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	ANNUAL ACCOUNTS AND TO BE FILED IN ACCOR BELGIAN COMPANIES AND	DANCE WITH THE	
IDENTIFICATION DET	AILS (at the filing date)		
-	nsparency international liaison offi ernational non-profit organization	ce to the european union	
Address : Rue du Con Postal code : 1000 Country : Belgium Register of legal person Website : E-mail address :	nmerce City : Brussels	Nr : 31 ench-speaking	Box :
		Entity number	0828.989.516
	ecent document mentioning the date of deed of amendment of the articles of		24-11-2020
ANNUAL ACCOUNTS i	n EURO approved by	the general meeting of	07-06-2024
	regarding the period from	01-01-2023 to	31-12-2023
	Preceding period from	01-01-2022 to	31-12-2022
The amounts for the pre	ceding period are not identical to the	ones previously published.	

Numbers of the sections of the standard model form not filed because they serve no useful purpose :

ABR-NPI 6.1.1, ABR-NPI 6.2, ABR-NPI 6.3, ABR-NPI 6.5, ABR-NPI 7, ABR-NPI 8

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

D'Aniello Cesira

Director Rue du Peuplier 23 1000 Brussels BELGIUM

Eriksson Daniel

President of the board of directors Erasmusstrasse 16 Voderhs Etage 2 10553 Berlin GERMANY

Zuleeg Fabian

Director Rue de la Tulipe 25 1050 Ixelles BELGIUM

Tongue Victoria

Director Greifswader Strasse 21 10405 Berlin GERMANY

Mazars Réviseurs d'Entreprises SRL (B00021)

0428837889 Bolwerklaan 21 8 1210 Saint-Josse-ten-Noode BELGIUM

Represented directly or indirectly by :

Potters Koen (A02366) Réviseur d'entreprises Bolwerklaan 21 8 1210 Saint-Josse-ten-Noode BELGIUM

ANNUAL ACCOUNTS

BALANCE SHEET AFTER APPROPRIATION

	Notes	Codes	Period	Preceding period
ASSETS				
FORMATION EXPENSES		20		
FIXED ASSETS		21/28	<u>18.677</u>	<u>12.603</u>
Intangible fixed assets	6.1.1	21		
Tangible fixed assets	6.1.2	22/27	11.327	5.253
Land and buildings		22		
Plant, machinery and equipment		23		
Furniture and vehicles		24	11.327	5.253
Leasing and other similar rights		25		
Other tangible fixed assets		26		
Assets under construction and advance payments		27		
Financial fixed assets	6.1.3	28	7.350	7.350
CURRENT ASSETS		29/58	<u>895.543</u>	<u>558.114</u>
Amounts receivable after more than one year		29		
Trade debtors		290		
Other amounts receivable		291		
Stocks and contracts in progress		3		
Stocks		30/36		
Contracts in progress		37		
Amounts receivable within one year		40/41	349.769	145.459
Trade debtors		40	3.735	47
Other amounts receivable		41	346.034	145.412
Current investments		50/53		
Cash at bank and in hand		54/58	535.537	406.737
Accruals and deferred income		490/1	10.237	5.948
TOTAL ASSETS		20/58	914.220	570.747

		Notes	Codes	Period	Preceding period
EQUITY AND LIABILITIES					3
			10/15	<u>125.501</u>	122.440
		6.2	10,10	123.301	122.440
Association or foundation Funds		0.2			
Revaluation surpluses			12		
Allocated funds		6.2	13		
Accumulated profits (losses)	(+)/(-)		14	125.501	122.440
Investment grants			15		
PROVISIONS AND DEFERRED TAXES		6.2	16		
Provisions for liabilities and charges			160/5		
Pensions and similar obligations			160		
Taxation			161		
Major repairs and maintenance			162		
Environmental obligations			163		
Other liabilities and charges			164/5		
Provisions for grants and legacies to reimburse and gifts with a recovery right			167		
Deferred taxes			168		
AMOUNTS PAYABLE			17/49	788.719	448.307
		6.3	17		
Amounts payable after more than one year Financial debts			170/4		
Credit institutions, leasing and other similar obligations			172/3		
Other loans			174/0		
Trade debts			175		
Advances received on contracts in progress			176		
Other amounts payable			178/9		
Amounts payable within one year		6.3	42/48	116.528	120.638
Current portion of amounts payable after more than one year falling due within one year			42		
Financial debts			43	583	9
Credit institutions			430/8	583	9
Other loans			439		
Trade debts			44	30.293	21.226
Suppliers			440/4	30.293	21.226
Bills of exchange payable			441		
Advances received on contracts in progress			46		
Taxes, remuneration and social security			45	85.652	99.403
Taxes			450/3	793	890
Remuneration and social security			454/9	84.859	98.513
Other amounts payable			48		
Accruals and deferred income			492/3	672.191	327.669
TOTAL LIABILITIES			10/49	914.220	570.747

PROFIT AND LOSS ACCOUNT

		Notes	Codes	Period	Preceding period
Operating income and charges					
Gross operating margin	(+)/(-)		9900	779.499	784.565
Of which non-recurring operating income			76A		
Turnover			70		
Contributions, gifts, legacies and grants			73		
Raw materials, consumables, services and other goods			60/61		
Remuneration, social security costs and pensions	(+)/(-)		62	772.382	779.419
Depreciation of and other amounts written off formation expenses, intangible and tangible fixed assets			630	3.828	1.844
Amounts written off stocks, contracts in progress and trade debtors: Appropriations (write-backs)	(+)/(-)		631/4		
Provisions for liabilities and charges: Appropriations (uses and write-backs)	(+)/(-)		635/9		
Other operating charges			640/8		
Operating charges carried to assets as restructuring costs	(-)		649		
Non-recurring operating charges			66A		
Operating profit (loss)	(+)/(-)		9901	3.289	3.302
Financial income		6.4	75/76B		
Recurring financial income			75		
Non-recurring financial income			76B		
Financial charges		6.4	65/66B	228	263
Recurring financial charges			65	228	263
Non-recurring financial charges			66B		
Gain (loss) for the period before taxes	(+)/(-)		9903	3.061	3.039
Transfer from deferred taxes			780		
Transfer to deferred taxes			680		
Income taxes	(+)/(-)		67/77		
Gain (loss) of the period	(+)/(-)		9904	3.061	3.039
Transfer from untaxed reserves			789		
Transfer to untaxed reserves			689		
Gain (loss) of the period available for appropriation	(+)/(-)		9905	3.061	3.039

APPROPRIATION ACCOUNT

		Codes	Period	Preceding period
Profit (loss) to be appropriated	(+)/(-)	9906	125.501	122.440
Gain (loss) of the period available for appropriation	(+)/(-)	(9905)	3.061	3.039
Profit (loss) brought forward	(+)/(-)	14P	122.440	119.401
Withdrawals from capital and reserves		791		
Appropriations to allocated funds		691		
Profit (loss) to be carried forward	(+)/(-)	(14)	125.501	122.440

EXPLANATORY DISCLOSURES

STATEMENT OF FIXED ASSETS

		Codes	Period	Preceding period
TANGIBLE FIXED ASSETS				
Acquisition value at the end of the period		8199P	XXXXXXXXXXX	26.194
Movements during the period				
Acquisitions, including produced fixed assets		8169	9.902	
Sales and disposals		8179	1.666	
Transfers from one heading to another	(+)/(-)	8189		
Acquisition value at the end of the period		8199	34.430	
Revaluation surpluses at the end of the period		8259P	XXXXXXXXXXX	
Movements during the period				
Recorded		8219		
Acquisitions from third parties		8229		
Cancelled		8239		
Transferred from one heading to another	(+)/(-)	8249		
Revaluation surpluses at the end of the period		8259		
Depreciations and amounts written down at the end of the period		8329P	XXXXXXXXXXX	20.941
Movements during the period				
Recorded		8279	3.828	
Written back		8289		
Acquisitions from third parties		8299		
Cancelled owing to sales and disposals		8309	1.666	
Transferred from one heading to another	(+)/(-)	8319		
Depreciations and amounts written down at the end of the period		8329	23.103	
NET BOOK VALUE AT THE END OF THE PERIOD		(22/27)	<u>11.327</u>	
OF WHICH				
Owned by the association or the foundation in full property		8349		

		Codes	Period	Preceding period
FINANCIAL FIXED ASSETS				
Acquisition value at the end of the period		8395P	XXXXXXXXXXX	7.350
Movements during the period				
Acquisitions		8365		
Sales and disposals		8375		
Transfers from one heading to another	(+)/(-)	8385		
Other movements	(+)/(-)	8386		
Acquisition value at the end of the period		8395	7.350	
Revaluation surpluses at the end of the period		8455P	XXXXXXXXXX	
Movements during 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		8525P	XXXXXXXXXXX	
Movements during the period				
Recorded		8475		
Written back		8485		
Acquisitions from third parties		8495		
Cancelled owing to sales and disposals		8505		
Transferred from one heading to another	(+)/(-)	8515		
Amounts written down at the end of the period		8525		
Uncalled amounts at the end of the period		8555P	XXXXXXXXXXX	
Movements during the period	(+)/(-)	8545		
Uncalled amounts at the end of the period		8555		
NET BOOK VALUE AT THE END OF THE PERIOD		(28)	<u>7.350</u>	

RESULTS

	Codes	Period	Preceding period
PERSONNEL			
Employees for whom the association or the foundation submitted a DIMONA			
declaration or who are recorded in the general personnel register			
Average number of employees calculated in full-time equivalents	9087	11,9	11,1
INCOME AND CHARGE OF EXCEPTIONAL SIZE OR INCIDENCE			
Non recurring income	76		
Non-recurring operating income	(76A)		
Non-recurring financial income	(76B)		
Non-recurring expenses	66		
Non-recurring operating charges	(66A)		
Non-recurring financial charges	(66B)		
FINANCIAL RESULTS			
Capitalized Interests	6502		

RELATIONSHIPS WITH AFFILIATED ENTITIES DIRECTORS AND AUDITORS

AFFILIATED OR ASSOCIATED ENTERPRISES

Guarantees provided on their behalf

Other significant commitments undertaken in their favour

DIRECTORS, INDIVIDUALS OR BODIES CORPORATE WHO CONTROL THE ASSOCIATION OR THE FOUNDATION WITHOUT BEING ASSOCIATED THEREWITH OR OTHER ENTITIES CONTROLLED BY THESE PERSONS

Amounts receivable from these persons

Conditions on amounts receivable, rate, duration, possibly reimbursed amounts, canceled amounts or renounced amounts

Guarantees provided in their favour

Other significant commitments undertaken in their favour

AUDITORS OR PEOPLE THEY ARE LINKED TO

Emoluments du commissaire

TRANSACTIONS WITH ENTERPRISES LINKED BY PARTICIPATING INTERESTS OUT OF MARKET CONDITIONS

The transactions made directly or indirectly between the association or foundation and the members of management, supervisory or administrative bodies

Codes	Period
9294	
9295	
9500	
9501	
9502	
	9294 9295 9500

P	eriod	
		7.500

Period	

SOCIAL BALANCE SHEET

Number of joint industrial committee:

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

During the period and the preceding period	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)
Average number of employees	100	10,8	1,4	11,9	11,1
Number of hours actually worked	101	15.656	1.797	17.453	17.932
Personnel costs	102	692.856	79.526	772.382	779.419

At the closing date of the period	Codes	1. Full-time	2. Part-time	3. Total in full-time equivalents
Number of employees	105	12	1	12,8
By nature of the employment contract				
Contract for an indefinite period	110	12	1	12,8
Contract for a definite period	111			
Contract for the execution of a specifically assigned work	112			
Replacement contract	113			
According to gender and study level				
Men	120	4	1	4,8
primary education	1200			
secondary education	1201			
higher non-university education	1202			
university education	1203	4	1	4,8
Women	121	8		8
primary education	1210			
secondary education	1211			
higher non-university education	1212			
university education	1213	8		8
By professional category				
Management staff	130			
Employees	134	12	1	12,8
Workers	132			
Others	133			

LIST OF PERSONNEL MOVEMENTS DURING THE PERIOD

ENTRIES	Codes	1. Full-time	2. Part-time	3. Total in full-time equivalents
Number of employees for whom the association or the foundation submitted a DIMONA declaration or who have been recorded in the general personnel register during the financial year	205	7		7
DEPARTURES				
Number of employees whose contract-termination date has been entered in DIMONA declaration or in the general personnel register during the financial year	305	4		4

INFORMATION ON TRAINING PROVIDED TO EMPLOYEES DURING THE PERIOD

	Codes	Men	Codes	Women
Total of initiatives of formal professional training at the expense of the employer				
Number of employees involved	5801	4	5811	5
Number of actual training hours	5802	121	5812	125
Costs for the association or the foundation	5803	5.983	5813	3.250
of which gross costs directly linked to training	58031	5.826	58131	3.144
of which fees paid and paiments to collective funds	58032	157	58132	106
of which grants and other financial advantages received (to deduct)	58033		58133	
Total of initiatives of less formal or informal professional training at the expense of the employer				
Number of employees involved	5821		5831	
Number of actual training hours	5822		5832	
Costs for the association or the foundation	5823		5833	
Total of initiatives of initial professional training at the expense of the employer				
Number of employees involved	5841		5851	
Number of actual training hours	5842		5852	
Costs for the association or the foundation	5843		5853	

ABR-NPI 6.8

VALUATION RULES

1. Assets
The assets are valued at acquisition value. Additional costs, like non-deductible VAT, are activated.
The acquisition value consists of the purchase price or manufacturing price.
Fixed assets
There is a distinction between:
- Formation expenses are charged against income
- Software and website: depreciation over 3 year
- Furniture: depreciation over 10 years
- Office appliances and software: depreciation over 2 to 5 years
Accounts receivable are valued at face value
Investments, cash and cash equivalents
Investments, cash and cash equivalents
Investments are valued at historical purchase price, increased with purchase costs such as bank costs, stock exchange taxes and brokerage.
2. Liabilities Debts
Debts are valued at face value.
3. Profit and loss accounts
Unrestricted grants and donor funds (grants and donor funds without any condition attached) are recognized as an income when payments are
received.
Restricted grants and donor funds (often project-related grants) are recognized as an income when payments are
- the management is of the opinion that it is likely that the conditions of the grant or the donor fund will be met, and
- the related costs are made. Restricted grants and donor funds are allocated to the financial year they are related to (based on the expenditure
or time spent) regardless their payment. So, if costs occurred, a liability is expressed in the accounts.