



Mazars Foundation Netherlands

Annual Report 2022-2023

mazars



Contents

04	Director's Report
06	Mission, vision, objectives and thematic focus
07	Achieving our objectives
08	Risks and uncertainties
09	Governance
11	Impact 2022-2023
24	The future
26	Financial statements

Director's Report

Thank you to all who have been part of this fantastic year. The Mazarians, our collaborative partners and our ambassadors. Every single one of you, every hour, every minute that you spent on the Mazars Foundation activities has helped us to give back to society. Last year we were extremely proud of our achievements, this year we are even more proud.

In 2022-23 we have been able to spend more hours on the Mazars Foundation than the previous year. In 2021-22 we organised two Mazars Community Days, one in October and one in June. This year we organised one Mazars Community Day and despite that we only have organised 3 activities less compared to last year and have increased the hours spent and amount of participants. Knowing that during a community day we host at minimum 15 activities, so this is a huge achievement.

At this moment of writing, I have been with the Mazars Foundation for around 7 years, first as Ambassador, later Secretary and now Chair since a few years. It is quite some time, but it does help me to see the change and reflect on where we stood 7 years ago and where we are today. And, more importantly, I find it just as important as I found it 7 years ago. Why? Because I find it important we sometimes step outside of our usual 'desk work' by helping children develop skills which gives them a chance at a better place in the labour market, and supporting people who have found

themselves in financial trouble, helping them to see a way out of these nightmares which can often impact other areas of their lives. In addition to these things, we've also assisted elderly people to continue to feel part of our society.

Our governments are pushing harder for society to take a role in supporting the system (education, schooling, care for the elderly, etc.), and it is important for companies like Mazars to play a part in absorbing part of the work that would otherwise not be done any longer, but which does have a huge impact. I am happy that with the Mazars N.V. (hereafter referred to as Mazars) we are able to support this.

We have grown a lot in the previous years, compared to the last year before COVID we grew with 290% of written hours. This means that the actual time spent on these kind of social activities is even larger. As Chair, I see a change in the maturity and reach of the Mazars Foundation as well. We have long-term partners, our ambassador team is well-spread over

The Netherlands, we see Mazars teams including an Foundation activity in their annual team outings and we talk about it more at the coffee machine. Of course, there is always room for improvement, but I am extremely happy with all the progress which has been made in the previous years. We can only get better from here.

When you read this report, especially the chapter around [impact](#), I hope you will be motivated to (continue) giving back to society. Even if it may not always be financially viable.

Thank you for another great and successful year for giving back.

Amanda Twigt,
Chair of the Board, Mazars Foundation



Amanda Twigt
Project Management Officer
Management – Chairwoman Mazars
Foundation

Director's Report

“In 2023 and beyond, Mazars will remain fully committed to playing its part in driving systemic change and contributing to a fairer, more sustainable world. I am confident that all together – businesses, governments and regulators – we can make the right decisions and transformations to pave the way for a brighter tomorrow.”



Hervé Hélias
CEO and Chairman of the Group
Executive Board, Mazars

Updates 2022-2023 financial year

At the time of writing this report, our new financial year has already been underway for several months. We would like to brief you on the appointment of our new Board members, Anjani Tjikhoeri and Manuela de Wit. Both Arnoud Ellenbroek and Quinta Ataliede have decided to leave Mazars and therefore are no longer board members of the Mazars Foundation. We would like to thank them for the positive impact they made being a board member of the Mazars Foundation.

In addition, the second Education Day took place on 10 October, on ‘Sustainability in Education day’ which fell in Energy week.



Amanda Twigt
Project Management Officer |
Management
Chairwoman Mazars Foundation



Henry Janssen
Partner-Shareholder |
Accountancy & Outsourcing Services
Treasurer Mazars Foundation



Daphne Hendriks
Manager Sustainability
Secretary Mazars Foundation



Robert Jan de Rek
Partner-Shareholder |
Accountancy & Advice
Board member Mazars Foundation



Manuela de Wit
Payroll Officer | Payroll
Board member, appointed 31 October
2023



Anjani Tjikhoeri
Senior Manager Audit | Financial Audit
Board member, appointed 31 October
2023

Mission, vision, objectives and thematic focus

Mission & vision

The policy pursued by Mazars Foundation Netherlands (hereinafter: the Foundation) is focused on its objective under the charter.

The Foundation's mission is as follows: Mazars Foundation contributes to development. The Foundation's vision is rooted in the belief that both businesses and society play an important role in developing sustainable communities. We therefore encourage Mazars employees to make conscious choices and to contribute to society. Mazars volunteers help people outside and inside the organisation with their personal development.

Objectives

The Foundation is an ambassador for the Mazars Sustainability objectives, which are focused on five pillars that we will explain in the following paragraphs.

Community – social engagement

We aim to raise awareness of social responsibilities among Mazars staff and increase their empathy towards other groups in society, and subsequently activate them to get engaged in doing something for these groups from Mazars Foundation.

Climate & Environment – reducing climate and environmental impact

Raising awareness of people's negative impact on the climate and environment, but above all encouraging and activating them to transform this into the greatest possible positive impact.

People – focus on sustainable working conditions

Diversity of people and cultures: diversity of people and cultures is important because it leads to a broadening of horizons – one of the building blocks for a sustainable community.

Respect for work-life balance: respect for work-life balance is vital. It enables people to have ownership and control of the 'how, what, where and when', both at work and in their private life. A healthy work-life balance is achieved when your right to a balanced life is respected by the people around you, which in turn leads to healthy, balanced people who have a positive impact on society.

Respectful and safe working environment: it is important that people feel safe to be who they want to be, can give feedback, and are willing and able to learn from each other.

Training and development: training and development are important to advance society. By building on their skills and talents, people can develop and improve their future prospects.

Integrity & Responsibility – acting with integrity and responsibility

Acting with integrity and responsibility in everything we do. Raising awareness of our role and responsibility in society and what this means.

Sustainability Services – developing sustainable services and markets

As an ambassador of MazarsforGood, the Foundation promotes the development of sustainable and innovative products and services.

Thematic focus

Mazars Foundation has chosen three focus themes to which it is committed and works on as a foundation.

Education

We consider education to be one of the most important cornerstones for contributing to the development of people and society. Our people have a wealth of knowledge and expertise and we believe it is our responsibility to use and share this knowledge and expertise to the benefit of people and society. We are committed to all strata and age groups in society, but focus particularly on education for children and young people.

Vitality

Vitality is a core element that determines the wellbeing of people in society. We aim to help improve and enhance the vitality – and thus the wellbeing – of as many people as possible.

Sustainability

Sustainability is an important theme in today's society, given that humans have a major impact on climate and environment. We are therefore committed to reducing the negative impact of humans on climate and the environment while increasing the positive impact we can have.

Achieving our objectives

As a foundation, we seek to achieve the above objectives as follows. The Foundation provides and facilitates various projects, activities and initiatives in the fields of education, vitality and sustainability.

As a result:

- Mazars volunteers come into contact with and interact with other civil-society groups and organisations.
- Mazars volunteers are given the opportunity to engage with other civil-society groups and organisations.
- Mazars volunteers and other civil-society groups and organisations are able to develop into valuable, healthy and balanced members of society who have a positive impact on society at large.
- More space is created for a diversity of Mazars volunteers who interact respectfully and openly.
- We are encouraging Mazarians to get in action to truly deliver a positive impact on climate and the environment.
- We work more consciously on developing sustainable and innovative products and services.

To this end, the Foundation engages with Mazars employees, partner-shareholders, the Executive Board, the Advisory Board and the international Mazars organisation.



Financial results 2022-2023

A total of

€108.989

was spent on the objectives
in 2022-2023.

The result of

€8.171

was added to the other reserves.

**The special-purpose reserve was
transferred to the other reserves.**

In 2022-2023, the time spent
by Mazars employees was

5.354

 hours.

Risks and uncertainties

The main risks and uncertainties for the Foundation are as follows:

Financial contribution

The Foundation receives and depends on a financial contribution from Mazars N.V. We receive an annual contribution from Mazars N.V. of €100,000. This contribution is pledged and the Board considers it a limited risk that this contribution will not be received. The Board of the Foundation periodically consults with the Executive Board of Mazars N.V. on the progress of the Foundation's activities as well as its financial position.

Contribution by employees

To achieve our objectives, we depend on the efforts of Mazars N.V. employees. Each employee has 20 hours to devote to the Foundation's activities. There is a risk that Mazars N.V. employees may not have sufficient time for the Foundation's activities. The Board of the Foundation and its ambassadors at the branches actively communicate with Mazars N.V. employees so as to maximise the involvement of all employees and partners.

Financial policy and financial results

Under its charter, the Foundation's assets can be formed (mainly) from: grants and donations, gifts, inheritances, bequests and all other acquisitions and income.

Since its establishment, the Foundation has received significant support from Mazars N.V., both through the provision of an annual financial contribution to the

Foundation and through the availability of Mazars N.V. employees and partners to carry out voluntary work.

For now, we have no insight into amounts to be received from other donors.

Resources

Time

Every Mazars employee has the opportunity to engage in social activities with an hourly budget of 20 hours per financial year (on a full-time basis; the hours are prorated for part-time employment). This should be unpaid work in the public interest (not for a private interest), and therefore does not involve business or commercial activities. These activities are organised for the Foundation or by third parties at the Foundation's request.

Financial contribution

Mazars N.V. allocates an annual sum of €100,000 to the Foundation. Mazars N.V. has indicated that if the Foundation does not spend the full amount received to pursue its objectives, the surplus may be added to the Foundation's reserves and this surplus must be spent on its objectives in the following year. Failing this, Mazars N.V. reserves the right to reduce the annual contribution. Underlying this agreement is Mazars N.V.'s wish for the financial contribution it makes to be used as soon as possible to achieve the Foundation's objectives.

Whether a particular charity is supported financially or otherwise within the meaning of the above agreement is at the discretion of the Foundation's Board.



Governance

Board

The Board consists of a chair, treasurer, secretary and other Board members. All Board members actively support the ambassadors.

During the 2022-2023 financial year, the Board consisted of:

Amanda Twigt

Chair, in office as of 23 November 2020

Daphne Hendiks

Secretary, joined and in office as of 23 November 2020

Henry Janssen

Treasurer, in office as of 23 November 2020

Quinta Ataliede

Board member, joined 23 November 2020

Arnoud Ellenbroek

Board member, joined 23 November 2020

Robert Jan de Rek

Board member, joined and in office as of 16 November 2022

At the time of adoption of the annual accounts, the Board comprised the following persons:

Amanda Twigt

Chairwoman Mazars Foundation

Daphne Hendiks

Secretary, joined and in office as of 23 November 2020

Henry Janssen

Treasurer, in office as of 23 November 2020

Robert Jan de Rek

Board member, in office as of 16 November 2022

Manuela de Wit

Board member, appointed 31 October 2023

Anjani Tjikhoeri

Board member, appointed 31 October 2023

Governance

Advisory Board

The Foundation has an Advisory Board. The Advisory Board consists of three to five members and is a permanent sounding board for the Foundation's Board. During the 2022-2023 financial year, the Advisory Board comprised the following members:

- Victorine Koningsberger
- Glenn Holster

Cor Kroes and Arjo Klamer resigned from their position as Advisory Boardmembers. We would like to thank them for their guidance.

We are currently looking for two new Advisory board members.

Ambassadors

We have ambassadors who represent Mazars Foundation at every Mazars branch in the Netherlands. These ambassadors are primarily responsible for organising activities with local partners, maintaining contacts with our current partners and forging new partnerships. They also play an important role in disseminating and pursuing the Mazars Foundation objectives and raising awareness among all Mazars employees. In 2022-2023, Mazars Foundation had an average of 39 ambassadors.



Impact 2022-2023

Mazars Foundation organised 109 activities and 584 Mazars employees collectively spent 5.354 hours on Mazars Foundation activities. This is an increase of 290% compared to 2018 and 2019 (last year without COVID-19 impact before our new strategic plan) and 4,2% compared to our previous financial year.

Compared to previous year it may look as if we had a smaller growth. Though we would like to point out that in 2021/2022 we organised two community days, which has an impact on the amount of hours, activities and volunteers. We therefore are very pleased to see that our figures grew even without the second community day.

The increase of hours is not only due to the participation during the community day but also outside of that. Employees of Mazars spent 2.472

hours on activities throughout the year. The other 2.882 hours were made during the Mazars community day during which 480 colleagues did 55 activities throughout the country.

Mazars Foundation works with various partners at national and regional level. We are really proud of these wonderful partnerships that enable us to make a positive contribution with all our colleagues. Last year, the different branches teamed up with more than 45 partners.

Type	2018 / 2019	2019 / 2020	2020 / 2021	2021 / 2022	2022 / 2023	Comparison	Comparison
		COVID-19 impact	COVID-19 impact			2018 / 2019 vs. 2022 / 2023	2021 / 2022 vs. 2022 / 2023
Hours	1.373	1.050	926	5.140	5.354	290%	4,2%
Activities	30	35	35	112	109	263%	-2,7%
Mazars volunteers	158	159	95	555	584	270%	5,2%
Ambassadors	22	26	36	38	39	77%	2,6%





Impact 2022-2023

Activities

Activities throughout the year

In 2022-2023 we organised 54 activities outside of the Mazars community day. To organise these activities we have worked together with multiple partners and foundations to make a positive impact on our direct environment.

An impression of our valuable partners throughout the year



Impact 2022-2023

Activities

Museum van Oudheden & Hortus Botanicus in Leiden

On July 6, a number of Mazarians had a tour of the Hortus Botanicus and the National Museum of Antiquities in Leiden, together with primary school students from groups 3 and 4 or 5, 6, 7 and 8 from Child Center Naturally! in Hoofddorp.

Colleagues accompanied the primary school children during their school trip. So, instead of meetings, people talked about special butterflies flying in the Hortus and about Egyptian myths, gods and goddesses.

This morning was organized together with Primair Onderwijs, one of Mazars Foundations' partners. The colleagues enjoyed the afternoon and are happy to have contributed to the school trip.

Read the summary of the day below from a number of Mazarians:

Amanda Twigt – Chairwoman Mazars Foundation about the National Museum of Antiquities

“You often hear them before you see them,” said one of the guides from the National Museum of Antiquities. This obviously triggered all the Mazarians to keep their eyes and ears open, and they were right! Upon arrival, the classes and Mazarians were divided into three themes: the Greeks, the Romans and the Egyptians.

The Egyptians, my group, started at the approximately 2000 year old temple of Taffeh, in the arrivals hall of the museum. The museum guide told us how the

temple was used, about the door of the god of Isis and how the temple eventually ended up in Leiden. The children had a lot of good questions, we as supervisors were truly impressed!

Next, we visited parts of the exhibition, where we learned about Isis, how Osiris became the God of death and how the gods were worshiped. Next on our Egyptian journey were of course the mummies and pages from the Egyptian Book of the Dead which could not be missed.

After the tour it was time to unleash the kids' creativity. They were asked to make one drawing in groups of three based on what they saw. We really saw some interesting drawings! One person saw two women, the other saw a man and a woman and... did they both have two arms or not?

The tour ended with an extensive explanation about Maya and Merit, the man and woman that the children had drawn moments earlier. It was an educational morning, both for the children and for the Mazarians.

Kavean Ash'ari – Recruiter about the National Museum of Antiquities

My experience last Thursday was very positive! I am very happy that as an organisation we were able to help the school and teachers to organise an outing for the children. What it has brought me is a bit of social responsibility and feeling that as a society we have to be there for each other.

Myra Folkertsma & Iris Boom ambassadors Nijmegen & Rotterdam about the Hortus Botanicus

What is it like to suddenly not be in the office on a weekday, but to be standing in the middle of the green Hortus in Leiden? A beautiful quiet morning, sunshine in a super green and blooming garden... and what is that... are we hearing jungle sounds? Ah, no it is just a cheerful group of primary school children walking towards us. Who are looking forward to the day, a fun outing and with all new impressions, exciting!

Even we Mazarians are a little nervous, but this seemed not to be needed at all! Each group goes on the treasure hunt and the children immediately bombard you with the status of teacher! It happens automatically, and off we go! Searching for carnivorous plants, green frogs and banana trees in a tropical greenhouse with the most special plants... we are amazed. We run from here to there looking for the answer to the next question.

After relaxing at the pond with a snack, we set out in groups with a guide from the Hortus. Not only the children learned new things, see special butterflies emerge and fly, learn that ferns have not changed since dinosaur times and still look like they did back then and see the special tree of life; “no guys, it's not a climbing frame”. And really lucky, the large water lily was in bloom.

How nice, a day in a completely different world, helping a school supervise a fun school trip with a few groups of children, and learning something myself. Great day!

Impact 2022-2023

JINC

JINC

We collaborate with JINC at five branches in the Netherlands namely: Amsterdam, Breda, Eindhoven, Rotterdam and Utrecht. We asked JINC to make a survey of Mazars Foundation's impact in 2022-2023. Compared to last year we see that Mazars was less impactful. We are reviewing how we can be more impactful in the course of 22-23. We will further expand our co-operation to also organise activities in Nijmegen and Enschede.

How do the children perceive the activity?

One of the activities JINC offers is a "Bliksem stage" (translated: flash internship). Kids are invited to the office and learn in a playful way about Mazars and what the employees are doing on a daily basis. The kids from group 8 of the CBS Beatrix school were invited to come to the Rotterdam office in June, 2023. We asked them about their experience and this is what they said (translated from Dutch into English):

- **Daley** | "It was fun because we did a lot."
- **Damian** | "The flash internship was very enjoyable. At first, I didn't know what Mazars was, but later I understood that it is a company that assists larger businesses with financial matters."
- **Djay** | "It was a unique experience, it was educational, and I learned a lot."
- **Djay** | "The assignment I enjoyed the most was planning meetings and tasks in a calendar. The tasks were enjoyable and educational."

- **Esat** | "Afterward, we had to schedule appointments / tasks in a calendar, and I found that enjoyable because you need to plan for high school as well. It gives me a bit of a head start in knowing how to do it."
- **Finn** | "Afterward, we had to fill out a sort of letter about how we spend our money. I found it enjoyable because it helped me understand what I would be spending and what I would need to save for my studies."
- **Finn** | "Mazars is a large and well-functioning company. They have businesses all around the world, and it is quite enjoyable work."
- **Finn** | "Calculating was also enjoyable, along with all the other activities. So, four stars."
- **Gino** | "We did fun tasks like scheduling an agenda, purchasing items with a specific budget, calculating taxes, and verifying the truthfulness of a company."
- **Siem** | "Mazars gave us real assignments. Truly a great experience for me!"
- **Sanne** | "It was a great experience, and some kids in my class want to work there in the future. It seems like a great place to work, but I personally want to pursue a career in healthcare."
- **Sahil** | "The people working there were very kind. We learned, for example, about investing, scheduling our days, and I discovered that I can do math (I really didn't know that before)."

We also asked the teacher for their input:

The teacher | "There were many activities suitable for children and easy to understand (after all, it's challenging to explain Mazars to children). I found it creatively designed and helpful in understanding what kind of company Mazars is, such as the introductory presentation that allowed us to get a glimpse into the company and its services. The services of the company are highly beneficial, and we learned things that can be very useful for children, such as calculating money and planning."



Impact 2022-2023

Wonderland

Rotterdam, Theater Zuidplein, 31 January 2023

My colleague Romy Roelofs and I arrived early in the theatre. Others like, technology and actors, are already busy and you could feel a healthy tension. In a few hours buses full of guests will be at our door. They have been looking forward to an exciting moment for days: going to the real theatre for “Wonderland”! Romy and I are given a shirt from theatre group ‘TG De Klassieken’ and receive a briefing from the theatre manager. Six people are responsible for receiving the 500 guests and guiding them to the theatre hall. Cheerful flower garlands are ready for each group.

Enthusiastic guests start trickling in at 9:30 am. The guests range from small residential groups / day care groups with adults with disabilities to school classes from special education. All participants have one thing in common: they don't often come to a theatre and feel welcome. Visiting the theatre is not self-evident for this target group as they have difficulty with sitting still, being quiet, stimuli, crowds: they need guidance. A large number are depending on a wheelchair or walker. Going to a theatre is expensive, complicated and challenging to say the least.

For the first time since corona, the red plush seats in the main hall of the theatre are well occupied again.

In addition, there are also groups that watch via a livestream from their schools and institutions, an initiative which started during the corona crisis. These groups are also completely part of the play and this makes live theatre even more widely accessible.

A number of groups have not arrived at the scheduled starting time, many groups depend on passenger transport which seems to not always be on time. With some delay, all groups arrived and the performance could begin. Romy and I get to know the way in the theatre well. We have provided several groups with cheerful attire like the cheerful flower garlands and guided them to their place in the theatre hall.





Impact 2022-2023 Wonderland

The performance is magical. The interaction with the audience is unprecedented. The ‘oooohs’ and ‘aaaahs’ are countless. People participate, shout and sing. Towards the end of the show, lights come down in the set... I got emotional at the audience's reaction. It's truly magical.

After the show we guided everyone out of the room, handed out the goody bags and chatted with the guests and supervisors. The actors came to the foyer to meet the guests and many photos were taken. What a party and how grateful I am that I was able to contribute to this from Mazars with my colleague. TG De Klassieken is a Rotterdam theater group that has been providing this performance for more than 10 years (previously called “Witte Bedjesfeest”). Producing and organising such a professional performance takes a lot of time and money and is only possible with the support of the municipality, funds and companies. I am pleased that Mazars is contributing to this, so that this annual highlight can take place for this special target group.

Afterwards, the theatre group received these responses from the guests:

“Of course, all clients sang or hummed along at the top of their lungs. We as guides also enjoyed the atmosphere and the respect shown to us and our clients. Thank you very much!!! Of course we hope for another performance next year. It really is “a highlight of the year.”

Stefanie Haak-Kert
Pameijer assisted living

“On behalf of the team at the A.J. Schreuderschool, we wanted to thank you for the fantastic performance, we enjoyed it immensely! The organisation was also well prepared. We had a great morning!”

Ingrid van Duin
A.J. Schreuderschool

Impact 2022-2023

New Year dinners

New Year dinners

In January 2023 two Mazars Foundation New Year's dinners were organised at the Rotterdam and Amsterdam office by our colleagues. Both dinners were a great success and it was great to see all the guests enjoying themselves so much. The colleagues who assisted with the dinners also enjoyed it and were happy that they could do something for someone else.

Office Amsterdam, together with the organisations PuurZuid and Buurtteam Amsterdam Zuid, spoiled local residents and Ukrainian refugees. It was nice for this target group to not only be offered help and distraction around the holidays, but also to have something fun around Blue Monday.

The Rotterdam office organised the evening in collaboration with the Present Rotterdam Foundation for refugees staying on hotel boats in Rotterdam. There were many different cultures and nationalities present and everyone enjoyed the food and the conversations with each other, sometimes with hands and feet. After all, body language is universal.

“The New Year's dinner of PuurZuid and Buurtteam Amsterdam Zuid was a special experience. Fantastic to be able to contribute together with colleagues to this evening in which the local residents were pampered. An evening with humor in the kitchen and the pleasure of enjoying good food and each other's company. I experienced the social connection and contribution as fun and important.”

Ivo ten Have
Junior Sustainability Consultant

“To sum up Tuesday night - **“When we give cheerfully and accept gratefully, everyone is blessed” (Maya Angelou)** All the volunteers at the Mazars Foundation New Year's Dinner, gave cheerfully and with a smile, and in return they were fulfilled by the guests' gratitude, who accepted our goodwill of all the delicious food and kind conversations on the evening!”

T'Neil Boshoff
Senior Assistent Audit



Impact 2022-2023

Sustainability month

Sustainability month

Last Sustainability month, the Amsterdam office organized various activities on behalf of the Mazars Foundation in collaboration with our partners. A total of 13 colleagues participated in two job application training courses, one lightning internship, one administration in order and the Children's Easter dinner. Read the experiences of our colleagues below:

Job application training from Jinc

Rangini Lalji, Ivo ten Have and Debbie Eyk provided job application training at the Yuverta VMBO Amsterdam-West and the Marcanti College. Many young people from neighborhoods with a socio-economic disadvantage lack someone in their environment who tells them what the social codes are in the workplace. JINC therefore organises job application training. Through role plays we show how to make or break such a conversation.

Experience Rangini Lalji | "On March 9, 2023, my colleague and I gave a job application training at the Yuverta VMBO Amsterdam-West. JINC organises this training to teach third-year pre-vocational secondary education students the art of applying for a job. Shake a firm hand, make eye contact and speak clearly. It sounds simple, but you just have to know! We taught the students tips and tricks and helped them on their way to a part-time job or internship. It was a very valuable experience for them and for ourselves!"

Flash internship from Jinc

Marjolein van der Linden, Christi Coetzer and Volkan Anli told 7 students from the 2nd class of VMBO from College de Meer all about Mazars during the flash internship at our office. During the flash internships, students learn what sectors and professions exist and what suits their interests. In this way, the children's horizons are broadened and they are prepared to make a good choice for further education.

Experience Christi Coetzer | "On Thursday 23 March 2023 I participated in the flash internship for 7 students (ages 12 to 13) who visited the Amsterdam office. None of them have visited our offices before and only 2 had a limited idea or understanding of what services Mazars offers our clients. It was a morning filled with lots of information about the basics of what we do in all our various service lines. We received some good questions and at the end really had the impression that they learned something and that it might have sparked curiosity of one or two to learn more of our profession. It was a pleasure to see how each of our groups gave a very enthusiastic understandable explanations of what they work on and have studied. This was the first time I was involved in the flash internship but had such a rewarding feeling afterwards that I would like to be involved in more and also other elements of our Foundation program. I can therefore really recommend it and would like to motivate all to be involved. Even if we manage to provide some help, information or input to only one person or child at a Foundation event it will all be considered time well spent."

Administratie op orde (translated: administration in order) of PuurZuid

Last Thursday, March 30, Willem van Lammeren and Raymon Ghebregziabiher helped with the Administratie op Orde of PuurZuid. People come to Administratie op Orde with their overdue administration. As a supervisor, we help them regain an overview by organising their administration (particularly unopened mail), such as a budget overview, debt list and identifying other tasks that still need to be completed.

Experience Willem van Lammeren: "Life does not always go as expected for most of us. There are times when it is difficult to find a way out when the next setback is already lurking. At such times, a helping hand can be provided which often helps us through it. Because I have often been personally privileged with the help of others, I thought it was logical to use this opportunity at PuurZuid / Administratie op Orde to give someone else the same support. Together with Raymon Ghebregziabiher "We helped someone with her overdue paperwork and helped her to focus on important matters. By helping others, we not only help them, but also ourselves. We learn life lessons and learn to put ourselves in someone else's perspective."



Impact 2022-2023

Sustainability month

Children's Easter dinner from the Salvation Army

On Thursday afternoon, March 30, 2023, the Mazars Foundation held a successful and, above all, very fun activity: providing an Easter dinner for the children's club of the Salvation Army in Amsterdam-Noord. The children (primary school age) grow up in a socio-economically disadvantaged neighbourhood and therefore have fewer opportunities. Fortunately, that doesn't make the children at the kids club any less fun. The children are enthusiastic, sweet, helpful and they listen very well.

Five colleagues from Mazars and a colleague from Pellicaan Advocaten, Yessica Kleimeer, Oguzhan Kaya, Meryl Boobé, Maryama Abdi, Dion Wesselink and Sophia Zandvoort, prepared an extensive Easter dinner for about 30 children.

It took a lot of work to feed all those hungry children, but it worked out well. It was very special that two Mazarians could not eat and drink themselves because of Ramadan, but still helped make food and drinks for the children. The menu consisted of tomato soup with sandwiches, fries, pasta salad, raw vegetables, halal chicken wings, halal sandwiches, wraps with salmon, a cheerful Easter egg, fruit skewers and finally: ice cream with an Easter bunny lollipop. Afterwards the children received a goodie bag. Then the children went home satisfied and happy.

Although the children ate a surprising amount, there was still some food left. We put the remains in containers and left them with the doorman of the Salvation Army. People in crisis shelter also live in the building. The leftover food ended up well with these residents.

"The collaboration with colleagues was great fun. The division of tasks went very naturally and smoothly. Together we made a great Easter dinner for the children."

Meryl Boobé
Senior Assistant Accountancy & Advice

"I did this for the children and I loved their reactions. They were so happy."

Oguzhan Kaya
Senior Assistant Accountancy & Advice

Impact 2022-2023

Mazars Community Day – Nationwide event

Mazars Community Day – Nationwide event

Since October 2021 we organise the Mazars Community Day, a day where all Mazarians are invited to participate to a Mazars Foundation activity. Our ambassadors organise activities throughout the day and Mazarians are asked to participate in these activities. This year the Mazars Community Day was organised on the 13th of June. This day 480 Mazarians participated to 2.882 hours of charity work.

Our partners at the 2023 Mazars Community Day

This year we worked with 17 different partners to organise activities. We would like to thank them for making helping us make a positive impact on society.

- JINC
- Puur Zuid
- Only Friends
- Leger des Heils
- Servier
- Rotary Club Aalsmeer-Uithoorn
- Ceaser (Papendorpse run) Special Heroes
- Stichting Present
- Excelsior Foundation
- Stichting Sterker Sociaal Werk
- Energy challenges - Education Day
- Stichting Jarige Job
- Enschedese Marathon
- Sporten voor Sophia (deelname enkele collega's)
- TreasureHunt - Ambassadeursdag
- Hortus Botanicus
- Museum van Oudheden





Impact 2022-2023

Mazars Community Day – Nationwide event

Experiences during the Mazars Community Day

Fabio Fantozzi (Analyst Valuations) | On 13-06-2023, I participated in a social activity with the refugees, organised by Stichting Present in collaboration with the Mazars Foundation. With some colleagues, we decided to join this activity as we wanted to help the refugees by having a nice day together! First, we met the refugees near the housing boats where they are temporarily living and introduced ourselves. There were people of different ages, both men and women. We then walked together to a fast-food restaurant and enjoyed a delicious portion of fries - a true Dutch experience! Along the way, we had personal conversations with the refugees, getting to know each other better. I met a young girl from Saudi Arabia who wants to be a doctor, a young boy from Armenia who aspires to become a professional football player, and a father who was a history teacher in Syria and hopes to bring his family to the Netherlands. Later, we went in a school and played drums together. It was the first time for most of us, and although we made more noise than music, everyone had a laugh and enjoyed the moment. I personally recommend to take part in the activities of the Mazars Foundation as you have always the opportunity to give and bring back something meaningful!

Cecile van Dyk (Junior Manager Audit) | Community Day is a good initiative by Mazars which I was excited to be part of. I have joined a team of colleagues for a visit and activity with the elderly. I have chosen this activity as it reminds me of my grandmother and how she and the other elderly ladies enjoyed having me over for tea.

At Laurens Blijdorp, they do not have enough volunteers to do regular activities such as walks outside and therefore they were very grateful for the 18 Mazarians that volunteered.

The initial plan was to visit the Blijdorp zoo however due to the warm weather conditions the activity was no longer allowed based on their weather protocol. In the morning we went for a walk with the elderly in Rotterdam Vroesenpark, all of them except for one were in wheelchairs. This news came as a surprise to many of us and it seemed to be intimidating and stressful at first, as you need to know how the wheelchair works and have to cross the street and tram tracks, which are not always the smoothest routes.

Not everyone was very talkative and we thought maybe they are not enjoying the walk that much, due to all the busy roads we had to pass and the tram tracks being bumpy. But then I overheard one of the workers from Laurens Blijdorp asking an elderly whether he is enjoying the walk and he responded that he is having a good time and enjoys being outside. Then you realise what it means to them.

After the outdoor walk we had indoor activities, nails were being painted, flower arrangements were done, ice creams were being served by us to the elderly and also the staff. You could see how everyone enjoyed our presence. The ladies loved having their nails done and enjoyed the small talks.

From what I could tell, everyone enjoyed it and the team from Mazars wants to make arrangements for another visit.

Mazars Community Day – Article written by Betrokken Ondernemers Breda (BOB)

Mazarians of Mazars Breda during the community day – written by Betrokken Ondernemers Breda (BOB) (original published article was in Dutch)

Mazars employees in the Netherlands, Breda office, rolled up their sleeves at full speed during their annual Community Day on June 13, 2023. The employees did social work at Thebe, Vincentius Breda, Buddy to Buddy and Animal Shelter Breda.

At Thebe, about twenty Mazars employees, set up a fun program for the residents with the Thebe team. “Our residents enjoyed the delicious pastries but also the contact with the Mazars employees,” says Sandrine Faivre from Thebe. “Afterwards there was bingo with prizes provided by Mazars, where Mazars employees supported our residents.” For the residents of the residential care center, activities like these through BOB are the icing on the cake. In addition to the residents, all staff members were also treated to cake. It was a festive morning and for us it is certainly worth repeating.”

Experiences exchanged

At Buddy to Buddy, the room called the “Living Room” needed a new look in connection with Buddy to Buddy's new corporate identity. Mazars employees helped with packing items, removing shelves, supports and removing window stickers.

Three employees of Mazars, an employee of Buddy to Buddy and two Buddy's have done a lot of work, says Dianne from Buddy to Buddy. “Despite the heat, it was a lot of fun and we worked hard, but also

had fun chatting and exchanged great stories and experiences.” The job offered Mazars employees the opportunity to get to know the Buddies and the organisation in an accessible way, she says. The extra hands on a big job like this also came in very handy.

Pruned

Twelve Mazars employees tidied up the front garden at Animal Shelter Breda and surrounding areas. “Trees and shrubs have been pruned, grass mowed and weeds have been removed,” says Anja van Splunder from the center. “In addition, the paths between the playing fields have been cleared of weeds and the playing fields have been swept. This was the biggest job.”

In the afternoon a group filled so-called “kongs” and distributed them to the dogs. We also cuddled and played with some dogs and cats and there was a tour for Mazars employees.

“With the help of Mazars, jobs could be carried out for which the animal shelter did not have the time or money,” says Anja. “We also think it is important that people get to know the shelter and the animals that stay there. We thought it was a successful day with nice, interested people and a lot of work was done.”

High speed

Fifteen Mazars employees started working at Vincentius. They pruned the garden, painted over graffiti, cleared the outdoor area of weeds and completely cleaned the inside of the store, as well as hanging curtain rails, for example.

“We as Vincentius particularly appreciated the help,” says treasurer Vincentius Paul Krusemeijer. “We saw that Mazars employees were particularly motivated. Nothing was too much and despite the very hot day the pace remained high.”

Mazars employees enjoyed the day, which took place as part of the Community Day of the Mazars Foundation, said Abdel Zeraï and Manuela de Wit. “We at Mazars Foundation believe it is important to contribute to society and, where necessary, to carry out work for people and animals who cannot do this themselves. For many colleagues, the life they live is very ordinary. For many people in our society this is not so obvious.”

Very valuable

One of Mazars' employees saw this with his own eyes at Vincentius. “Before the Community Day at the thrift store, I was not aware of how much a thrift store does for society and what they can do for people. Not only for people who have less to spend, but also for people who are in emergency situations and have lost everything. I have also come to realize that items and clothing that I thought no one could do anything with can still be very valuable to a large group of people. This now makes me think twice before throwing something away. I am now also trying to make this clear to those around me.”

The conclusion of the day, which was widely supported: “I thought it was a rewarding day and I am happy that I was able to help.”

Impact 2022-2023

Red Cross

Supporting the Red Cross

Mazars is an international partnership. When working at Mazars you are often in contact with colleagues from all over the world. The past years we have seen multiple shocking international events, and where possible we aim to support the Red Cross to also make an impact on society in these countries. For example, we made donations to support the Red Cross in providing aid after the earthquakes in Morocco and Turkey.



The future

A sneakpeak of October 2023

Like every year our annual reports comes out in February 2024, this means we already have had some fun activities in our new financial year. One we would like to highlight is the second edition of the Mazars' Education Day which was a huge success.

Mazars' Education Day 2023 – a boost of energy

“Who here considers themselves a champion for a better world? The class where this was asked responded, 'Me, me, me, me!’”

On Tuesday, October 10, 2023, during the ‘Day of Sustainability in Education’ and the National Energy Week, the second Mazars Education Day took place in the Netherlands. Last year the pilot of this initiative launched. Given the tremendous success of this initiative, it was decided to collaborate this year with not just one but five primary schools spread across the Netherlands. Our colleagues showed dedication to education and sustainability while inspiring tomorrow's future to become responsible and environmentally conscious citizens.

Volkan Anli (Partner Global Compliance & International Outsourcing) | “I've gained so much positive energy from today that I can recharge myself. Hopefully, a day like this, where education and the business world work together, inspires. We are proud that, after a successful first edition last year, we expanded this day to five locations in the Netherlands.”

Impact on society

Colleagues from different offices taught nearly 1,000 students in total. In the lower grades, they generated energy using generators and homemade windmills. Groups 5 and 6 searched for energy guzzlers (devices that consume a lot of energy), while students in groups 7 and 8 created campaign videos to show their peers how they can contribute to a sustainable future.

It's essential for companies and educational institutions to join forces to raise awareness among youth about various societal challenges, such as energy conservation and sustainability. This partnership promises to have an impact not only within the classrooms but also in the local communities, where positive change is ignited. Together, we are building a more sustainable future for all of us.

“It's great to give students the opportunity to engage with sustainability in a different way, and even more enjoyable to see how enthusiastically they embraced the task. I enjoyed this morning!”

Nicolien van der Klein
Senior Payroll Officer

The future Budget



Budget 2023 - 2024			
	€	€	€
Income			
Contribution Mazars N.V.		120.000	
Total income			120.000
Expenditure			
Spent on the objectives		137.000	
Budget for local activities (per department)	30.000		
Stichting Present (national fee)	5.000		
Jinq (national fee)	35.000		
Partner Foundation day	5.000		
Mazars Community Day	25.000		
World Clean Up Day	2.000		
Education Day	15.000		
Laptops	5.000		
Ambassadors meeting	5.000		
Donations	10.000		
Management and administration costs		13.150	
Marketing and communication	1.000		
PMO	10.000		
Representation (board)	2.000		
Bank charges	150		
Total expenditures			150.150
Net result			-30.150

Financial statements

Balance sheet as 31 August 2023

Balance sheet as at 31 August 2023

(After proposal distribution of profit)

		2023	2022
		€	€
Assets			
Cash and cash equivalents	1	202.331	179.869
Total Assets		202.331	179.869
Liabilities			
Other reserve	2	162.981	154.810
Current liabilities	3	39.350	25.059
Net result		202.331	179.869

Financial statements

Statement of income and expenditure for the period 1 September 2022 until 31 August 2023

Statement of activities for the period 1 September 2022 until 31 August 2023

		FY 2022 - 2023 €	Budget 2022 - 2023 €	FY 2021 - 2022 €
Income				
Income	4	117.500	100.000	100.000
Total income		117.500	100.000	100.000
Expenditure				
		117.500	100.000	100.000
Spent on the objectives	5	108.989	161.500	87.591
Spent on the management and administration costs	6	240	7.000	1.620
Total costs		109.229	168.500	89.211
Operating result		8.271	-68.500	10.789
Financial income and expenses	7	-100	-150	-167
Net result		8.171	-68.650	10.622
Appropriation of net result				
Added to other reserve		8.171	-	10.622

Financial statements

Notes to the financial statements

General

Registered address and registration number trade register

Stichting Mazars Foundation is a Foundation under Dutch law, registered with the Netherlands Chamber of Commerce under number 54825903. The Foundation's registered office and principal place of business is Lange Vijverberg 16, 2513 AC The Hague, the Netherlands.

Activities of Stichting Mazars Foundation

The Mazars Foundation Netherlands* is intended to serve the public interest by contributing to the progress of one or more of the following categories of concern: wellbeing, culture, education, science and research, nature and the environment, philosophy and spirituality, advancement of democracy and rule of law or a combination of two or more of the aforementioned objectives.

This objective is pursued by financial means or otherwise, for example by coordination by the Foundation of the facilities offered by the limited liability company Mazars N.V. to individuals who work for or are affiliated with this company as partner-shareholder, or by allocating availability in the form of time of the individuals aforementioned, thereby supporting institutions that pursue one or more of the objectives mentioned above, and furthermore everything that is related to or can be conducive to this, all in the broadest sense of the word.

Whether a particular charitable institution is financially supported in a different way within the meaning of the above is at the discretion of the board of the Foundation.

*: MFNL qualifies as an institution for the advancement of general interest (ANBI) as referred to in Article 5b of the Algemene Wet inzake Rijksbelastingen (Dutch General Law on Taxes)

The accounting standards used to prepare the financial statements

The financial statements have been prepared in accordance with the Dutch Accounting Standard for Fundraising organisations (RJ 650) published by the Dutch Accounting Standards Board.

Accounting policies for the valuation of assets and liabilities

Assets and liabilities are accounted for at historical cost and all amounts in these financial statements are in euro's.

Accounting policies for the statement of income and expenditure

Net result is the difference between the income and expenditures. Income and expenditure are attributed to the year to which they relate, and expenditure is recorded at historical cost unless indicated otherwise.



Financial statements

Notes to the balance sheet

Notes to the balance sheet

	2023 €	2022 €
1. Cash and cash equivalents		
Rabobank	202.331	179.869
Total income	202.331	179.869

	2022/ 2023 €
2. Other reserve	
Balance as at 1 September 2022	154.810
Net result	8.171
Balance as at 31 August 2023	162.981

	2023 €	2022 €
3. Current liabilities		
Trade payables	39.350	25.059

Financial statements

Notes to the statement of income and expenditure

Notes to the statement of income and expenditure

	FY 2022 - 2023 €	Budget 2022 - 2023 €	FY 2021 - 2022 €
4. Income			
Contribution Mazars N.V.	117.500	100.000	100.000
Total income	117.500	100.000	100.000

5. Spent on the objectives			
Local activities (per department)			
Amsterdam	3.845	8.500	2.114
Apeldoorn	2.000	8.500	-
Breda	6.322	8.500	1.851
Den Haag	-	8.500	-
Eindhoven	-	8.500	-
Enschede	-	8.500	452
Nijmegen	447	8.500	1.178
Rotterdam	8.783	8.500	7.255
Utrecht	-	8.500	1.647

Financial statements

Notes to the consolidated income & expenditure statement for the year ended 31 August 2023

Notes to the statement of income and expenditure

	FY 2022 - 2023 €	Budget 2022 - 2023 €	FY 2021 - 2022 €
5. Spent on the objectives			
National activities			
JINC	35.000	20.000	25.059
Foundation day	2.654	50.000	-
Mazars Community Day	27.861	10.000	24.304
Ambassadors meeting	4.577	5.000	1.430
Donations	17.500	-	22.240
Total spent on the objectives	108.989	161.500	87.530
6. Management and administration costs			
Representation	240	2.000	1.620
Marketing and communication	-	5.000	-
Total Management and administration costs	240	7.000	1.620
7. Financial income and expenses			
Bank charges	100	150	167
Total Financial income and expenses	100	150	167

Financial statements

Notes to the statement of income and expenditure

Amanda Twigt

Chairwoman Mazars Foundation

Daphne Hendiks

Secretary, joined and in office as of 23 November 2020

Henry Janssen

Treasurer, in office as of 23 November 2020

Robert Jan de Rek

Board member, in office as of 16 November 2022

Manuela de Wit

Board member, appointed 31 October 2023

Anjani Tjikhoeri

Board member, appointed 31 October 2023



Contacts

Amanda Twigt

Chair of Mazars Foundation

amanda.twigt@mazars.nl

Daphne Hendriks

Secretary of Mazars Foundation

daphne.hendriks@mazars.nl

Mazars is an internationally integrated partnership, specialising in audit, accountancy, tax and advisory. Operating in over 100 countries, we draw on the expertise of more than 50,000 professionals – 33,000+ in Mazars' integrated partnership and 17,000+ via the Mazars North America Alliance – to assist clients of all sizes at every stage in their development.

© February 2024

www.mazars.nl

mazars