

Stichting O Foundation (“OFoundation” known to the public) has a cultural ANBI status.  
The information relating to this can be found below:

RSIN: 850915132

KvK: 53529170

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Address: Parkzichtlaan 214, 3544 MN Utrecht, Netherlands

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**The purpose of the ANBI:** Stichting O Foundation, known as OFoundation, is a non-profit organization dedicated to its mission. The foundation aims to maintain only what is necessary to ensure the continuity of its activities. Typically, it focuses on one primary objective each year, and this year, that objective is the Graduate Internship Program, which focuses on recruiting and training interns, often providing them with their first professional experience. Interns are integrated into the foundation to support partner organizations, including Wission, Welbewust Psycholoog, Agodeo, Orange Sellers, Desert Beauty, and Sinner. Each trainee receives guidance from a supervisor who oversees their task performance and development. Interns are given clear work goals and the necessary tools to accomplish them. The supervisor conducts daily evaluations of their work and provides verbal feedback at the end of each day. Tools like Slack and open communication channels facilitate effective monitoring and mentorship throughout the internship.

Stichting O Foundation was established with the support of young professionals under the age of 25 from various institutions across the Netherlands, including the University of Amsterdam, University of Utrecht, University College Amsterdam, University of Tilburg, Radboud University Nijmegen, and Hogeschool Amsterdam. Notably, Erasmus students play a significant role by contributing their skills and perspectives, creating a vibrant work environment.

### The highlights of the policy plan:

#### Policy plan

The foundation is dedicated to enhancing the training opportunities for trainees across the European Union. Specifically, it serves as the legal entity responsible for administering training programs, which will be further developed and expanded in the future. By continuously adapting to the evolving needs of trainees, the foundation aims to provide relevant skills that align with industry demands. This commitment ensures that participants are well-equipped for their professional journeys and can contribute effectively to the workforce.

The foundation provides various fields where trainees can showcase their skills and gain valuable initial work experience, enabling them to secure employment more easily after completing their traineeship.

Trainees can apply for a variety of positions, including Video Editor, Graphic Designer, Legal Specialist, Finance Specialist, E-Commerce Manager, Web Developer, Talent Acquisition Specialist, and HR roles.

### Positions of the board members:

The following are registered as directors:

Treasurer: Massy Wahab

Chairman: Robert de Groot

### Remuneration policy:

Board members of OFoundation serve without any financial compensation for their contributions to the organization.

Trainees at OFoundation volunteer their services within the non-profit organization and receive a monthly stipend of 100 Euros as compensation. Additionally, Stichting O Foundation is a registered Erasmus+ organization, allowing all interns from the European Union to apply for the maximum monthly grant available through their universities.

### A report of the activities that have already been carried out:

The Graduate Internship Program is designed to address the needs of new graduates aiming to transition from student life to a professional environment. In recent years, OFoundation has had the privilege of transforming the lives of hundreds of graduates eager to advance their careers. Our success is evident, as the majority of trainees secure fulfilling employment by the conclusion of their training with us. OFoundation is committed to helping interns realize their full potential, regardless of the challenges they may face.

We gave training to 20 interns this year and we are heartfelt to inform you that most of them had secured their professional jobs at the end of the internship and some of them went for higher education.

[Read our financial statement 2021:](#)

STICHTING O FOUNDATION  
(OFoundation)

FINANCIAL STATEMENTS  
For the year ended 31 December 2021

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BALANCE SHEET  
As at 31 December 2021

	31 December 2021	31 December 2020
ACTIVA		
<b>Vorderingen</b>		
Overlopende activa	-	-
Liquide middelen	1,465.50	5,281.99
<b>Totaal activazijde</b>	<b>1,465.50</b>	<b>5,281.99</b>

	31 December 2021	31 December 2020
PASSIVA		
<b>Eigen Vermogen</b>		
Vermogen	1,465.50	5,281.99
<b>Kortlopende schulden</b>		
Handelscrediteuren	-	-
Schulden aan gelieerde partijen	-	-
<b>Totaal passivazijde</b>	<b>1465.50</b>	<b>5,281.99</b>

## PROFIT AND LOSS

For the year ended 31 December 2021

Bankgegevens/Bankingaccount:

IBAN: NL82 TRIO 0254 8010 72

WINST- EN VERLIESREKENING	2021	2020
Netto-omzet	8,100.00	10,500.00
Donatie	8,100.00	10,500.00
Inkoopwaarde van de omzet	0.00	0.00
<b>Bruto bedrijfsresultaat</b>	<b>8,100.00</b>	<b>10500.00</b>
Vrijwilligersvergoeding	11,743.89	9,340.00
Family project Afghanistan	0.00	0.00
Kantoorkosten	0.00	0.00
Bank Kosten	152.60	160.85
Algemene kosten	20.00	5.41
<b>Som der bedrijfskosten</b>	<b>11,916.49</b>	<b>9,506.26</b>
<b>Resultaat</b>	<b>-3,816.49</b>	<b>993.74</b>
Rentelasten en soortgelijke kosten	0.00	0.00
<b>Som der financiële baten en lasten</b>	<b>0.00</b>	<b>0.00</b>
<b>Resultaat uit gewone bedrijfsuitoefening</b>	<b>-3,816.49</b>	<b>993.74</b>
Buitengewone baten		
<b>Buitengewoon resultaat</b>		
<b>Resultaat</b>	<b>-3,816.49</b>	<b>993.74</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 1. GENERAL

The Stichting O Foundation (also referred to as OFoundation) was incorporated on 1 March 2012 and has its seat in the municipality of Utrecht, the Netherlands.

#### **Purpose**

- The foundation has one purpose that is to recruit and train interns, often for their first work experience. Interns are placed in the foundation with the aim of helping partner organizations.
- Trainees are supported in their development by a supervisor who monitors and controls the performance of the tasks entrusted to them. The supervisor will provide everyday monitoring of the trainee work and verbal feedback at the end of each day.
- The Foundation will pursue the public benefit and pursue to be a charity as referred to in Section 5b of the General Tax Act (*Algemene Wet inzake Rijksbelastingen*) and to be recognised as such by the Dutch tax authority.
- The property of the Foundation will serve to pursue its objects. No other person (either an individual or a legal entity) can dispose of the Foundation's funds as if these were his own funds. The Foundation does not pursue a profit with its charitable activities.

#### **Financial year**

The financial year is the twelve-month period starting on 1 January and ending on 31 December.

### 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies applied in the preparation of these financial statements are set out below.

These policies were consistently applied unless stated otherwise.

**Accounting Convention**—The financial statements are prepared on a historical cost basis unless stated otherwise.

#### **Foreign Currency Translation**

*Presentation currency*—For the purpose of these financial statements, the results and financial position are measured in Euro.

*Foreign currency transactions and balances*—Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the date of the transactions. Monetary assets and liabilities in foreign currencies are translated to the functional currency using period-end exchange rates.

Foreign currency exchange gains and losses resulting from the settlement of foreign currency transactions and balances, and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies, are



recognised in the income statements.

Foreign exchange gains and losses are presented in the income statements within finance costs, except for the foreign currency gains and losses on commodities that are included in cost of sales.

**Cash and Cash Equivalents**—In the balance sheets, cash and cash equivalents include cash on hand and other short-term highly liquid investments with original maturities of three months or less. Any bank overdrafts are included in trade and other payables.

**Trade and other Payables**—Other payables are classified as current liabilities if payment is due within one year or less. If not, they are presented as noncurrent liabilities. Trade and other payables are recognized initially at fair value and subsequently measured at amortized cost using the effective interest method.

Utrecht, **3 March 2022**

Wahab Massy

Treasurer

Robert De Groot

Chairman