

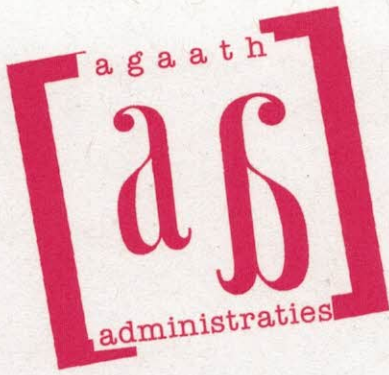


FINANCIAL STATEMENTS

2021

HUMANITY IN ACTION  
THE NETHERLANDS  
(Stichting Humanity in Action Nederland)

d.d. May 2nd, 2022



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Board of Directors  
Stichting Humanity in Action Nederland  
Keizersgracht 177  
1016 DR Amsterdam

Amsterdam, May 2nd, 2022

Dear Members of the Board,

Hereby we issue the annual report of the foundation, based on the information provided by you. We have compiled the financial statements 2021 of Stichting Humanity in Action Nederland in Amsterdam (as included in this report).

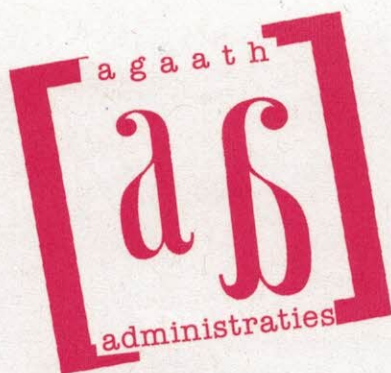
Our activities consisted mainly of collecting, processing, rubricating and summarizing of financial data (in accordance with the general accepted directions concerning compilation reports).

If you should require further information please do not hesitate to contact us,

Sincerely,

D.W. de Savornin Lohman

K.v.K. 3437.1057  
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NL67 INGB 000.4815.155  
Beconnr: 419.606



**REALIZATION VERSUS BUDGET 2021**

	Realization		Budget	
	x € 1.000	%	x € 1.000	%
<b>INCOME</b>				
<b>Grants and contributions</b>				
Income from private contributors	12	5,0	21	7,2
Government grants	39	16,2	40	13,8
Income from related organizations	-	-	-	-
Income from not-for-profit-organizations	172	71,4	201	69,1
Income resulting from goods or services	14	5,8	25	8,6
<b>Total income from grants &amp; contributions</b>	<b>237</b>	<b>98,3</b>	<b>287</b>	<b>98,6</b>
<b>Income from companies</b>				
In kind contributions	4	1,7	4	1,4
<b>Total income from companies</b>	<b>241</b>	<b>100,0</b>	<b>291</b>	<b>100,0</b>
<b>EXPENDITURE</b>				
<b>COSTS OF ACTIVITIES</b>				
Staff	150	62,2	156	53,6
External	53	22,0	92	31,6
<b>TOTAL COSTS OF ACTIVITIES</b>	<b>203</b>	<b>84,2</b>	<b>248</b>	<b>85,2</b>
<b>Staff expenditure</b>				
Wages and salaries	101	41,9	102	35,1
Employers charges	21	8,7	27	9,3
Freelancers	33	13,7	33	11,3
Other personnel expenses	2	0,8	4	1,4
Staff expenditure (before allocation)	157	65,1	165	56,7
Allocated costs	(150)	(62,2)	(156)	(53,6)
<b>Total staff expenses overhead</b>	<b>7</b>	<b>2,9</b>	<b>9</b>	<b>3,1</b>
<b>Organizational costs</b>				
Office rent	6	2,5	7	2,4
Other organizational costs	21	8,7	23	7,9
<b>Total organizational costs</b>	<b>27</b>	<b>11,2</b>	<b>30</b>	<b>10,3</b>
<b>RESULT</b>	<b>4</b>	<b>1,7</b>	<b>4</b>	<b>1,4</b>

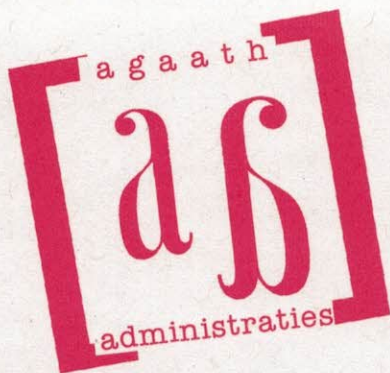


**CASH FLOW SUMMARY**

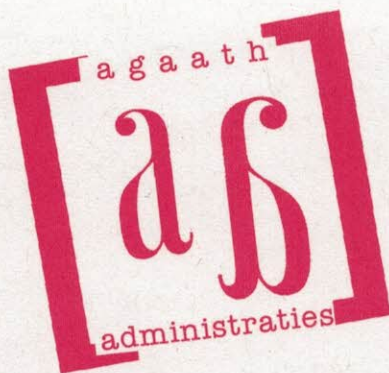
	2021	2020
	€	€
<b>Cash flow of operational activities</b>		
Result	3.692	1.990
Depreciation of tangible fixed assets	592	581
Changes of provision	-	-
	-----	-----
<i>Gross cash flow of operational activities</i>	4.284	2.571
Changes of assets	61.154	(14.334)
Changes of liabilities	(221)	(61.952)
Acquisition of tangible fixed assets	2.749	-
	-----	-----
	63.682	(76.286)
<i>Net cash flow of operational activities</i>	(59.398)	78.857
<b>Changes of cash</b>	<b>(59.398)</b>	<b>78.857</b>
Cash at the end of the year	57.142	116.540
Cash at the beginning of the year	(116.540)	(37.683)
	-----	-----
<i>Changes of cash</i>	(59.398)	78.857



FINANCIAL STATEMENTS 2021



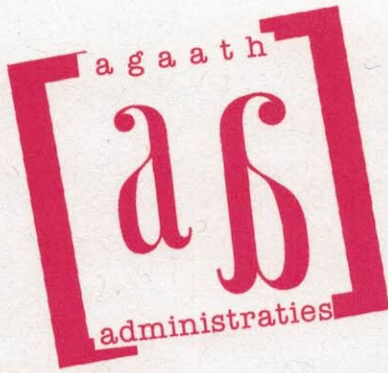
BALANCE AS OF DECEMBER 31	2021	2020
	€	€
<b>ASSETS</b>		
<b>Fixed assets</b>		
Tangible fixed assets	3.894	1.737
Total fixed assets	3.894	1.737
<b>Current assets</b>		
Receivables grants & contributions	67.279	7.500
Prepayments	5.251	3.876
Other accounts	-	-
Cash and cash equivalents	57.142	116.540
Total current assets	129.672	127.916
<b>TOTAL ASSETS</b>	<b>133.566</b>	<b>129.653</b>
<b>LIABILITIES</b>		
<b>Non-current liabilities</b>	15.806	18.283
<b>Short-term liabilities</b>		
Trade creditors	7.391	383
Staff expenses	6.679	17.967
Other amounts owed	52.655	45.677
Total current liabilities	66.725	64.027
<b>Reserves</b>		
Continuity reserve	51.035	47.343
<b>TOTAL LIABILITIES</b>	<b>133.566</b>	<b>129.653</b>



STATEMENT OF INCOME AND EXPENDITURE FOR 2021

	2021		2020
	<i>Realized</i>	<i>Budget</i>	<i>Realized</i>
	€	€	€
<b>INCOME</b>			
Grants and contributions	237.003	286.700	148.365
Other receipts	4.272	4.000	260
<b>TOTAL INCOME</b>	<b>241.275</b>	<b>290.700</b>	<b>148.625</b>
<b>EXPENDITURE</b>			
<b>COSTS OF ACTIVITIES</b>			
Staff	150.285	155.700	112.674
External	52.972	91.750	8.582
<b>TOTAL COSTS OF ACTIVITIES</b>	<b>203.257</b>	<b>247.450</b>	<b>121.256</b>
<b>OVERHEAD EXPENSES</b>			
<u>Staff expenditure</u>			
Staff expenditure (before allocation)	157.258	165.000	117.439
Allocated costs	(150.285)	(155.700)	(112.674)
Staff expenses overhead	6.973	9.300	4.765
<u>Other expenditure overhead</u>			
Depreciation fixed assets	592	2.000	581
Other organizational costs	26.534	27.700	19.595
<b>TOTAL OVERHEAD EXPENSES</b>	<b>34.099</b>	<b>39.000</b>	<b>24.941</b>
<b>Operational result</b>	<b>3.919</b>	<b>4.250</b>	<b>2.428</b>
Balance financial income and charges	(177)	-	(302)
Balance extraordinary income and charges	(50)	-	(136)
<b>Total result</b>	<b>3.692</b>	<b>4.250</b>	<b>1.990</b>





## NOTES TO THE FINANCIAL STATEMENTS

### GENERAL

#### Activities

The activities of STICHTING HUMANITY IN ACTION NEDERLAND (CoC file 34190868), with registered offices in Amsterdam, the Netherlands, mainly consist of the following: to promote the study of human rights and other democratic values in general, including but not limited to (the protection of) the rights of minorities.

The registered and actual address of STICHTING HUMANITY IN ACTION NEDERLAND is:  
Keizersgracht 177, 1016 DR Amsterdam, the Netherlands.

### GENERAL ACCOUNTING PRINCIPLES FOR THE PREPARATION OF THE ANNUAL ACCOUNTS

The annual accounts have been prepared in accordance with Title 9 Book 2 of the Dutch Civil Code and Guideline Rjk C1 for small not-for-profit organizations. Valuation of assets and liabilities and determination of the result takes place under the historical cost convention. Unless presented otherwise at the relevant principle for the specific balance sheet item, assets and liabilities are presented at nominal value.

Income and expenses are accounted for on accrual basis. Profit is only included when realized on the balance sheet date. Losses originating before the end of the financial year are taken into account if they have become known before preparation of the financial statements.

Revenues from goods are recognized upon delivery. The cost price of these goods is allocated to the same period. Revenues from services are recognized in proportion to the services rendered. The cost price of these services is allocated to the same period.

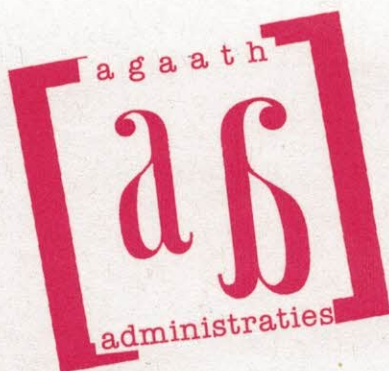
### PRINCIPLES OF VALUATION OF ASSETS AND LIABILITIES

#### Transactions in foreign currencies

Transactions denominated by foreign currencies are converted at the exchange rate applying on the transaction date. Monetary assets and liabilities denominated by foreign currencies are converted at the exchange rate applying on the actual transaction date or - if that is not yet known - on the balance sheet date.

#### Tangible fixed assets

Tangible fixed assets are capitalized if the economic ownership held by the company, and its group companies, is governed by a financial lease agreement. The commitment arising from the financial lease agreement is accounted for as a liability. The interest included in the future lease instalments is charged to the result over the term of the financial lease agreement.



#### **Financial fixed assets**

Upon initial recognition the receivables from and loans to associated companies and other receivables are valued at fair value, which equals the face value, after deduction of any provisions.

#### **Receivables and deferred assets**

Upon initial recognition the receivables on and loans to participations and other receivables are valued at fair value and then valued at amortized cost, which equals the face value, after deduction of any provisions.

The fair value and amortized cost equal the face value. Any provisions for the risk of doubtful debts are deducted. These provisions are determined based on individual assessment of the receivables.

#### **Cash and cash equivalents**

The cash is valued at face value. If cash equivalents are not freely disposable, then this has been taken into account in the valuation.

#### **Non-current liabilities**

Upon initial recognition, bank loans are stated at fair value.

#### **Current liabilities**

Upon initial recognition, current liabilities are stated at fair value.

### **PRINCIPLES FOR THE DETERMINATION OF THE RESULT**

#### **General**

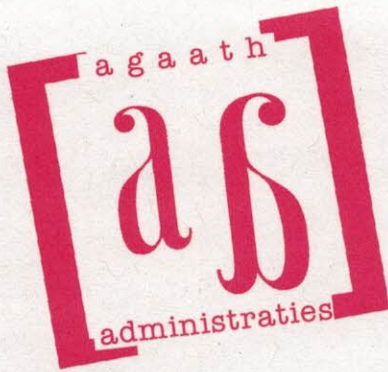
The result is defined as the difference between the revenue from goods delivered and services performed on one hand and, on the other hand, the costs and expenses for that year, valued at historical costs.

#### **Determination of the result**

The result is determined based upon the difference between the net turnover and the costs and other expenses taking into account the aforementioned valuation principles.

#### **Net turnover**

The income for services is included proportionally to the level in which the services were performed based on the costs for the service up to the balance sheet date in relation to the estimated costs for all services to be provided. The costs for these services are accounted for in the same period.



**Amortization and depreciation**

The depreciation on tangible fixed assets is calculated by using a fixed rate on the acquisition cost based on the expected life cycle. Gains and losses from the occasional sale of property, plant or equipment are included in depreciation.

**Donations and contributions**

Donations and contributions are recorded in the year for which they were generated, unless indicated otherwise.

**In kind donations**

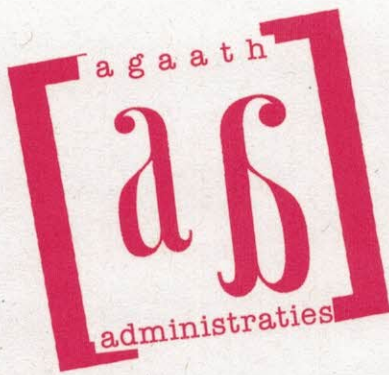
In kind donations are recorded in the year in which they are granted and are valued at the fair value in the Netherlands.

**Financial income and expenses**

Financial income and expenses comprise interest income and expenses for loans (issued and received) during the current reporting period.

**Taxes**

Corporate income tax is calculated at the applicable rate on the result for the financial year, taking into account permanent differences between profit calculated according to the annual account and profit calculated for taxation purposes, and with which deferred tax assets (if applicable) are only valued insofar as their realization is likely.



	31/12/ 2021	31/12/ 2020
	€	€

**EXPLANATORY NOTES TO THE BALANCE SHEET**

**Tangible fixed assets**

Office equipment

Opening balance	1.737	2.318
Acquisition	2.749	-
Depreciation	(592)	(581)
Closing balance	3.894	1.737

All assets are used for the day-to-day management of the organization

**Current assets**

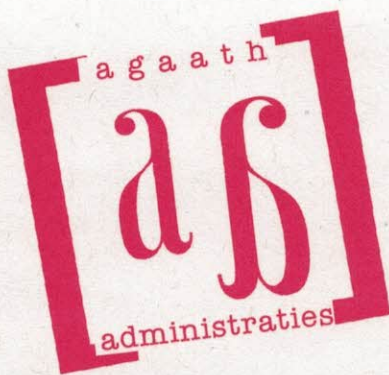
a. Receivables grants & contributions	67.279	7.500
b. Prepayments	5.251	3.876
	72.530	11.376

**a. Receivables grants & contributions**

Alfred Landecker Foundation	50.914	-
Democracy & Media Foundation	9.000	-
Fonds 21	7.500	7.500
Fonds 1818	(600)	-
Other contributors	465	-
	67.279	7.500

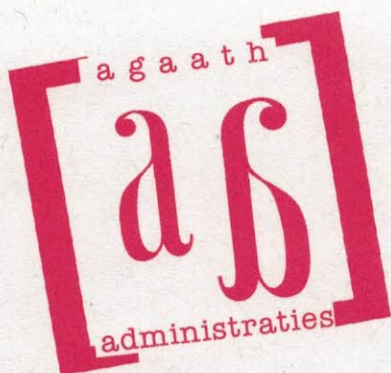
**b. Prepayments**

Costs for Fellowship coming year	-	3.357
Insurances	4.612	365
Arbo	511	-
Other prepayments	128	154
	5.251	3.876



Financial statements 2021  
 Humanity in Action The Netherlands  
 d.d. May 2nd, 2022

	31/12/ 2021	31/12/ 2020
	€	€
<b>Cash and cash equivalents</b>		
Cash	7	49
ING Bank ****5 54	49.587	108.762
ING Bank ****5 54 deposit	7.729	7.729
ING Businesscard	(181)	-
	<u>57.142</u>	<u>116.540</u>
	=====	=====
 <b>LIABILITIES</b>		
<b>Short-term liabilities</b>		
a. Trade creditors	7.391	383
b. Staff expenses	6.679	17.967
c. Other amounts owed	52.655	45.677
	<u>66.725</u>	<u>64.027</u>
	=====	=====
 b. <b>Staff expenses</b>		
Taxes and social security contributions	4.268	12.920
Net wages	-	4
Holiday allowance	2.411	5.043
	<u>6.679</u>	<u>17.967</u>
	=====	=====



Financial statements 2021  
 Humanity in Action The Netherlands  
 d.d. May 2nd, 2022

	31/12/ 2021	31/12/ 2020
	€	€
<b>c. Other amounts owed</b>		
Deposit received for Action Projects	6.800	5.800
Expenses for other Projects	13.780	-
Grants and contributions received in advance (partly received in US\$)	27.016	26.250
Expected costs bookkeeping	3.630	5.283
Expected costs accountant	1.513	1.513
Salaries to be paid next year	-	3.750
Other amounts to be paid	-	1.206
VAT	(84)	1.875
	<u>52.655</u>	<u>45.677</u>
	=====	=====

Obligations not in this balance sheet:

The foundation has committed itself for another year of renting the office space at the rate of approximately € 8.800 a year.

**Non-current liabilities**

Terms to be paid until September 2024 according to arrangement with Tax office (COVID-regulations)

15.806	18.283
=====	=====

**RESERVES**

Continuity reserve

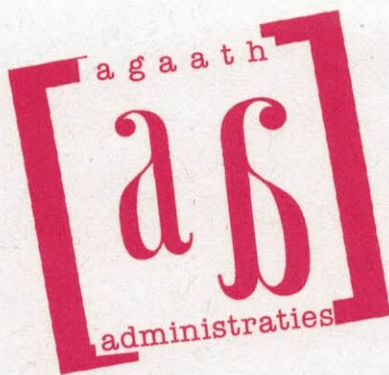
Opening balance	47.343	45.353
Result financial year	3.692	1.990

Total reserves	<u>51.035</u>	<u>47.343</u>
	=====	=====

**Continuity reserve**

On May 1st 2019 the Board of Humanity in Action The Netherlands formally decided to change the general reserve that was accumulated over the years into a continuity reserve. The continuity reserve is meant to warrant the continuity in case of a (temporary) drop in income.

As of December 31st 2020 the reserve totals € 47.343. Humanity in Action The Netherlands strives to ensure the continuity reserve covers 6 months of salary payments and 1 year of office-rent. Based on salary costs of the year 2021 and projection of the expected costs for rent in 2022 this would add up to a total of € 66.103.



	2021		2020
	<i>Realized</i>	<i>Budget</i>	<i>Realized</i>
	€	€	€

**EXPLANATORY NOTES TO THE STATEMENT OF INCOME AND EXPENDITURE**

**INCOME**

**Grants and contributions**

Income from private contributors	11.921	20.500	12.852
Government grants	38.745	40.000	-
Income from related organizations	-	-	-
Income from not-for-profit-organizations	172.258	201.200	125.980
Income resulting from goods or services	14.079	25.000	9.533
	<u>237.003</u>	<u>286.700</u>	<u>148.365</u>

**Income from companies**

In kind contributions	4.272	4.000	260
	<u>4.272</u>	<u>4.000</u>	<u>260</u>

**TOTAL INCOME**

	<u><u>241.275</u></u>	<u><u>290.700</u></u>	<u><u>148.625</u></u>
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**COSTS OF ACTIVITIES**

Staff	150.285	155.700	112.674
External	52.972	91.750	8.582
	<u>203.257</u>	<u>247.450</u>	<u>121.256</u>

**TOTAL COSTS OF ACTIVITIES**

	<u><u>203.257</u></u>	<u><u>247.450</u></u>	<u><u>121.256</u></u>
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Please find the details of project costs made listed in the attachment to the financial annual report - Page 17 onwards.



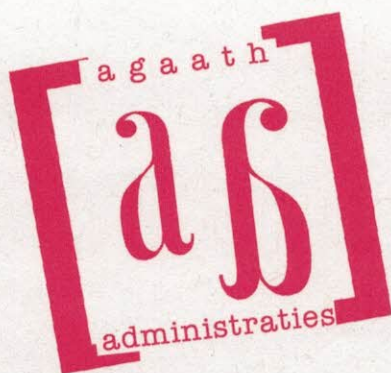
	2021		2020
	<i>Realized</i>	<i>Budget</i>	<i>Realized</i>
	€	€	€
<b>STAFF EXPENDITURE</b>			
<b>Staff expenditure</b>			
a. Wages and salaries	100.548	102.340	88.642
b. Employers charges	21.070	26.640	21.586
c. Salaries to be paid next year	-		3.750
d. Freelancers	33.537	32.500	
e. Other personnel expenses	2.103	3.520	3.461
<i>Total staff expenses</i>	<u>157.258</u>	<u>165.000</u>	<u>117.439</u>
Allocated costs	(150.285)	(155.700)	(112.674)
<b>Total staff expenses overhead</b>	<u><u>6.973</u></u>	<u><u>9.300</u></u>	<u><u>4.765</u></u>

**Note on staff and board**

The FTE at Humanity in Action The Netherlands as per December 31, 2021 totalled 3,47  
 Board Members receive no remunerations.

<b>a. Wages and salaries</b>			
Gross salaries (including holiday allowance)	96.534	95.800	82.265
Pension contributions	6.646	6.540	5.969
Change in provision holiday allowance	(2.632)		408
	<u>100.548</u>	<u>102.340</u>	<u>88.642</u>
<b>b. Employers charges</b>			
Social security contributions	16.511	21.340	17.096
Insurance sick-leave/Arbo	4.559	5.300	4.490
	<u>21.070</u>	<u>26.640</u>	<u>21.586</u>





	2021		2020
	<i>Realized</i>	<i>Budget</i>	<i>Realized</i>
	€	€	€
<b>e. Other personnel expenses</b>			
Travelling expenses	271		2.103
Other expenses and allowances	1.832		1.358
	<u>2.103</u>	<u>3.520</u>	<u>3.461</u>
	=====	=====	=====

**ORGANIZATIONAL COSTS**

**Organizational costs**

a. Office rent	5.865	7.000	2.696
b. Other organizational costs	21.261	22.700	17.480
<i>Total organizational costs</i>	<u>27.126</u>	<u>29.700</u>	<u>20.176</u>
	=====	=====	=====

<b>a. Office rent</b>	5.865	7.000	2.696
	=====	=====	=====
<b>b. Other organizational costs</b>			
Insurances	2.202	1.200	627
Office supplies & printing	213	500	203
Telephone & internet (including cellphone),	1.967	1.500	1.482
Website and computer costs	1.355	1.600	570
External audit	1.513	7.000	1.513
Bookkeeping	10.573	5.000	9.728
Salary administration	1.461	700	675
Consultants	-	1.000	-
Board & strategic meetings	259	700	229
Depreciation	592	2.000	581
Travel and representation expenses	339		530
Miscellaneous	787	1.500	1.343
	<u>21.261</u>	<u>22.700</u>	<u>17.480</u>
	=====	=====	=====

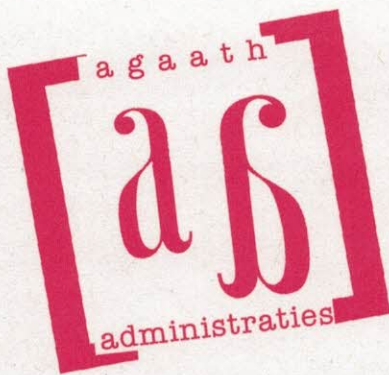


Financial statements 2021  
 Humanity in Action The Netherlands  
 d.d. May 2nd, 2022

	2021		2020
	<i>Realized</i>	<i>Budget</i>	<i>Realized</i>
	€	€	€
<b>Financial profits and costs</b>			
<i>Profits</i>			
Interest	-		10
Differences in payments	132		-
Total financial profits	132		10
<i>Costs</i>			
Other banking costs	309		280
Differences in payments	-		32
Total financial costs	309		312
<i>Total financial profits and costs</i>	(177)	-	(302)
<b>Extraordinary profits and costs</b>			
<i>Costs</i>			
Tax fines	50		136
<i>Balance a loss</i>	(50)		(136)

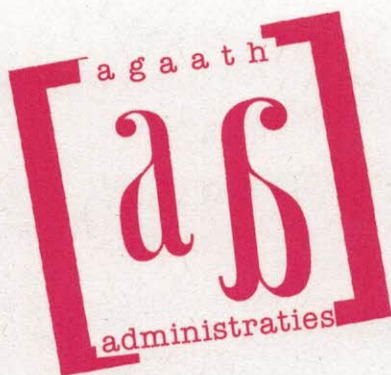


OTHER INFORMATION



Financial statements 2021  
 Humanity in Action The Netherlands  
 d.d. May 2nd, 2022

	2021		31/12/ 2020
	<i>Realized</i>	<i>Budget</i>	<i>Realized</i>
	€	€	€
<b>SPECIFICATION PROGRAMS &amp; PROJECTS</b>			
<b>INCOME PROGRAMS &amp; PROJECTS</b>			
<u>Income from private contributors</u>			
Senior Fellows, Fellows & Friends	11.921	20.500	12.852
<i>Total income from private contributors</i>	<i>11.921</i>	<i>20.500</i>	<i>12.852</i>
<u>Income from companies</u>			
In kind contributions	4.272	4.000	260
<u>Government grants</u>			
U.S. Embassy in The Netherlands	38.745	40.000	-
<u>Income from not-for-profit-organizations</u>			
Democracy & Media Foundation	45.000	45.000	45.000
Fred Foundation	15.000	15.000	15.000
Fonds 21	6.250		8.750
Maatschappij tot Nut van 't Algemeen	-		2.500
Fonds 1818	300		4.700
Donation anonymous foundation	-		10.000
Alfred Landecker Foundation	104.086	141.200	40.030
Foundation Remembrance, Responsibility and Future (EVZ) and the Federal Ministry of Finance (BMF)	1.088		
Other and new partners	534		-
<i>Total income from not for profit organizations</i>	<i>172.258</i>	<i>201.200</i>	<i>125.980</i>
<u>Income resulting from goods or services</u>			
Contributions participants Fellowship	500		600
Trainings	13.579	25.000	8.933
<i>Total income resulting from goods or services provided</i>	<i>14.079</i>	<i>25.000</i>	<i>9.533</i>
<b>TOTAL INCOME PROJECTS</b>	<b>241.275</b>	<b>290.700</b>	<b>148.625</b>



	31/12/ 2021		31/12/ 2020
	<i>Realized</i>	<i>Budget</i>	<i>Realized</i>
	€	€	€
<b>PROGRAM &amp; PROJECT COSTS</b>			
<b>Project costs: staff</b>			
Humanity in Action Fellowship	41.981	45.200	74.627
Senior Fellow Network & Activities	14.396	15.500	10.162
Landecker Democracy Fellowship	52.012	56.000	-
Landecker Democracy Fellowship freelancers	33.537	30.000	-
Fundraising and other activities	8.359	9.000	9.146
Trainingen	-	-	-
MBO students program	-	-	5.768
HIA Junior	-	-	5.857
Development new activities	-	-	3.049
International HIA partnership	-	-	4.065
	<u>150.285</u>	<u>155.700</u>	<u>112.674</u>
<b>Project costs: external</b>			
Humanity in Action Fellowship	5.740	27.000	6.664
Senior Fellow Network & Activities	11.000	11.000	435
Alfred Landecker Democracy Fellowship	34.676	45.000	-
Fundraising and other activities (8,12%)	1.556	5.500	-
HIA Junior	-	-	(15)
Development new activities	-	-	431
Trainingen	-	3.250	1.067
	<u>52.972</u>	<u>91.750</u>	<u>8.582</u>
<b>TOTAL PROJECT COSTS (excluding overhead)</b>	<u><u>203.257</u></u>	<u><u>247.450</u></u>	<u><u>121.256</u></u>

**Cost allocation**

Direct project expenditures are allocated to the programs and projects as realized. Salary expenditures are allocated on the basis of a substantiated estimation of the division of working hours realized annually by staff of the organization.