

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

**IDENTIFICATION DETAILS (at the filing date)**NAME: **PHILANTHROPY EUROPE ASSOCIATION - PHILEA**Legal form <sup>1</sup>: **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 <sup>2</sup>: **<https://philea.eu/>**E-mail address <sup>2</sup>:Enterprise number **0456.810.414**

DATE **26/09/2022** 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)** <sup>3</sup>

approved by the general meeting <sup>4</sup> **02/06/2025**

regarding the financial year covering the period from

of **1/01/2024**

to

**31/12/2024**

preceding period from

**1/01/2023**

to

**31/12/2023**

The amounts for the preceding period are / ~~are not~~ <sup>5</sup> identical to the ones previously published.

Total number of pages filed: **15**

Numbers of the sections of the standard model form not filed

because they serve no useful purpose: 6.1.1, 6.3, 6.5, 6.6, 7, 8

Signature  
(name and position)  
**Delphine MORALIS**  
Chief Executive Officer

Signature  
(name and position)

<sup>1</sup> Where appropriate, "in liquidation" is stated after the legal form.

<sup>2</sup> Optional mention.

<sup>3</sup> If necessary, change to currency in which the amounts are expressed.

<sup>4</sup> By the board of directors in case of a foundation / by the general management body in case of an international non-profit association.

<sup>5</sup> Strike out what does not apply.

LIST OF DIRECTORS AND AUDITORS

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

**Font Vidal Ángel Gerard**

Isaac Newton 26, 08022 BARCELONA, Spain  
Mandate: President of the board of directors, start: 20/05/2022, end: 28/05/2026

**Carazzone Carola**

Corso Magenta 71, 20123 MILAN, Italy  
Mandat: Vice president of the board of directors, start: 20/05/2022, end: 28/05/2026

**Lambropoulou Christina**

Vas. Sofias Avenue 86A, 11528 ATHENS, Greece  
Mandat: Other function, start: 20/05/2022, end: 28/05/2026

**Davezac Axelle Guyonne**

Avenue Hoche 40, 75008 PARIS, France  
Mandat: Director, start: 20/05/2022, end: 28/05/2026

**Mack Carol Jane**

Commercial Street, (Fourth Floor) 28, E1 6LS LONDON, United Kingdom  
Mandat: Director, start: 20/05/2022, end: 28/05/2026

**Murray Eilis**

69 The Rise, Mount Merrion, A94C9V9 County Dublin, Ireland  
Mandat: Director, start: 28/05/2024, end: 28/05/2026

**Nygård Jesper**

Gl.Bakkegårds Vej 16, 3460 Birkerød, Denmark  
Mandat: Director, start: 28/05/2024, end: 28/05/2026

**Sanneh Adama**

Via Carroccio 003, 20123 Milano, Italy  
Mandat: Director, start: 28/05/2024, end: 28/05/2026

**Van Damme Brieuc**

Singel 15, 8200 Brugge  
Mandat: Director, start: 28/05/2024, end: 28/05/2026

**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.

Surname, first names, profession and address	Membership number	Nature of the assignment (A, B, C and/or D)
<b>Yves Ulysse SOURIS &amp; Partners PLLC 0841.525.280</b> Zeedijk 384 , box 101, 8670 Koksijde, Belgium Represented by : 1. SOURIS Yves Avenue de l'Europe 33 , 7330 Saint-Ghislain, Belgium Expert-comptable (fiscal) certifié	50828909	B
<b>DELOITTE Bedrijfsrevisoren CALL 0429.053.863</b> Gateway Building, Luchthaven 1 , box J, 1930 Zaventem, Belgium Represented by : 1. CLEYMANS Dirk Lange Lozanastraat 270 , 2018 Antwerpen 1, Belgium Réviseur d'entreprise	11142771  B00025  A01411	C

\* Strike out what does not apply.

\*\* Optional mention.

## ANNUAL ACCOUNTS

### BALANCE SHEET AFTER APPROPRIATION

	Notes	Codes	Period	Preceding period
<b>ASSETS</b>				
<b>FORMATION EXPENSES</b>		20		
<b>FIXED ASSETS</b>		21/28	1.451.361,49	1.025.535,02
<b>Intangible fixed assets</b>	6.1.1	21		
<b>Tangible fixed assets</b>	6.1.2	22/27	133.239,38	141.669,38
Land and buildings		22		
Plant, machinery and equipment		23		
Furniture and vehicles		24	133.239,38	141.669,38
Leasing and other similar rights		25		
Other tangible fixed assets		26		
Assets under construction and advance payments		27		
<b>Financial fixed assets</b>	6.1.3	28	1.318.122,11	883.865,64
<b>CURRENT ASSETS</b>		29/58	4.747.396,76	5.127.071,55
<b>Amounts receivable after more than one year</b>		29		
Trade debtors		290		
Other amounts receivable		291		
<b>Stocks and contracts in progress</b>		3		
Stocks		30/36		
Contracts in progress		37		
<b>Amounts receivable within one year</b>		40/41	2.121.885,65	2.434.603,30
Trade debtors		40	1.977.323,41	2.144.445,27
Other amounts receivable		41	144.562,24	290.158,03
<b>Current investments</b>		50/53	499.543,14	499.543,14
<b>Cash at bank and in hand</b>		54/58	2.125.967,97	2.191.179,58
<b>Accruals and deferred income</b>		490/1		1.745,53
<b>TOTAL ASSETS</b>		20/58	6.198.758,25	6.152.606,57

	Notes	Codes	Period	Preceding period
<b>EQUITY AND LIABILITIES</b>				
<b>EQUITY</b>		10/15	3.807.398,35	3.130.170,43
<b>Association or foundation funds</b>	6.2	10	923.275,00	923.275,00
<b>Revaluation surpluses</b>		12		
<b>Allocated funds and other reserves</b>	6.2	13	2.159.799,45	2.159.799,45
<b>Result brought forward</b>	(+)/(-)	14	724.323,90	47.095,98
<b>Capital subsidies</b>		15		
<b>PROVISIONS AND DEFERRED TAXES</b>	6.2	16		
<b>Provisions for liabilities and charges</b>		160/5		
Pensions and similar obligations		160		
Taxes		161		
Major repairs and maintenance		162		
Environmental obligations		163		
Other liabilities and charges		164/5		
<b>Provisions for subsidies and legacies to reimburse and gifts with a recovery right</b>		167		
<b>Deferred taxes</b>		168		
<b>AMOUNTS PAYABLE</b>		17/49	2.391.359,90	3.022.436,14
<b>Amounts payable after more than one year</b>	6.3	17		
Financial debts		170/4		
Credit institutions, leasing and other similar obligations		172/3		
Other loans		174/0		
Trade debts		175		
Advance payments on contracts in progress		176		
Other amounts payable		178/9		
<b>Amounts payable within one year</b>	6.3	42/48	792.003,55	1.194.335,72
Current portion of amounts payable after more than one year falling due within one year		42		
Financial debts		43		
Credit institutions		430/8		
Other loans		439		
Trade debts		44	256.334,07	361.225,81
Suppliers		440/4	256.334,07	361.225,81
Bills of exchange payable		441		
Advance payments on contracts in progress		46		
Taxes, remuneration and social security		45	362.938,29	443.828,88
Taxes		450/3	36.969,37	52.320,61
Remuneration and social security		454/9	325.968,92	391.508,27
Other amounts payable		48	172.731,19	389.281,03
<b>Accruals and deferred income</b>		492/3	1.599.356,35	1.828.100,42
<b>TOTAL LIABILITIES</b>		10/49	6.198.758,25	6.152.606,57

## PROFIT AND LOSS ACCOUNT

	Notes	Codes	Period	Preceding period
<b>Operating income and operating charges</b>				
Gross margin	(+)/(-)	9900	3.948.030,14	2.989.474,68
Of which: non-recurring operating income		76A		
Turnover <sup>6</sup>		70	1.730.536,89	1.880.213,24
Membership fees, gifts, legacies and subsidies <sup>6</sup>		73	3.318.868,14	2.264.841,17
Goods for resale, raw materials, consumables, services and other goods <sup>6</sup>		60/61	1.736.714,03	1.742.337,42
Remuneration, social security and pensions	(+)/(-)	62	3.072.820,79	2.886.146,31
Amortisations of and other amounts written down on formation expenses, intangible and tangible fixed assets		630	69.647,88	43.472,92
Amounts written down on stocks, contracts in progress and trade debtors: additions (write-backs)	(+)/(-)	631/4	68.625,00	
Provisions for liabilities and charges: appropriations (uses and write-backs)	(+)/(-)	635/9		
Other operating charges		640/8	105.483,14	144.969,39
Operating charges reported as assets under restructuring costs	(-)	649		
Non-recurring operating charges		66A	1.076,37	26.714,66
<b>Operating profit (loss)</b>	(+)/(-)	9901	630.376,96	-111.828,60
<b>Financial income</b>	6.4	75/76B	82.609,32	8.418,83
Recurring financial income		75	82.609,32	8.418,83
Non-recurring financial income		76B		
<b>Financial charges</b>	6.4	65/66B	35.234,70	25.240,33
Recurring financial charges		65	35.234,70	25.240,33
Non-recurring financial charges		66B		
<b>Profit (Loss) for the period before taxes</b>	(+)/(-)	9903	677.751,58	-128.650,10
<b>Transfer from deferred taxes</b>		780		
<b>Transfer to deferred taxes</b>		680		
<b>Income taxes on the result</b>	(+)/(-)	67/77	-523,66	-162,72
<b>Profit (Loss) of the period</b>	(+)/(-)	9904	677.227,92	-128.812,82
<b>Transfer from untaxed reserves</b>		789		
<b>Transfer to untaxed reserves</b>		689		
<b>Profit (Loss) of the period available for appropriation</b>	(+)/(-)	9905	677.227,92	-128.812,82

<sup>6</sup> Optional mention.

## APPROPRIATION ACCOUNT

		Codes	Period	Preceding period
<b>Profit (Loss) to be appropriated</b>	(+)/(-)	9906	724.323,90	47.095,98
Profit (Loss) of the period available for appropriation	(+)/(-)	(9905)	677.227,92	-128.812,82
Profit (Loss) of the preceding period brought forward	(+)/(-)	14P	47.095,98	175.908,80
<b>Transfers from equity, funds, designated funds and other reserves</b>		791		
<b>Appropriations to designated funds and other reserves</b>		691		
<b>Profit (loss) to be carried forward</b>	(+)/(-)	(14)	724.323,90	47.095,98

	Codes	Period	Preceding period
<b>TANGIBLE FIXED ASSETS</b>			
<b>Acquisition value at the end of the period</b>	8199P	xxxxxxxxxxxxxxx	1.022.600,29
<b>Movements during the period</b>			
Acquisitions, including produced fixed assets	8169	61.217,88	
Sales and disposals	8179		
Transfers from one heading to another	(+)/(-) 8189		
<b>Acquisition value at the end of the period</b>	8199	1.083.818,17	
<b>Revaluation surpluses at the end of the period</b>	8259P	xxxxxxxxxxxxxxx	
<b>Movements during the period</b>			
Recorded	8219		
Acquisitions from third parties	8229		
Cancelled	8239		
Transfers from one heading to another	(+)/(-) 8249		
<b>Revaluation surpluses at the end of the period</b>	8259		
<b>Amortisations and amounts written down at the end of the period</b>	8329P	xxxxxxxxxxxxxxx	880.930,91
<b>Movements during the period</b>			
Recorded	8279	69.647,88	
Written back	8289		
Acquisitions from third parties	8299		
Cancelled owing to sales and disposals	8309		
Transfers from one heading to another	(+)/(-) 8319		
<b>Amortisations and amounts written down at the end of the period</b>	8329	950.578,79	
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	(22/27)	<u>133.239,38</u>	
<b>WHERE OF</b>			
<b>Owned by the association or foundation in full property</b>	8349		



	Codes	Period	Preceding period
<b>FINANCIAL FIXED ASSETS</b>			
<b>Acquisition value at the end of the period</b>	8395P	xxxxxxxxxxxxxxx	883.865,64
<b>Movements during the period</b>			
Acquisitions	8365		
Sales and disposals	8375		
Transfers from one heading to another	(+)/(-) 8385	637.119,92	
Other movements	(+)/(-) 8386	-202.863,45	
<b>Acquisition value at the end of the period</b>	8395	1.318.122,11	
<b>Revaluation surpluses at the end of the period</b>	8455P	xxxxxxxxxxxxxxx	
<b>Movements during the period</b>			
Recorded	8415		
Acquisitions from third parties	8425		
Cancelled	8435		
Transferred from one heading to another	(+)/(-) 8445		
<b>Revaluation surpluses at the end of the period</b>	8455		
<b>Amounts written down at the end of the period</b>	8525P	xxxxxxxxxxxxxxx	
<b>Movements during the period</b>			
Recorded	8475		
Written back	8485		
Acquisitions from third parties	8495		
Cancelled owing to sales and disposals	8505		
Transferred from one heading to another	(+)/(-) 8515		
<b>Amounts written down at the end of the period</b>	8525		
<b>Uncalled amounts at the end of the period</b>	8555P	xxxxxxxxxxxxxxx	
<b>Movements during the period</b>	(+)/(-) 8545		
<b>Uncalled amounts at the end of the period</b>	8555		
<b>NET BOOK VALUE AT THE END OF THE PERIOD</b>	(28)	1.318.122,11	

## STATEMENT OF FUNDS, ALLOCATED FUNDS AND PROVISIONS

### FUNDS

Starting capital  
Permanent funding

Period	Previous period
41.260,00	41.260,00
882.015,00	882.015,00

Changes during the period

Amounts

### 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.**

Period

## 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

### INCOME AND CHARGES OF EXCEPTIONAL SIZE OR FREQUENCY

#### Non-recurring income

Non-recurring operating income

Non-recurring financial income

#### Non-recurring charges

Non-recurring operating charges

Non-recurring financial charges

### FINANCIAL RESULTS

#### Capitalised interests

Codes	Period	Preceding period
9087	34,9	32,6
76		
(76A)		
(76B)		
66	1.076,37	26.714,66
(66A)	1.076,37	26.714,66
(66B)		
6502		

## 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

	Codes	1. Full-time (period)	2. Part-time (period)	3. Total (T) or total in full-time equivalents (FTE) (period)	3P. Total (T) or total in full-time equivalents (FTE) (preceding period)
<b>During the period and the preceding period</b>					
Average number of employees	100	31,4	5,3	34,9 (FTE)	32,6 (FTE)
Number of actual hours worked	101	48.369,3	5.605,9	53.975,2 (T)	49.765,6 (T)
Personnel costs	102	2.705.110	367.711	3.072.821 (T)	2.886.146 (T)

	Codes	1. Full-time	2. Part-time	3. Total in full-time equivalents
<b>At the closing date of the period</b>				
<b>Number of employees</b>	105	31	5	34,3
<b>By nature of the employment contract</b>				
Contract for an indefinite period .	110	30	5	33,5
Contract for a definite period	111	1		1,0
Contract for the execution of a specifically assigned work	112			
Replacement contract	113			
<b>According to gender and study level</b>				
Men	120	8		8,0
primary education	1200			
secondary education	1201	1		1,0
higher non-university education	1202			
university education	1203	7		7,0
Women	121	23	5	26,3
primary education	1210			
secondary education	1211	1	2	2,4
higher non-university education	1212			
university education	1213	22	3	23,9
<b>By professional category</b>				
Management staff	130	11	2	12,4
Salaried employees	134	19	3	20,9
Hourly employees	132			
Other	133	1		1,0

## 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

### DEPARTURES

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

Codes	1. Full-time	2. Part-time	3. Total in full-time equivalents
205	8		8,0
305	7		7,0

## 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)

Codes	Men	Codes	Women
5801	1	5811	3
5802	4	5812	15
5803	465,00	5813	1.556,00
58031		58131	
58032	465,00	58132	1.556,00
58033		58133	
5821		5831	
5822		5832	
5823		5833	
5841		5851	3
5842		5852	2.516,3
5843		5853	21.095,00

### 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

### 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

## 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.

Designated funds for social purpose: calculated as being equal to 3 month of wages for staff on the payroll by 31 December (increased by related percentage of social security contributions and promoter holidays).