**ANNUAL ACCOUNTS AND OTHER DOCUMENTS TO BE FILED IN ACCORDANCE WITH THE BELGIAN COMPANIES AND ASSOCIATIONS CODE**

**IDENTIFICATION DETAILS (at the filing date)**

**NAME:** European Foundation Centre

Legal form: International non-profit making association

Address: Rue Royale N°. 94
Postal code: 1000 Town: Brussel-Stad
Country: Belgium

Register of legal persons - commercial court: Brussel, French-speaking
Website: [http://www.efc.be/Pages/default.aspx](http://www.efc.be/Pages/default.aspx)
E-mail address: 

Enterprise number: 0456.810.414

DATE 15/01/2015 of filing the most recent document mentioning the date of publication of the deed of incorporation and of the deed of amendment of the articles of association.

**ANNUAL ACCOUNTS in EURO (2 decimals)** approved by the general meeting of 1/06/2022 regarding the financial year covering the period from 1/01/2021 to 31/12/2021 preceding period from 1/01/2020 to 31/12/2020

The amounts for the preceding period are / are not identical to the ones previously published.

Total number of pages filed: 21 Numbers of the sections of the standard model form not filed because they serve no useful purpose: 6.1.1, 6.5, 6.6, 7, 8

**Signature**

(name and position) Delphine MORALIS Chief Executive Officer

**Signature**

(name and position)

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1 Where appropriate, “in liquidation” is stated after the legal form.
2 Optional mention.
3 If necessary, change to currency in which the amounts are expressed.
4 By the board of directors in case of a foundation / by the general management body in case of an international non-profit association.
5 Strike out what does not apply.
LIST OF DIRECTORS AND AUDITORS

COMPLETE LIST with surname, first names, profession, place of residence (address, number, postal code and town) and position within the association or foundation

Finnish Cultural Foundation  SON  0568.592.917
P.O. Box 203, Bulevardi 5, box A 13, 00121 Helsinki, Finland
Mandate: Director, start: 15/05/2014, end: 01/06/2022
Represented by:
1. ARJAVA Antti
   P.O. Box 203, Bulevardi 5, box A13, 00121 Helsinki, Finland

Robert Bosch Stiftung  SON  0700.968.520
Heidehofstraße 31, 70184 Stuttgart, Germany
Mandate: Director, start: 31/05/2018, end: 01/06/2022
Represented by:
1. BREKA Sandra
   Heidehofstraße 31, 70184 Stuttgart, Germany

Fondation de France  SON  0635.890.131
Avenue Hoche 40, 75008 Paris, France
Mandate: Vice president of the board of directors, start: 21/05/2015, end: 01/06/2022
Represented by:
1. DAVEZAC Axelle
   Avenue HOCHE 40, 75008 PARIS, France

Stefan Batory Foundation  SON  0763.742.762
ul. Sapiezenska 10, box A, 00-215 Warsaw, Poland
Mandate: Director, start: 20/05/2020, end: 20/05/2023
Represented by:
1. KULIK-BIELINSKA Ewa
   ul. Sapiezenska 10, box A, 00-215 WARSAW, Poland

Fundação Calouste Gulbenkian  SON  0635.890.428
Avenida de Berna 45, box a, 1067001 Lisbon, Portugal
Mandate: Director, start: 21/05/2015, end: 20/05/2023
Represented by:
1. ESGAO Rui
   Avenida de Berna 45, box a, 1067001 Lisbon, Portugal
LIST OF DIRECTORS AND AUDITORS (continued from previous page)

**Sabanci Foundation**  SON  0837.808.202  
Sabanci Center, 4 Levent 4, 34330 Istanbul, Turkey  
Mandate: Director, start: 20/05/2020, end: 20/05/2023  
Represented by:  
1. SAFKAN Nevgül Bilsel  
   Sabanci Center, 4 Levent 4, 34330 Istanbul, Turkey

**Vehbi Koç Vakfi**  SON  0735.685.216  
Nakkastepe Azizbey Sokak 1, 34674 KUZGUNCUK (Istanbul), Turkey  
Mandate: Director, start: 24/05/2019, end: 01/06/2022  
Represented by:  
1. ÖZSÓNMEZ Cihan  
   Azizbey Sokak 1, 34674 KUZGUNCUK (Istanbul), Turkey

**Charles Stewart Mott Foundation**  SON  0635.811.343  
South Saginaw St. 503, box 1200, MI48502 Flint, United States of America  
Mandate: Director, start: 24/05/2019, end: 01/06/2022  
Represented by:  
1. LAWDER Shannon  
   South Saginaw Str. 503, box 1200, MI48502 FLINT, United States of America

**Stavros Niarchos Foundation**  SON  0568.591.630  
Vasilissis Sofias Ave. 86, box A, 11528 Athens, Greece  
Mandate: Director, start: 15/05/2014, end: 20/05/2023  
Represented by:  
1. LAMBROPOULOU Christina  
   Vasilissis Sofias Ave. 86, box A, 11528 Athens, Greece

**TrustAfrica**  SON  0635.891.517  
Lot Almadies Ngor 4, 00000 Dakar, Senegal  
Mandate: Director, start: 20/05/2020, end: 20/05/2023  
Represented by:  
1. SALL Ebrima  
   Lot Almadies Ngor 4, 00000 Dakar, Senegal

**Fondation Chanel**  SON  0763.739.990  
Av. Charles de Gaulle 135, 92200 Neuilly-sur-Seine, France  
Mandate: Director, start: 20/05/2020, end: 20/05/2023  
Represented by:  
1. SCHAEFER Marion  
   Av. Charles de Gaulle 135, 92200 Neuilly-sur-Seine, France
LIST OF DIRECTORS AND AUDITORS (continued from previous page)

Riksbankens Jubileumsfond     SON     0700.967.926
Kungsträdgårdsgatan 18, box 5675, 114 86 Stockholm, Sweden
Mandate: Director, start: 31/05/2018, end: 20/05/2023
Represented by:
   1. HEDIN Marika
      Kungsträdgårdsgatan 18, box 5675, 114 86 Stockholm, Sweden

DOTS Foundation fora an Open Society     SON     0763.740.386
Alberta iela 13, LV-1010 Riga, Latvia
Mandate: Director, start: 20/05/2020, end: 20/05/2023
Represented by:
   1. MORICA Ieva
      Alberta iela 13, LV-1010 Riga, Latvia

La Caixa Foundation     SON     0837.808.103
Isaac Newton 26, 08022 Barcelona, Spain
Mandate: President of the board of directors, start: 31/05/2018, end: 20/05/2023
Represented by:
   1. FONT VIDAL Ángel
      Isaac Newton 26, 08022 Barcelona, Spain

National Foundation for Civil Society Development - Croatia     SON     0635.890.824
Strigina 1, box a, 10000 Zagreb, Croatia
Mandate: Director, start: 21/05/2015, end: 31/05/2021
Represented by:
   1. PLAVSA-MATIC Cvjetana
      Strigina 1, box a, 10000 Zagreb, Croatia

Open Estonia Foundation     SON     0661.783.290
Estonia Avenue pst 5A, 10143 Tallinn, Estonia
Mandate: Director, start: 20/05/2020, end: 20/05/2023
Represented by:
   1. HELLM Mall
      Estonia Avenue pst 5A, 10143 Tallinn, Estonia

Körber-Stiftung     SON     0763.740.980
Kehrwieder 12, 20457 Hamburg, Germany
Mandate: Director, start: 20/05/2020, end: 01/06/2022
Represented by:
   1. PAULSEN Thomas
      Kehrwieder 12, 20457 Hamburg, Germany
LIST OF DIRECTORS AND AUDITORS (continued from previous page)

MozaiK Foundation  SON  0661.782.795
Soukbnar 42, 71000 Sarajevo, Bosnia-Herzegovina

Mandate: Director, start: 26/05/2016, end: 01/06/2022
Represented by:
  1. BAJSANSKI-AGIC Vesna
      Soukbnar 42 , 71000 Sarajevo, Bosnia-Herzegovina

Jacobs Foundation  SON  0816.979.035
Seefeldquai 17, 8034 Zürich, Switzerland

Mandate: Director, start: 20/05/2020, end: 20/05/2023
Represented by:
  1. ARNOLD Urs
      Seefeldquai 17 , 8034 Zürich, Switzerland

Charities Aid Foundation  SON  0806.183.331
Kings Hill Avenue 25, ME194TA Kings Hill, United Kingdom

Mandate: Director, start: 20/05/2020, end: 20/05/2023
Represented by:
  1. HESLOP Neil
      Kings Hill Avenue 25 , ME194TA Kings Hill, United Kingdom

Stiftung Mercator GmbH  SON  0544.581.259
Huyssenallee 40, 45128 ESSEN, Germany

Mandate: Director, start: 24/05/2019, end: 01/06/2022
Represented by:
  1. ROHE Wolfgang
      Huyssenallee 40 , 45128 ESSEN, Germany

VolkswagenStiftung  SON  0661.783.686
Kastanienallee 35, 30519 Hannover, Germany

Mandate: Director, start: 20/05/2020, end: 20/05/2023
Represented by:
  1. SCHÜTTE Georg
      Kastanienallee 35 , 30519 Hannover, Germany

IKEA Foundation  SON  0735.684.424
Dellaertweg 9G, 2316WZ LEIDEN, Netherlands

Mandate: Director, start: 24/05/2019, end: 01/06/2022
Represented by:
  1. HUISMAN Truus
      Dellaertweg 9G , 2316WZ LEIDEN, Netherlands
LIST OF DIRECTORS AND AUDITORS (continued from previous page)

**Oak Foundation**  SON  **0635.891.121**  
Avenue Louis Casaï 58, 1216 Cointrin - Geneva, Switzerland  
Mandate: Director, start: 21/05/2015, end: 01/06/2022  
Represented by:  
1.  RISHI Vinit  
   Avenue Louis Casaï 58 , 1216 Cointrin-Geneva, Switzerland

**European Cultural Foundation**  SON  **0806.183.727**  
Jan van Goyenkade 5, 1075 HN Amsterdam, Netherlands  
Mandate: Director, start: 24/05/2019, end: 01/06/2022  
Represented by:  
1.  WILKENS Andre  
   Jan van Goyenkade 5 , 1075HN AMSTERDAM, Netherlands

**Fondazione Cariplo**  SON  **0700.968.025**  
Via Manin 23, 20121 Milano, Italy  
Mandate: Director, start: 31/05/2018, end: 01/06/2022  
Represented by:  
1.  URBANI Sergio  
   Via Manin 23 , 20121 Milano, Italy

**Fondazione Compagnia di SAN PAOLO**  SON  **0679.542.012**  
Corso Vittorio EMANUELE II 75, 10128 TURIN, Italy  
Mandate: Director, start: 20/05/2020, end: 20/05/2023  
Represented by:  
1.  DEMARIE Marco  
   Corso Vittorio EMANUELE II 75 , 10128 TURIN, Italy

**Realdania**  SON  **0828.618.738**  
Jamers Plads 2, DK-1551 Copenhagen V, Denmark  
Mandate: Director, start: 01/06/2017, end: 20/05/2023  
Represented by:  
1.  NYGARD Jesper  
   Jamers Plads 2 , DK-1551 Copenhagen V, Denmark

**Carnegie UK Trust**  SON  **0763.739.594**  
Pittencrieff Street 0, KY128AW Dumferline, United Kingdom  
Mandate: Director, start: 20/05/2020, end: 20/05/2023  
Represented by:  
1.  DAVIDSON Sarah  
   Pittencrieff Street 0 , KY128AW Dumferline, United Kingdom
LIST OF DIRECTORS AND AUDITORS (continued from previous page)

King Baudouin Fondation   SON   0415.580.365
Rue Bréderode 21, 1000 Brussel 1, Belgium

Mandate: Director, start: 31/05/2018, end: 01/06/2022
Represented by:
  1. SCHAEFERS Stefan
     Rue Bréderode 21, 1000 Brussel-Stad, Belgium
DECLARATION REGARDING A COMPLIMENTARY REVIEW OR CORRECTION ASSIGNMENT

Optional disclosures:

- if the annual accounts have been audited or adjusted by an external accountant or auditor who is not a statutory auditor, mention here after: name, first names, profession, residence-address of each external accountant or auditor, the number of membership with the professional Institute ad hoc and the nature of this engagement:
  
  A. Bookkeeping of the association of foundation**,
  B. Preparing the annual accounts **,
  C. Auditing the annual accounts and/or
  D. Correcting the annual accounts.

- If the assignment mentioned either under A or B is performed by authorised accountants or authorised accountants-tax consultants, information will be given on: name, first names, profession and residence-address of each authorised accountant or accountant-tax consultant, his number of membership with the Professional Institute of Accountants and Tax consultants and the nature of this engagement.

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<th>Surname, first names, profession and address</th>
<th>Membership number</th>
<th>Nature of the assignment (A, B, C and/or D)</th>
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<td>Yves Ulysse SOURIS &amp; Partners PLLC 0841.525.280</td>
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<tr>
<td>Zeedijk 384, box 101, 8670 Koksijde, Belgium</td>
<td>Represented by: SOURIS Yves Ave. de l'Europe 33, 7330 Saint-Ghislain, Belgium Expert-comptable (fiscal) certifié</td>
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<td>DELOITTE Bedrijfsrevisoren CALL 0429.053.863</td>
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<td>Gateway Building, Luchthaven 1, box J, 1930 Zaventem, Belgium</td>
<td>Represented by: CLEYMANS Dirk Lange Lozanastraat 270, 2018 Antwerpen 1, Belgium Réviseur d'entreprise</td>
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* Strike out what does not apply.
** Optional mention.
## BALANCE SHEET AFTER APPROPRIATION

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### ASSETS

#### FORMATION EXPENSES

- **Notes**

#### FIXED ASSETS

- **Intangible fixed assets**
  - **6.1.1**
  - **21**

- **Tangible fixed assets**
  - **6.1.2**
  - **22/27**
  - **22**
  - **23**
  - **24**
  - **25**
  - **26**
  - **27**

- **Financial fixed assets**
  - **6.1.3**
  - **28**

#### CURRENT ASSETS

- **Amounts receivable after more than one year**
  - **29**
    - **Trade debtors**
    - **290**
  - **Other amounts receivable**
    - **291**

- **Stocks and contracts in progress**
  - **3**
  - **30/36**
  - **37**

- **Amounts receivable within one year**
  - **40/41**
    - **Trade debtors**
      - **40**
      - **41**
  - **Other amounts receivable**

- **Current investments**
  - **50/53**
  - **54/58**

- **Cash at bank and in hand**
  - **54/58**

- **Accruals and deferred income**
  - **490/1**

### TOTAL ASSETS

- **20/58**
  - **5,416,402.16**
  - **5,265,901.24**

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9/21
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### PROFIT AND LOSS ACCOUNT

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**Notes:**

5 Optional mention.
# Appropriation Account

**Profit (Loss) to be appropriated (+)/(-)**
- Profit (Loss) of the period available for appropriation (+)/(-)
- Profit (Loss) of the preceding period brought forward (+)/(-)

**Transfers from equity, funds, designated funds and other reserves**

**Appropriations to designated funds and other reserves**

**Profit (Loss) to be carried forward (+)/(-)**

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### TANGIBLE FIXED ASSETS

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#### Movements during the period

- **Acquisitions, including produced fixed assets**
  - 8169
- **Sales and disposals**
  - 8179
- **Transfers from one heading to another (+)/(-)**
  - 8189

**Acquisition value at the end of the period**

- 8199
- 835.063,08

#### Revaluation surpluses at the end of the period

- 8259P
- xxxxxxxxxx

**Movements during the period**

- **Recorded**
  - 8219
- **Acquisitions from third parties**
  - 8229
- **Cancelled**
  - 8239
- **Transfers from one heading to another (+)/(-)**
  - 8249

**Revaluation surpluses at the end of the period**

- 8259

#### Amortisations and amounts written down at the end of the period

- 8329P
- xxxxxxxxxx
- 814.851,82

**Movements during the period**

- **Recorded**
  - 8279
  - 10.444,28
- **Written back**
  - 8289
- **Acquisitions from third parties**
  - 8299
- **Cancelled owing to sales and disposals**
  - 8309
- **Transfers from one heading to another (+)/(-)**
  - 8319

**Amortisations and amounts written down at the end of the period**

- 8329
- 825.296,10

**NET BOOK VALUE AT THE END OF THE PERIOD**

- (22/27)
- 9.766,98

**WHERE OF**

- **Owned by the association or foundation in full property**
  - 8349
### FINANCIAL FIXED ASSETS

<table>
<thead>
<tr>
<th>Codes</th>
<th>Period</th>
<th>Preceding period</th>
</tr>
</thead>
<tbody>
<tr>
<td>8395P</td>
<td>xxxxxxxxxxxxx</td>
<td>883.865,64</td>
</tr>
</tbody>
</table>

#### Movements during the period

- **Acquisitions**
  - 8385
- **Sales and disposals**
  - 8375
- **Transfers from one heading to another (+)/(-)**
  - 8385
- **Other movements (+)/(-)**
  - 8386

#### Revaluation surpluses at the end of the period

- 8455P xxxxxxxxxxxxx

### Uncalled amounts at the end of the period

- 8555P xxxxxxxxxxxxx

### Amounts written down at the end of the period

- Recorded
  - 8415
- Acquisitions from third parties
  - 8425
- Cancelled
  - 8435
- Transferred from one heading to another (+)/(-)
  - 8445

### Revaluation surpluses at the end of the period

- 8455

### Amounts written down at the end of the period

- Recorded
  - 8415
- Written back
  - 8485
- Acquisitions from third parties
  - 8495
- Cancelled owing to sales and disposals
  - 8505
- Transferred from one heading to another (+)/(-)
  - 8515

### Uncalled amounts at the end of the period

- 8555

### NET BOOK VALUE AT THE END OF THE PERIOD

- (28) 883.865,64
# STATEMENT OF FUNDS, ALLOCATED FUNDS AND PROVISIONS

## FUNDS

<table>
<thead>
<tr>
<th>Period</th>
<th>Previous period</th>
</tr>
</thead>
<tbody>
<tr>
<td>41,260.00</td>
<td>41,260.00</td>
</tr>
<tr>
<td>882,015.00</td>
<td>882,015.00</td>
</tr>
</tbody>
</table>

Changes during the period

## ALLOCATED FUNDS

Valuation rules to calculate allocated funds *(heading 13 of liabilities)*

Fonds affectés pour passif social: décision AG.
Social reserve: decision GA.

## PROVISIONS

Allocation of the heading 167 (*“Provisions for repayable grants and legacies and for gifts with a recovery right”*) of liabilities if amount is considerable.
# STATEMENT OF AMOUNTS PAYABLE

## BREAKDOWN OF AMOUNTS PAYABLE WITH AN ORIGINAL TERM OF MORE THAN ONE YEAR, ACCORDING TO THEIR RESIDUAL MATURITY

<table>
<thead>
<tr>
<th>Codes</th>
<th>Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>(42)</td>
<td></td>
</tr>
<tr>
<td>8912</td>
<td>875,64</td>
</tr>
<tr>
<td>8913</td>
<td></td>
</tr>
</tbody>
</table>

## AMOUNTS PAYABLE GUARANTEED (included in accounts 17 and 42/48 of liabilities)

### Amounts payable guaranteed by the Belgian government agencies

- Financial debts . 8921
- Credit institutions, leasing and other similar obligations 891
- Other loans 901
- Trade debts 8981
- Suppliers 8991
- Bills of exchange payable 9001
- Advance payments on contracts in progress 9011
- Remuneration and social security 9021
- Other amounts payable 9051

### Total of the amounts payable guaranteed by the Belgian government agencies 9061

### Amounts payable guaranteed by real securities given or irrevocably promised by the association or foundation on its own assets

- Financial debts . 8922
- Credit institutions, leasing and other similar obligations 892
- Other loans 902
- Trade debts 8982
- Suppliers 8992
- Bills of exchange payable 9002
- Advance payments on contracts in progress 9012
- Taxes, remuneration and social security . 9022
- Taxes 9032
- Remuneration and social security 9042
- Other amounts payable 9052

### Total amounts payable guaranteed by real securities given or irrevocably promised by the association or foundation on its own assets 9062
RESULTS

PERSONNEL AND PERSONNEL COSTS

Employees for whom the association or foundation submitted a DIMONA declaration or who are recorded in the general personnel register

Average number of employees calculated in full-time equivalents

<table>
<thead>
<tr>
<th>Codes</th>
<th>Period</th>
<th>Preceding period</th>
</tr>
</thead>
<tbody>
<tr>
<td>9087</td>
<td>21.7</td>
<td>19.6</td>
</tr>
</tbody>
</table>

INCOME AND CHARGES OF EXCEPTIONAL SIZE OR FREQUENCY

Non-recurring income

<table>
<thead>
<tr>
<th>Codes</th>
<th>Period</th>
<th>Preceding period</th>
</tr>
</thead>
<tbody>
<tr>
<td>76</td>
<td>20.000.00</td>
<td>81.974,39</td>
</tr>
<tr>
<td>(76A)</td>
<td></td>
<td>81.974,39</td>
</tr>
<tr>
<td>(76B)</td>
<td></td>
<td>20.000.00</td>
</tr>
</tbody>
</table>

Non-recurring charges

<table>
<thead>
<tr>
<th>Codes</th>
<th>Period</th>
<th>Preceding period</th>
</tr>
</thead>
<tbody>
<tr>
<td>66</td>
<td></td>
<td>211,51</td>
</tr>
<tr>
<td>(66A)</td>
<td></td>
<td>211,51</td>
</tr>
<tr>
<td>(66B)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

FINANCIAL RESULTS

Capitalised interests

<table>
<thead>
<tr>
<th>Codes</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>6502</td>
<td></td>
</tr>
</tbody>
</table>
### SOCIAL BALANCE SHEET

Numbers of the joint industrial committees competent for the association or foundation: 200

#### EMPLOYEES FOR WHOM THE ASSOCIATION OR FOUNDATION HAS SUBMITTED A DIMONA DECLARATION OR WHO ARE RECORDED IN THE GENERAL PERSONNEL REGISTER

<table>
<thead>
<tr>
<th>Codes</th>
<th>1. Full-time (period)</th>
<th>2. Part-time (period)</th>
<th>3. Total (T) or total in full-time equivalents (FTE) (period)</th>
<th>3P. Total (T) or total in full-time equivalents (FTE) (preceding period)</th>
</tr>
</thead>
<tbody>
<tr>
<td>100</td>
<td>16.5</td>
<td>7.4</td>
<td>21.7 (FTE)</td>
<td>19.6 (FTE)</td>
</tr>
<tr>
<td>101</td>
<td>26.407</td>
<td>8.173</td>
<td>34.580 (T)</td>
<td>31.064 (T)</td>
</tr>
<tr>
<td>102</td>
<td>1.316.761,34</td>
<td>407.539,31</td>
<td>1.724.300,65 (T)</td>
<td>1.751.399,71 (T)</td>
</tr>
</tbody>
</table>

#### At the closing date of the period

<table>
<thead>
<tr>
<th>Codes</th>
<th>1. Full-time</th>
<th>2. Part-time</th>
<th>3. Total in full-time equivalents</th>
</tr>
</thead>
<tbody>
<tr>
<td>105</td>
<td>19</td>
<td>8</td>
<td>24,4</td>
</tr>
</tbody>
</table>

### By nature of the employment contract

- Contract for an indefinite period: 110, 17, 6, 21,2
- Contract for a definite period: 111, 2, 2, 3,2
- Contract for the execution of a specifically assigned work: 112
- Replacement contract: 113

### According to gender and study level

#### Men

- Primary education: 1200, 1201, 1202, 1203, 1204, 1205
- Secondary education: 1210, 1211, 1212, 1213, 1214, 1215
- Higher non-university education: 1220, 1221, 1222, 1223, 1224, 1225
- University education: 1230, 1231, 1232, 1233, 1234, 1235

#### Women

- Primary education: 1210, 1211, 1212, 1213, 1214, 1215
- Secondary education: 1220, 1221, 1222, 1223, 1224, 1225
- Higher non-university education: 1230, 1231, 1232, 1233, 1234, 1235
- University education: 1240, 1241, 1242, 1243, 1244, 1245

### By professional category

- Management staff: 130, 131, 132, 133, 134, 135, 136
- Salaried employees: 137, 138, 139, 140, 141, 142, 143
- Hourly employees: 144, 145, 146, 147, 148, 149, 150
- Other: 151, 152, 153, 154, 155, 156, 157
### LIST OF PERSONNEL MOVEMENTS DURING THE PERIOD

**ENTRIES**
Number of employees for whom the association or foundation submitted a DIMONA declaration or who have been recorded in the general personnel register during the period.

<table>
<thead>
<tr>
<th>Codes</th>
<th>1. Full-time</th>
<th>2. Part-time</th>
<th>3. Total in full-time equivalents</th>
</tr>
</thead>
<tbody>
<tr>
<td>205</td>
<td>9</td>
<td>2</td>
<td>10.2</td>
</tr>
</tbody>
</table>

**DEPARTURES**
Number of employees whose contract-termination date has been included in the DIMONA declaration or in the general personnel register during the period.

<table>
<thead>
<tr>
<th>Codes</th>
<th>Number</th>
<th>Number of employees</th>
<th>Net costs for the association or foundation</th>
</tr>
</thead>
<tbody>
<tr>
<td>305</td>
<td>4</td>
<td>10.2</td>
<td>4.8</td>
</tr>
</tbody>
</table>

### INFORMATION ON TRAINING PROVIDED TO EMPLOYEES DURING THE PERIOD

**Total of initiatives of formal professional training at the expense of the employer**

- Number of employees involved
- Number of actual training hours
- Net costs for the association or foundation
  - of which gross costs directly linked to training
  - of which contributions paid and payments to collective funds
  - of which grants and other financial advantages received (to deduct)

<table>
<thead>
<tr>
<th>Codes</th>
<th>Men</th>
<th>Codes</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>5801</td>
<td>1</td>
<td>5811</td>
<td>3</td>
</tr>
<tr>
<td>5802</td>
<td>1.177</td>
<td>5812</td>
<td>1.935</td>
</tr>
<tr>
<td>5803</td>
<td>269.00</td>
<td>5813</td>
<td>748.00</td>
</tr>
<tr>
<td>58031</td>
<td></td>
<td>58131</td>
<td></td>
</tr>
<tr>
<td>58032</td>
<td>269.00</td>
<td>58132</td>
<td>748.00</td>
</tr>
<tr>
<td>58033</td>
<td></td>
<td>58133</td>
<td></td>
</tr>
</tbody>
</table>

**Total of initiatives of less formal or informal professional training at the expense of the employer**

- Number of employees involved
- Number of actual training hours
- Net costs for the association or foundation

<table>
<thead>
<tr>
<th>Codes</th>
<th>Men</th>
<th>Codes</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>5821</td>
<td></td>
<td>5831</td>
<td></td>
</tr>
<tr>
<td>5822</td>
<td></td>
<td>5832</td>
<td></td>
</tr>
<tr>
<td>5823</td>
<td></td>
<td>5833</td>
<td></td>
</tr>
</tbody>
</table>

**Total of initial initiatives of professional training at the expense of the employer**

- Number of employees involved
- Number of actual training hours
- Net costs for the association or foundation

<table>
<thead>
<tr>
<th>Codes</th>
<th>Men</th>
<th>Codes</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>5841</td>
<td>1</td>
<td>5851</td>
<td>3</td>
</tr>
<tr>
<td>5842</td>
<td>1.177</td>
<td>5852</td>
<td>1.935</td>
</tr>
<tr>
<td>5843</td>
<td>8,014.00</td>
<td>5853</td>
<td>12.746.00</td>
</tr>
</tbody>
</table>
VALUATION RULES

Summary of the Valuation rules established by the Governing Council of November 12, 2007

GENERAL VALUATION RULES

For everything required by law, the general principles set out in the Royal Decree of 8 October 1976, specifically Chapter II “Regles d’Evaluation” (Valuation Rules), will be applied. It is unnecessary to reproduce the text of that document here.

For those matters that the law also governs and in those cases where the law leaves the decision up to the enterprise, the Governing Council has decided upon the specific valuation rules given below.

In accordance with Articles 16 and 17 of the Royal Decree, exemptions may only be made to the valuation rules pursuant to an express decision made by the Governing Council.

In so far as the Governing Council deems that any valuation scenarios not specifically provided for in these rules are not sufficiently important to require an additional decision or a decision to make an alteration, they shall be governed by methods similar to those given below, without any special mention being made in the annual accounts book and in the summary of valuation rules accompanying the annual accounts.

HEADINGS ON THE ASSETS SIDE OF THE BALANCE SHEET

I. FORMATION EXPENSES
Formation expenses are booked at their acquisition value.
Amounts are depreciated on a straight-line basis at a rate of 33.33% per year. Amounts under €1,000.00 are booked to the accounts.

II. INTANGIBLE FIXED ASSETS
Intangible assets are booked at their acquisition value.
Amounts are depreciated on a straight-line basis at a rate of 33.33% per year for software licences and 20% per year for other intangible fixed assets.

III. TANGIBLE ASSETS
Tangible assets are booked at their acquisition value, with expenses and non-deductible VAT included in the acquisition price. Amounts under €1,000 are booked to the accounts.
As a general rule, amounts allocated for depreciation correspond to full amounts allocated during the year of acquisition, for as long as the AISBL complies with the relevant criteria.

A. Land (220...) and buildings (221...):
Land is not depreciated.
For buildings, the following rates apply: new and used: straight-line depreciation 5%.
Entry in 222 accounts ... “Built-up land” will be avoided.

B. Installations, machines and tools (230...).
New: straight-line depreciation 25%.
In case of intensive use: decreasing depreciation might be used.
Used: straight-line depreciation 33.33%.

C. Office furniture and equipment (240...)
  o Office furniture:
    * new: straight-line depreciation 20%.
    * used: straight-line depreciation 33.33%
  o Office equipment, computer equipment and hi-fi/video equipment:
    * new: straight-line depreciation 33.33%
    * used: straight-line depreciation 50.00%
  o Telephone equipment:
    * new: straight-line depreciation 33.33%
    * used: straight-line depreciation 100.00%

D. Vehicles (240...)
  o Vehicles and accessories:
    * new: straight-line depreciation 20%
    * used: straight-line depreciation 33.33%
    * Mixed-used vehicles are separated from utility vehicles in the accounts.

E. Leases (25....)
Fixed depreciation depending on the nature of the asset in question and in line with the above rates.

F. Remodelling of rented premises (26....)
Straight-line depreciation in 5 years or according to the length of the lease.

G. Guarantees (28....)
Long-term guarantees will be booked to a nominal account.

V. INVENTORY OF GOODS and WORK IN PROGRESS
Inventories are valued at their acquisition value calculated using the method of individualising the price of each component.
VALUATION RULES
Work in progress is valued at the cost price on the basis of the estimated cost price coefficient for the year under way.

VI. “TRADE” RECEIVABLES
Upon closure of the annual accounts, all receivables older than 12 months will be reclassified as doubtful accounts. The amount, including VAT - as the AISBL is not VAT-registered - of its receivables will be written down as follows:
- Receivable reclassified as doubtful account: 25%.
- Receivable reclassified as doubtful account the previous year: additional 50%.
- Receivable booked to doubtful accounts in the last two financial years: remaining 25%.

VII and VIII. SHORT-TERM INVESTMENTS AND CASH ASSETS
Booked at nominal value.

IX. DEFERRED CHARGES AND ACCRUED INCOME
This heading comprises charges to be carried forward and the income acquired is booked either a) at the nominal amounts of the charges already paid or invoiced, but which pertain to the following financial year, or b) at the amounts of income pertaining to the financial year but which has not yet been received. This heading also includes, where applicable, discounts on long-term receivables that do not produce interest.

HEADINGS ON THE LIABILITIES SIDE OF THE BALANCE SHEET

X. PROVISIONS FOR LIABILITIES AND CHARGES
The management body examines the provisions to be set up at the end of each financial year with all due prudence, sincerity and good faith.

XI AND XII. AMOUNTS PAYABLE AFTER MORE THAN ONE YEAR AND AMOUNTS PAYABLE WITHIN ONE YEAR
Debts are booked at their nominal value. Non-interest-generating or low-interest long-term debts are subject to a discount calculated in application of the accounting and fiscal rules.
The social provisions are set up in application of fiscal rules and regulations.

XIII. ACCRUED CHARGES AND DEFERRED INCOME
This heading comprises income to be carried forward and the relevant charges are booked at either a) the nominal amounts of the income already invoiced, but which pertains to the following financial year, or b) at the amounts of the charges pertaining to the financial year but which have not yet been received. This heading also includes, where applicable, discounts on long-term payables that do not produce interest.

MISCELLANEOUS
As a general rule, the chart of accounts will be appropriated in such a way as to best reflect the activity of the association (different turnover accounts depending on the type of activity, individualization of accounts of subsidizing authorities, etc.) and the accounting journals distributed in accordance with the subsidization of charges, etc.

DISCLAIMER
In case of any doubt, the reference document is established in French.