

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, also known as OFoundation, is a non-profit organization committed to maintaining only the necessary resources to ensure the continuity of its operations. The foundation typically focuses on one key goal each year, and for this year, the objective is the Graduate Internship Program. This program is designed to recruit and train interns, often providing them with their first professional experience. Interns are placed within the foundation to support partner organizations such as Wission, Welbewust Psycholoog, Agodeo, Orange Sellers, Desert Beauty, and Sinner. Each trainee is guided by a supervisor who oversees their development, monitors their task performance, and ensures they are equipped with clear work goals and the necessary tools. Supervisors offer daily feedback and closely track progress, while communication platforms like Slack ensure smooth coordination and ongoing mentorship.

Stichting O Foundation was founded by the contributions of young professionals, under 25 years old, from all over the Netherlands, including from the University of Amsterdam, University of Utrecht, University College Amsterdam, University Tilburg, Radboud University Nijmegen, and Hogeschool Amsterdam. An important contribution is made especially by the Erasmus students who, with their work and vision, provide a dynamic environment in which to work.

In addition to the internship program, OFoundation is involved in impactful initiatives like the Afghan Family Project. These projects aim to support and uplift families, particularly in vulnerable regions, by providing essential resources and assistance. Through these programs, the foundation seeks to promote sustainable development and improve the quality of life for families in need.

## The highlights of the policy plan:

### Policy plan

The foundation aims to promote the training of trainees from all over the European Union. More specifically, the foundation is the legal entity under which training is offered and this training programme will be continued and expanded.

The foundation offers several areas in which trainees can best express their skills and try to gain a first work experience that will allow them, at the end of the traineeship, to easily find a job.

The different positions in which trainees can apply are specifically: Video Editor, Graphic Design, Legal Specialist, Finance Specialist, E-Commerce Management, Web developer, Talent Acquisition and HR.

OFoundation is also committed to advancing its Family Development Services and the Afghan Family Project to support vulnerable families and promote sustainable growth in underserved communities.

- Afghan Family Project: This project is specifically designed to support Afghan families, providing them with the tools and assistance needed to navigate challenges related to displacement, economic hardship, and social integration. The program includes financial aid, education initiatives, and community-based support to improve their living conditions and foster long-term stability.

## Positions of the board members:

The following are registered as directors:

Treasurer: Massy Wahab

Chairman: Robert de Groot

## Remuneration policy:

The board members of OFoundation selflessly dedicate their time and expertise to the organization without receiving any financial compensation for their efforts. Their commitment reflects the foundation's mission to create a positive impact without the influence of personal financial gain.

Trainees at OFoundation voluntarily contribute their time and skills to the non-profit organization, and in recognition of their hard work, they receive a stipend of 600 Euros. This financial support helps alleviate some of their living expenses while they gain invaluable professional experience.

As a registered Erasmus+ organization, Stichting O Foundation provides an additional

opportunity for interns from the European Union. These interns are eligible to apply for the highest available monthly grant through their respective universities, which can further assist in covering their living costs during their internship. The granted amount for each intern, provided by their respective University, is paid to the intern's bank account directly by the University itself. This combination of financial support and meaningful work experience allows interns to focus on their professional development while contributing to the foundation's mission and its partner organizations

#### [A report of the activities that have already been carried out:](#)

The Graduate Internship Program is built and structured upon the needs of new graduates looking to make a transition from the student routine to a professional lifestyle. Over the last 7 years, OFoundation had the honor to transform the lives of hundreds of graduates looking to take a step forward. We have been highly successful, with the majority of our trainees securing fulfilling jobs by the end of their training with the foundation. OFoundation is committed to helping interns achieve their full potential, regardless of the challenges they may face. We trained 15 interns during the 2022-23 financial year and most of them had secured their first professional jobs and few of them went for higher studies with the experience they gained.

In addition to this, OFoundation has carried out impactful initiatives like the Afghan Family Project, which aim to provide vital resources and assistance to families in need in Afghanistan. Through these efforts, as well as our dedication to helping interns reach their full potential, OFoundation continues to foster positive change, regardless of the challenges faced.

#### [Read our financial statement 2022:](#)

STICHTING O FOUNDATION  
(OFoundation)

FINANCIAL STATEMENTS  
For the year ended 31 December 2022

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BALANCE SHEET  
As at 31 December 2022

	31 December 2022	31 December 2021
ACTIVA		
<b>Vorderingen</b>		
Overlopende activa	-	-
Liquide middelen	159.62	1,465.50
<b>Totaal activazijde</b>	<b>159.62</b>	<b>1,465.50</b>

	31 December 2022	31 December 2021
PASSIVA		
<b>Eigen Vermogen</b>		
Vermogen	159.62	1,465.50
<b>Kortlopende schulden</b>		
Handelscrediteuren	-	-
Schulden aan gelieerde partijen	-	-
<b>Totaal passivazijde</b>	<b>159.62</b>	<b>1,465.50</b>

## PROFIT AND LOSS

For the year ended 31 December 2022

Bankgegevens/Bankingaccount:

IBAN: NL82 TRIO 0254 8010 72

WINST- EN VERLIESREKENING	2022	2021
Netto-omzet	8,000.00	8,100.00
Donatie	8,000.00	8,100.00
Inkoopwaarde van de omzet	0.00	0.00
<b>Bruto bedrijfsresultaat</b>	<b>8,000.00</b>	<b>8,100.00</b>
Vrijwilligersvergoeding	8,600.00	11,743.89
Family project Afghanistan	525.90	0.00
Kantoorkosten	0.00	0.00
Bank Kosten	173.93	152.60
Algemene kosten	6.05	20.00
<b>Som der bedrijfskosten</b>	<b>9,305.88</b>	<b>11,916.49</b>
<b>Resultaat</b>	<b>-1,305.88</b>	<b>-3,816.49</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>-1,305.88</b>	<b>-3,816.49</b>
Buitengewone baten	0.00	0.00
<b>Buitengewoon resultaat</b>	<b>0.00</b>	<b>0.00</b>
<b>Resultaat</b>	<b>-1,305.88</b>	<b>-3,816.49</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's primary mission is to recruit and train interns, often providing them with their first professional experience. Interns are integrated into the foundation with the goal of supporting partner organizations through their work and contributions.
- Trainees receive guidance from a supervisor who oversees and manages their task performance. The supervisor conducts daily check-ins and offers verbal feedback at the end of each day to support the trainees' development.
- 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 2023**

Wahab Massy

Treasurer

Robert De Groot

Chairman