,055	45,972
Total expenses	198,405	173,920
Balance	0	29,590
Operational costs and overhead		
Communication and PR costs	1,000	151
Auditing	4,500	4,500
Bank and transfer costs	3,000	1,930
Fundraising costs	4,000	465
Management board costs	500	0
Travel and accommodation costs	100	95
Insurance premium costs	450	426
Other expenses	100	0
<i>Subtotal overhead</i>	<i>13,650</i>	<i>7,567</i>
Service agreement ROMEO BV	38,405	38,405
Total overhead	52,055	45,972
% Overhead relative to income		
Service agreement included	26.3%	22.6%
Service agreement excluded	8.5%	4.6%

4.2 Notes to the financial summary

- **Donations**

Donations to the Foundation in 2019 breaks down as follows

	€
Donation ROMEO BV	120,000
Other donors	45,105
<i>Total fundraising revenue</i>	<i>(165,105)</i>
In-kind donation ROMEO BV	38,405
Total donations received	203,510

- **Project funding**

The Foundation granted funding to 31 projects to the tune of €127,948. This amount represents the total awarded instead of the total paid out. This is because the Foundation uses an installment system that makes payment in 2 or 3 installments depending on the total awarded and the length of the project.

- **Fund releases**

In some cases, a grant – or part of it – may be terminated for any reasons, ranging from the inability of the project to continue, project, reporting lesser expenses than were originally budgeted or not meeting [their] stated goals, amongst other potential factors. As such, in 2019, a total of € 2,812 was released from affected projects.

- **Overhead and service agreement**

The asset management of PlanetRomeo Foundation is in line with both the guidelines for Dutch ANBI for registered non-profit organizations and those set by the Dutch Central Bureau of Fundraising (*Centraal Bureau Fondsenwerving*). These guidelines suggest that the total a non-profit organization may spend in its day-to-day running costs within a year may not exceed 25% of its annual income.

In light of the above, the Foundation's total overhead cost for the year amounted to 22.6%

However, it must be noted that the service agreement with ROMEO BV is also a donation-in-kind which includes the provision of staff, office space and other sundry services. When this donation is balanced by deducting the service agreement from the total income and then calculating the remaining costs, the Foundation's cost amounts to 3.7% of the remaining income.

- **Staff**

PlanetRomeo Foundation did not have any employed staff in 2019.

4.3 Budget 2020

Based on the activities in 2019, including costs, incomes, planned improvements to systems and processes, and other planned enhancements, the budget for 2020 is slightly higher.

INCOME	2020	2019
	€	€
Donation ROMEO BV	120,000	120,000
Third party donation	25,000	40,000
Sub-total	145,000	160,000
In-kind donations (Service agreement ROMEO BV)	38,405	38,405
Total income	183,405	198,405
EXPENSES		
Project funding	123,850	146,350
Overhead (see specification below)*	59,555	52,055
Total expenses	183,405	198,405
Balance		0
• Specification overhead		
Communication and PR costs	1,000	1,000
Accounting costs	4,500	4,500
Bank and transfer costs	3,000	3,000
Fundraising costs	2,000	4,000
Management board costs	0	500
Travel and accommodation costs	100	100
Insurance premium costs	450	450
Other expenses	100	100
Grant-making system ¹	5,000	
Strategic planning consultancy ²	5,000	
Subtotal	21,150	13,650
Service agreement ROMEO BV	38,405	38,405
Total overhead	59,555	52,055

¹ Plan to digitize part of the funding application and grants management system

² Independent consultancy for analyzing and developing the next strategic plan

% Overhead relative to income

Service agreement included	32.5%	26.2%
Service agreement excluded	14.6%	8.5%

4.4 Notes to the 2020 budget

Income

PlanetRomeo Foundation receives an annual donation from its founder and core funder, ROMEO BV. In 2019, this donation amounted to €120,000, and an additional €38,405 donation-in-kind in the form of service agreement. The latter accounts for services like staffing, office space and other sundry items. This in-kind donation is balanced in the accounting as both income and expenses to ensure maximum transparency.

Overhead

As of the time of making the budget for 2020, the Foundation sets an objective to bring in a new digitized application and grant management system. This increased the potential expenditure of the operating cost for the year ahead. However, it is hoped that this expense will not all occur in the same year as sourcing and implementation is highly likely to overlap into the next year, should the plan go ahead.

To ensure that our overhead stays within guideline and that most of our income goes to project funding, a review of the potential Grant-Making Systems will be taken before the final decision is made.

5. 2019 annual account

5.1 Balance sheet as at 31 December 2019 (after result appropriation)

		31-12-2019	31-12-2018
		-----	-----
		€	€
ASSETS			
<u>Current assets</u>			
Cash at bank and in hand	1	197,959	154,018
		-----	-----
		197,959	154,018
<u>Receivables</u>			
Other receivables and accrued income	2	944	2,040
		-----	-----
		944	2,040
		=====	=====
Total Assets		198,903	156,058
		=====	=====
LIABILITIES			
<u>Equity</u>			
Reserve	3	80,669	51,079
		-----	-----
		80,669	51,079
<u>Short-term liabilities</u>			
Accrued expenses	4	118,234	104,979
		-----	-----
		118,234	104,979
		=====	=====
Total Liabilities		198,903	156,058
		=====	=====

5.2 Profit and loss account for the year 2019

		2019	2018
		-----	-----
		€	€
INCOME			
Fundraising revenue	5	203,510	213,178
		-----	-----
Total Income		203,510	213,178
		=====	=====
EXPENDITURES			
Project funding	6	130,760	185,114
Release funding obligations previous years	6	(2,812)	(11,594)
Operating expenses	7	45,972	48,520
		-----	-----
Total Expenditures		173,920	222,040
Balance		29,590	(8,862)
		=====	=====

Addition to Reserve 2019

Addition to Reserve	€ 29,590
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5.3 Accounting policies

Statutory objectives

Stichting PlanetRomeo Foundation is a Foundation (*stichting*) according to Dutch law. It has its legal seat in Amsterdam, The Netherlands and is registered at the Dutch Chamber of Commerce under registration number 34350443. Its statutory objectives are:

- a. obtaining funds for the benefit of charities including the interests of the lesbian, gay, bisexual, transgender and intersex (LGBTI) communities, such as in the fields of education, culture, gay rights, health, empowerment and sports, as well as to support other activities that could contribute to this goal; amongst others in order to, respectively by the funds available at the disposal of the aforementioned goals, in the widest sense of the word; and
- b. carry out all that with the above - in the widest sense - is related or may be conducive thereto.

Accounting policies in respect of the valuation of assets and liabilities

The annual accounts have been compiled in accordance with the Dutch Guidelines on Annual Reporting for Fundraising Organizations (*Richtlijn 650 Fondswervende instellingen*).

The accounting policies adopted for the valuation of assets and liabilities and results are based on historical costs principle. Unless otherwise stated, assets and liabilities are stated at nominal value.

Accounts receivable

Receivables are stated at nominal value. If necessary, a provision for bad debts is subtracted.

Liabilities

The liabilities are stated at their nominal value.

Other reserve

The other reserve is relating to the total free capital of the Foundation. In the case of discontinuation of the Foundation, the eventual positive balance will be used for purposes in line with the objectives of the Foundation.

Accounting policies in respect of result determination

In determining the result, revenues and expenses are allocated to the year to which they relate.

5.4 Notes to the balance sheet as per 31 December 2019

ASSETS

	31-12-2019	31-12-2018
	-----	-----
	€	€
1. Cash at bank and in hand		
Triodos Bank	195,306	146,247
PayPal	2,653	7,771
	-----	-----
	197,959	154,018
	=====	=====
	=	=
2. Other receivables and accrued income		
Revenue donations December Acapture	944	944
Revenue donations December Facebook	0	1,096
	-----	-----
	944	2,040
	=====	=====
	=	=

LIABILITIES

	2019

	€
3. Reserve	
Balance as per January 1st	51,079
Appropriated result 2019	29,590

Balance as per December 31st	80,669
	=====
4. Accrued expenses	
Liabilities funded projects	118,229
Other accruals	5

	118,234
	=====

5.5 Appropriation of result

The Foundation management board proposes to appropriate the result as follows:

In anticipation of approval of the annual report the appropriation of the positive result for the year 2019 to the amount of €29,590 has been added to the Reserve.

This proposal has already been processed in the annual report of 2019.

5.6 Notes to the profit and loss account for the year 2019

INCOME

	2019	2018
	-----	-----
	€	€
5. Fundraising revenue		
Donation ROMEO BV	120,000	120,000
Donations via planetromeofoundation.org/donate	40,797	50,091
Other donations	4,308	4,682
	-----	-----
Total fundraising revenue	165,105	174,773
	-----	-----
In kind donation ROMEO BV	38,405	38,405
	-----	-----
Total donations	203,510	213,178
	=====	=====

EXPENSES

	2019	2018
	-----	-----
	€	€
6. Project funding		
Project funding	130,760	185,114
Release funding obligations previous years	(2,812)	(11,594)
	-----	-----
	127,948	173,520
	=====	=====

7. Operating expenses

Consultancy costs	0	544
Accounting costs	4,500	4,500
Communication and PR costs	151	17
Transfer and provision costs	1,930	3,011
Fundraising costs	465	1,167
Management Board costs	0	450
Travel and accommodation costs	95	0
Insurance premium costs	426	426
Other expenses	0	0

Subtotal operating expenses	7,567	10,115
Service agreement ROMEO BV	38,405	38,405
Grand total operating expenses	45,972	48,520

5.7 Specification and allocation of costs to destination

Designation	Objective	Total 2019	Total 2018
Liabilities	Support of the LGBTI community	Management and accounting	
Project funding	€ 130,760	€ 130,760	€ 185,114
Operational cost		€ 45,972*	€ 48,520
Total	€ 130,760	€ 45,972*	€ 176,732

* Includes the cost associated with the service agreement between PlanetRomeo Foundation and ROMEO BV for a total amount of € 38,405. These services include the provision of staff, office space and inventory. To reimburse these costs, ROMEO BV makes an annual in-kind donation to the same amount. The total amount of operation costs, service agreement excluded, was € 7,567 in 2019. For a breakdown of these costs, please see 5.6 above.

5.8 Adoption and approval of the annual report

The 2019 annual report needs to be adopted by the Management Board and to be approved by the Supervisory Board.

J.F.W. Bos
Chair Supervisory Board

D.B.R. de Graaff
Chair Management Board

R.L.R. van Kraaij
Member Supervisory Board

H.S. Bijkerk *on behalf of* **ROMEO BV**
Member Supervisory Board

6. Changed perspective on 2020

In February 2020, the Managing Board decided to step down. One member of the Supervisory Board became Chair of the Management Board. In 2020 the Foundation will look for new, additional members for the Management Board.

Running operational activities coming from the year 2019 will be taken care off. However, the expectation is that new activities and funding will be on a lower level in 2020. This is also due to circumstances related to the COVID-19 virus: ROMEO BV decided to temporarily suspend the usual monthly payments to the Foundation. As soon as the situation returns back to normal, payments are expected to start again.

These new circumstances also will have its effects on the budget 2020, as presented in this annual report over 2019. The budget 2020 was prepared end 2019, before the above-mentioned changes. Because the effects are still unclear at the moment of the making of this report, the original budget 2020 has not been changed yet in this report.

7. General Information PlanetRomeo Foundation

- **Management Board**

<i>name cv</i>	<i>role</i>	<i>term of appointment ends</i>
Dick de Graaff <i>Dick is Managing Director of Passenger Terminal Amsterdam.</i>	chair	February 25, 2023

- **Supervisory Board**

<i>name cv</i>	<i>role</i>	<i>term of appointment ends</i>
Johan Bos <i>Johan is Financial Engineer at the Economic Department of the City of Amsterdam.</i>	chair	September 5, 2022
Raphaël van Kraaij <i>Raphaël serves as Secretary of the Board for an organization specializing in elderly care and as a member of the Amsterdam City Center Committee.</i>	member	September 5, 2022
ROMEO BV represented by Herman Bijkerk <i>Herman is CEO at ROMEO BV and represents the company in the Supervisory Board of PlanetRomeo Foundation.</i>	member	September 10, 2020

PlanetRomeo Foundation

Stichting PlanetRomeo Foundation
De Ruyterkade 7
1013 AA Amsterdam
The Netherlands

info@planetromeofoundation.org
www.planetromeofoundation.org
www.facebook.com/planetromeofoundation
www.instagram.com/planetromeofoundation

Triodos Bank NV, Utrecht, The Netherlands
IBAN Account Number NL73 TRIO 0197 6514 53
BIC/SWIFT: TRIONL2U

Chamber of Commerce registration number 34350443
RSIN registration number 8210 43 134

PlanetRomeo Foundation is an Officially Registered Public Benefit Organization (*ANBI - Algemeen Nut Beogende Instelling*).