



Forvis Mazars Foundation in the Netherlands

Annual Report 2023 / 2024

forvis
mazars



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Director's Report

A Message from the Chair of the Board

As the chair of the Forvis Mazars Foundation, I am delighted to present this year's director's report, reflecting on our achievements and the incredible dedication of our team. This year, we have made significant strides in our mission to support and uplift our communities, and I am immensely proud of the progress we have achieved together.

In 2024, we allocated €124.000 towards the objectives of the Foundation, funding a total of 105 activities. These initiatives have been diverse and impactful, ranging from environmental clean-ups to educational workshops, all aimed at making a tangible difference in the lives of those we serve. Our employees have shown remarkable commitment, dedicating 5610 hours to these activities. Notably, 40 of these activities were organised during our annual Forvis Mazars Community Day on 6 June 2024, which saw the enthusiastic participation of 487 employees.

This year, we have once again experienced growth in our volunteer engagement. Compared to last year, where 584 employees dedicated 5354 hours, we have seen an increase in both the number of participants and the total hours contributed. This upward trend is a testament to the growing spirit of volunteerism within our organisation and the unwavering support of our employees.

I am incredibly proud of our board and ambassadors, whose leadership and dedication have been instrumental in driving our initiatives forward.

Their hard work and passion for our mission have been truly inspiring. Additionally, I am grateful to Forvis Mazars Netherlands for their continued support, allowing every employee to spend 20 hours on voluntary work each year. This policy not only empowers our employees to give back to the community but also fosters a culture of social responsibility within our organisation.

Of course, my deepest gratitude goes to all the employees who have dedicated their time and effort to our cause. Your contributions have made our world a little better, happier, and brighter. Your willingness to step up and make a difference is what drives the success of the Forvis Mazars Foundation.

Looking ahead, we have ambitious goals for the future. We aim to reach even more employees, encouraging greater participation in our initiatives and expanding our volunteer base. By doing so, we hope to increase our impact further each year, touching more lives and addressing a broader range of community needs. We are committed to continuously improving our programs and finding new ways to support and uplift those in need.

As we strive towards these goals, I want to inspire those who may not always be confronted with the more pressing and challenging aspects of life to step outside their own bubbles. By engaging with our communities and contributing to societal well-being, we can bring back valuable experiences and perspectives that enrich both our personal and professional lives. Together, we can continue to make a positive impact, both within and outside of Forvis Mazars.

I hope reading this report will inspire you, whether you are an employee of Forvis Mazars or not, to also give something back to society. Thank you for your unwavering support and dedication. Let us continue to work together to create a brighter future for all.



Amanda Twigt
Chair of the board

Director's Report

Updates 2024 / 2025 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, Danah Olie en Thimo van Tol.

Daphne Hendriks decided to leave Forvis Mazars and therefore is no longer board members of the Forvis Mazars Foundation. We would like to thank her for the tremendous impact she made being a board member of the Forvis Mazars Foundation.



Amanda Twigt
Project Management Officer |
Management
Chair Forvis Mazars Foundation



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



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



Anjani Tjikhoeri
Senior Manager | Financial Audit
Board member



Manuela de Wit
Payroll Officer | Payroll
Secretary Forvis Mazars Foundation



Danah Olie
Senior Consultant | Risk Consulting
Board member
Appointed 2 December 2024



Thimo van Tol
Senior Manager | Accountancy & Advice
Board member
Appointed 2 December 2024

“In 2023 and beyond, Forvis 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
Chairman of the Group
Governance Board

Catalysts for Positive Change

Our Goals and Values

The policy pursued by the Forvis Mazars Foundation Netherlands (hereinafter: the Foundation) is focused on achieving its objectives as outlined in its charter.

Mission

The Foundation is dedicated to contributing to development.

Vision

The Foundation's vision is rooted in the belief that both businesses and society play crucial roles in developing sustainable communities. We therefore encourage Forvis Mazars employees to make conscious choices and to contribute to society. Forvis Mazars volunteers support personal development both inside and outside the organisation.

Objectives

The Foundation serves as an ambassador for the Forvis Mazars Sustainability objectives, which are centred around five key pillars:

Community – social Engagement

We aim to raise awareness of social responsibilities among Forvis Mazars employees, increase their empathy towards other groups in society, and activate them to engage in meaningful actions through the Forvis Mazars Foundation.

Climate & Environment – reducing Environmental Impact

We focus on raising awareness of the negative impacts on the climate and environment, while encouraging and activating people to transform these into the greatest possible positive impacts.

People – focus on Sustainable Working Conditions

Diversity of People and Cultures: Embracing diversity broadens horizons and is a fundamental building block for a sustainable community.

Respect for Work-Life Balance: Ensuring a healthy work-life balance is vital. It allows individuals to have ownership and control over their work and personal lives, leading to healthier, balanced individuals who positively impact society.

Respectful and Safe Working Environment: It is important that people feel safe to be themselves, provide feedback, and learn from each other.

Training and Development: Continuous training and development are essential for advancing society. By building on their skills and talents, people can improve their future prospects.

Integrity & Responsibility – acting with Integrity

We are committed to acting with integrity and responsibility in everything we do, raising awareness of our role and responsibilities in society.

Sustainability Services – developing Sustainable Services and Markets

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

Thematic Focus

The Foundation has chosen three focus themes to which it is committed:

Education

Education is 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 share this for the benefit of society. We focus particularly on education for children and young people.

Vitality

Vitality is a core element that determines the well-being of people in society. We aim to enhance the vitality and well-being of as many people as possible.

Sustainability

Sustainability is a critical theme in today's society, given the significant impact humans have on the climate and environment. We are committed to reducing negative impacts while increasing the positive contributions we can make.

Making a difference

How we reach our Goals

As a Foundation, we are passionately committed to achieving our objectives through a dynamic array of projects, activities, and initiatives in the fields of education, vitality, and sustainability. Our approach ensures that:

- Forvis Mazars volunteers come into contact and interact with other civil-society groups and organisations.
- Forvis Mazars volunteers are given the opportunity to engage with these groups and organisations.
- Forvis Mazars volunteers and other civil-society groups and organisations develop into valuable, healthy, and balanced members of society who positively impact the broader community.
- We create more space for a diverse range of Forvis Mazars volunteers who interact respectfully and openly.
- We encourage Forvis Mazars employees to take action and make a tangible positive impact on the climate and environment.
- We work more consciously on developing sustainable and innovative products and services.

To achieve these goals, the Foundation engages with Forvis Mazars employees, partner-shareholders, the Executive Board and the international Forvis Mazars organisation.



Risks and Uncertainties

Understanding the Landscape

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

Financial Contribution

The Foundation relies on a financial contribution from Forvis Mazars N.V., receiving an annual sum of €110.000. 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 Forvis 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 Forvis Mazars N.V. employees, each of whom has 20 hours to devote to the Foundation's activities. There is a risk that employees may not have sufficient time for these activities. The Board of the Foundation and its ambassadors at the branches actively communicate with employees to maximise their involvement and engagement.

Financial Policy and Financial Results

Under its charter, the Foundation's assets can be formed from various sources, including grants and donations, gifts, inheritances, bequests, and other acquisitions and income. Since its establishment, the Foundation has received significant support from Forvis Mazars N.V., both through the annual financial contribution and the availability of employees and

partners for voluntary work. Currently, we have no insight into amounts to be received from other donors.

Resources

Time

Every Forvis 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; hours are prorated for part-time employment). This should be unpaid work in the public interest (not for private interest) and does not involve business or commercial activities. These activities are organised by the Foundation or by third parties at the Foundation's request.

Financial Contribution

Forvis Mazars N.V. allocates an annual sum of €110.000 to the Foundation. 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 must be spent on its objectives in the following year. If not, Forvis Mazars N.V. reserves the right to reduce the annual contribution. This agreement reflects Forvis Mazars N.V.'s wish for the financial contribution to be used promptly to achieve the Foundation's objectives.

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

Financial results

2023 / 2024

A total of

€131.610

was spent on the objectives in 2023 / 2024.

The result of

-€21.729

was taken from the other reserves.

In 2023 / 2024, the time spent by Forvis Mazars employees was

5.610

hours.



Governance

Board

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

During the 2023 / 2024 financial year, the Board consisted of:

Amanda Twigt

Chair, in office as of 23 November 2020

Manuela de Wit

Board member, appointed 31 October 2023

Daphne Hendriks

Secretary, joined and in office as of 23 November 2020

Anjani Tjikhoeri

Board member, appointed 31 October 2023

Henry Janssen

Treasurer, in office as of 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

Chair, in office as of 23 November 2020

Anjani Tjikhoeri

Board member, appointed 31 October 2023

Henry Janssen

Treasurer, in office as of 23 November 2020

Danah Olie

Board member, appointed 2 December 2024

Manuela de Wit

Secretary, in office 27 January 2024

Thimo van Tol

Board member, appointed 2 December 2024

Robert Jan de Rek

Board member, in office as of 16 November 2022

Advisory Board

Phasing Out the Advisory Board

The Foundation had an Advisory Board until 31 August 2024. The Advisory Board consisted of three to five members and served as a valuable sounding board for the Foundation's Board. In the 2023 / 2024 financial year, the Advisory Board comprised the following members (and one vacancy):

- Victorine Koningsberger
- Glenn Holster

We would like to extend our heartfelt thanks to our Advisory Board, which was instrumental in shaping the successful Foundation we are today. Their valuable input and guidance have been greatly appreciated. We deeply value the contributions of our Advisory Board members and thank them for their dedication and support.

Future Governance

The Foundation is well-prepared to continue its mission and activities even without an Advisory Board. Here are some ways we plan to ensure continued success and effective governance:

1. **Strengthened Board:** With the addition of new board members, we are confident in our ability to maintain strong leadership.
2. **Enhanced Communication:** We will enhance communication channels between the Board, ambassadors, and employees to ensure that everyone is aligned with the Foundation's goals and activities.

3. **Engagement with Stakeholders:** We will continue to engage with key stakeholders, including Forvis Mazars N.V., partner organisations, and the broader community, to gather valuable feedback and insights that can guide our initiatives.
4. **Regular Reviews and Assessments:** The Foundation will conduct regular reviews and assessments of its activities and strategies to ensure that we are meeting our objectives and making a positive impact. This will help us stay agile and responsive to any challenges or opportunities that arise.
5. **Leveraging Technology:** We will leverage technology to facilitate collaboration and streamline our operations. This includes using digital tools for project management, communication, and data analysis.

By implementing these measures, the Foundation will continue to thrive and make meaningful contributions to our communities. We remain committed to our mission and look forward to building on our successes in the years to come.



Our Ambassadors

The Heart of Forvis Mazars Foundation

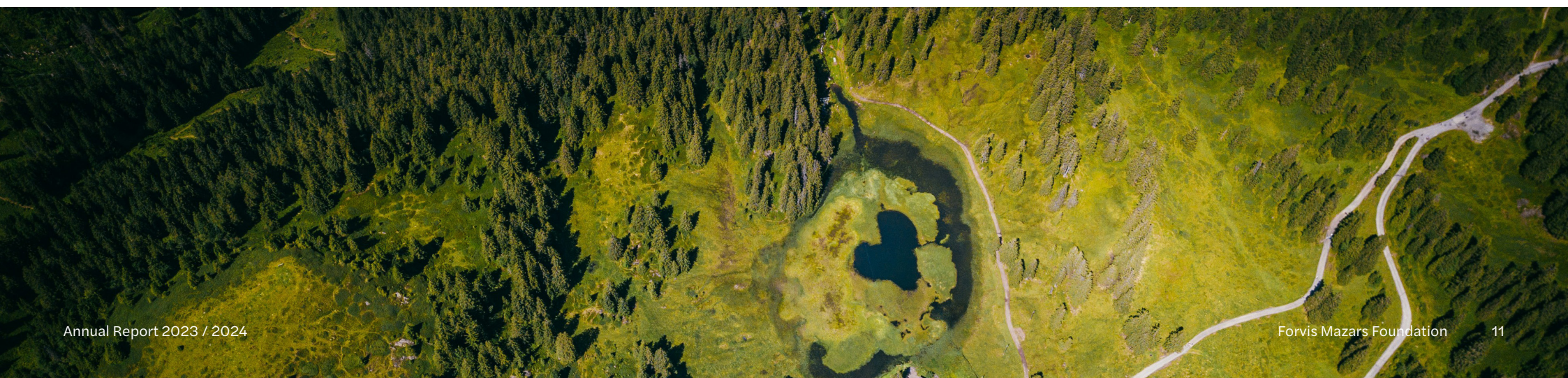
At the heart of the Forvis Mazars Foundation are our passionate and dedicated ambassadors. Representing the Foundation at every Forvis Mazars office in the Netherlands, these ambassadors are the driving force behind our community engagement and outreach efforts.

Our ambassadors are the champions of our mission, organizing impactful activities with local partners, maintaining and nurturing relationships with our current partners, and forging new local partnerships that align with our vision. They play a crucial role in spreading the Foundation's objectives and raising awareness among all Forvis Mazars employees.

The satisfaction of seeing a project come to life, knowing that their efforts are making a tangible impact, is a common experience among our ambassadors. They connect with diverse groups, learn from their experiences, and contribute to their growth and development. As part of a dynamic team, they are passionate about making the world a better place.

In the 2023 / 2024 financial year, the Forvis Mazars Foundation was proud to have an average of 39 ambassadors. Their dedication and commitment have been instrumental in driving our success and making a significant impact on the communities we serve.

We are incredibly grateful for the hard work and passion of our ambassadors. Their contributions are invaluable, and they truly embody the spirit of the Forvis Mazars Foundation.



Impact

Introduction to Our Year of Impact

At the Forvis Mazars Foundation, we believe in the power of community and the importance of giving back. Over the past year, our dedicated employees have actively participated in a diverse range of activities aimed at supporting local NGOs and making a tangible difference in our communities. From environmental clean-ups to educational workshops, our team has provided invaluable ‘hands’ to help drive positive change.

In total, 635 employees of Forvis Mazars spent 5.610 hours on the 105 activities we organized, demonstrating our strong commitment to social responsibility. We have estimated that we have supported over 2,930 individuals through these efforts.

The community day took place on 6 June 2024 and included 40 activities. Throughout the year the other 65 activities were organised.

This year, we are proud to have organised 105 activities that highlight our dedication to community engagement. Notable among these are our partnerships with organisations like JINC, where we help children develop essential skills for their future careers, and Stichting Present, which connects us with local institutions across the Netherlands to provide targeted support where it is needed most.

In the following sections, we will share some of the initiatives that have not only brought us closer together but also made a lasting impact on those we serve. We hope these stories inspire you to join us in our mission to support and uplift our communities.

Type	2018 / 2019	2019 / 2020	2020 / 2021	2021 / 2022	2022 / 2023	2023 / 2024	Comparison	Comparison
		COVID-19 impact	COVID-19 impact				2018 / 2019 vs. 2023 / 2024	2022 / 2023 vs. 2023 / 2024
Hours	1.373	1.050	926	5.140	5.354	5.610	308%	4,7%
Activities	30	35	35	112	109	105	250%	-3,7%
Forvis Mazars volunteers	158	159	95	555	584	635	302%	8,7%
Ambassadors	22	26	36	38	39	39	77%	0%



Impact

Ambassador Experiences 2023 / 2024

In this chapter, we are excited to share the inspiring stories and personal reflections of our ambassadors from the past year. These dedicated individuals have played a crucial role in our community initiatives, bringing their passion and commitment to every project. Through their experiences, you'll gain insight into the impactful work we've accomplished together and the meaningful connections we've made. Let's hear from our ambassadors as they recount their memorable moments and the difference they've made in 2023 / 2024.

Tessa Cullens | Ambassador Rotterdam

Over the past year, I have enthusiastically participated in various activities of the FM Foundation.

At the Laurens residential care location in Blijdorp, I, along with colleagues and a group of 20 residents, enjoyed a lovely afternoon at Diergaarde Blijdorp. After dividing the residents among us, we set off on foot with wheelchairs towards the zoo. We took a leisurely walk through the zoo, visited various animal enclosures, and had a joint lunch. The residents visibly enjoyed this outing. Without our efforts as volunteers, this would not have been possible, and it gave us a sense of fulfilment to provide them with such a wonderful day.

At Stichting Jarige Job, I packed birthday boxes with colleagues. After an explanation of their working method, we got to work! Jarige Job provides children from underprivileged families with an unforgettable birthday. They do not give money but a festive box full of decorations, treats, goodies, and two gifts. It is incredible that annually about 100.000 children

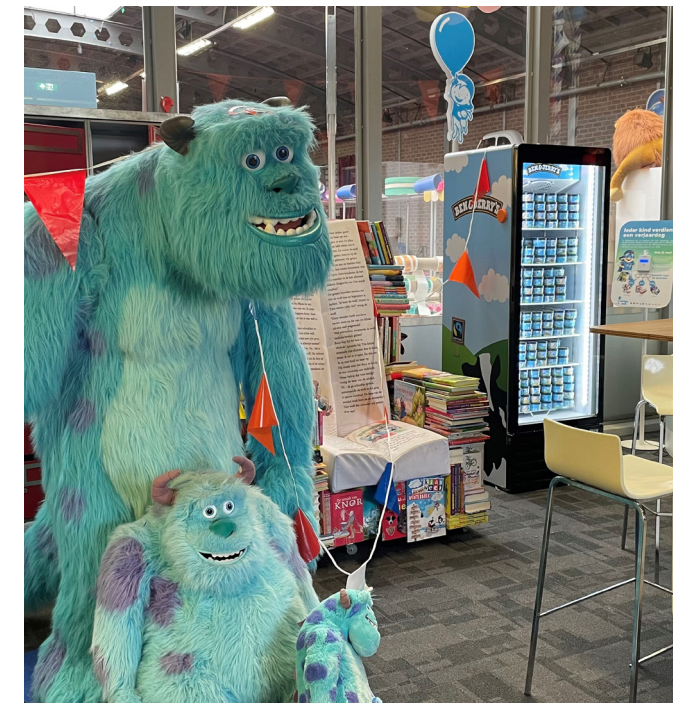
receive such a box! The boxes are sent discreetly, addressed to the parents, and without any markings.

During the New Year's dinner in January 2024, I saw how single-parent families in poverty enjoyed a simple 3-course dinner, prepared in our own kitchen. For some families, this was their first time dining out, and they found our canteen a beautiful restaurant. For the children, one of our meeting rooms was transformed into a play and craft area, where they could play between courses. Meanwhile, a hostess stayed at the table to talk with the parent. Afterward, they left with a goodie bag and beaming faces.

The activities of the FM Foundation not only provide help to others but also give you the chance to get to know colleagues from other departments in a new way. It is actually a form of team building with other team members.

Over time, I began to consider becoming an ambassador myself. I gathered information from two other ambassadors and then decided to join. Since June 2024, I have also been an ambassador.

In this way, I hope to make a valuable contribution behind the scenes to this wonderful initiative!



Impact

Ambassador Experiences

2023 / 2024

Sonja Cuppen | Ambassador Forvis Mazars Nijmegen

During the fiscal year 2023 / 2024, we organised two activities from our Nijmegen office.

Firstly, at the end of 2023, we delivered Christmas packages with several colleagues to the locations of our partner in Nijmegen, Sterker Sociaal Werk. Not only did we deliver the packages, but we also took the opportunity to catch up with the participants of the day programs. Our visit and the treats we brought were well received!

For Community Day on 6 June 2024, we partnered with Present Nijmegen. They mediate between those in need of help and those offering help (in this case, our colleagues who signed up to volunteer on this day). Present selected several tasks for us. Although we are used to office work, we can say that we did a good job!

At one location, colleagues were busy customizing and hanging roller blinds. They completed this task expertly. At another address, assistance was provided with leveling and painting walls. Finally, there were a few more tasks at the same address: laying laminate flooring in two bedrooms and assembling a large wardrobe. Both tasks required considerable effort, but we can be proud of the result (if I say so myself). Judge for yourself.

The apple pie we arranged for the volunteers at all task locations was well deserved!



Impact

Board member Experiences 2023 / 2024

Danah Olie | Board member

Since joining Forvis Mazars, I have been actively involved with the Foundation. My role has evolved from participating in activities and serving as an ambassador to becoming a board member as of December 2024. In a time where financial security can be a challenge for certain people, I am grateful to contribute to society through the activities we offer. I always hope to enthuse as many colleagues as possible and it is very rewarding to see so many participating in the different activities.

Over the past year, I have assisted with helping people manage their administration for debt relief programs and cooking in community centers, as well as participating in clean-ups. Additionally, I had the opportunity to organise activities for Community Day in Amsterdam and our regular activities with my fellow ambassadors. I look forward to making an even greater impact in my new role as a board member!

Thimo van Tol | Board member

I started at Forvis Mazars after working for a Big4 firm for approximately 10 years. What attracted me to Forvis Mazars back then (and still does) is the atmosphere within the company and the attention to colleagues, clients and others with the Foundation being a prime example of this. Throughout my career, I have always been able to contribute to society (from my role as an accountant) by working for small to medium-sized 'not-for-profit' organisations. When a call had been made for a new board member for the Forvis Mazars Foundation, I did not hesitate for a second!

As a new board member as of December 2024 and a relatively new Forvis Mazars employee, I hope to contribute/donate to this wonderful Foundation with work, knowledge and new fresh ideas. My first work for the Foundation has already been completed for one of our partners ('Only Friends') together with several other Forvis Mazars colleagues and ambassadors of the Foundation. It was a very enjoyable evening where hard work paid off, and the benefit evening was a great success. I look forward to being part of it again next year, but also to use my hours to other wonderful activities on the community day.



Impact

Our activities throughout the year

Education day

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

During the morning, 80 colleagues from different offices taught nearly 1,000 students of 44 different classes in total. In the lower grades, they generated energy using generators and homemade windmills. Groups five and six searched for energy guzzlers (devices that consume a lot of energy), while students in groups seven and eight created campaign videos to show their peers how they can contribute to a sustainable future.

It is 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.

Forvis Mazars Education Day is organised in close collaboration with Energy Challenges who is providing the curriculum and all the teaching materials. Together, we are building a more sustainable future for all of us

Stichting Jarige Job

A group of about 20 colleagues packed birthday boxes at Stichting Jarige Job. On the right you can read the experience of Nikita Broekhuizen.



“I am happy that I could contribute on behalf of Forvis Mazars to the fantastic work of Stichting Jarige Job. I strongly believe that everyone, regardless of their situation, has the right to a fun birthday. By participating in this initiative, I think we not only create beautiful memories for ourselves but also for the children and contribute to spreading joy.”

Nikita Broekhuizen
Intern MARCOM

Impact

Spreading Holiday Cheer: Heartwarming Activities Around Christmas and New Year's Eve

The holiday season is a time for joy, giving, and community spirit. This December, our employees wholeheartedly embraced the festive spirit by engaging in a series of heartwarming activities designed to spread holiday cheer at local nursing homes. With a shared commitment to making a difference, our colleagues dedicated their time and energy to bring smiles and warmth to the residents.

From decorating for Christmas to making festive arrangements with the elderly, our team created an atmosphere of celebration and togetherness. They adorned nursing homes with twinkling lights, glittering ornaments, and beautiful decorations, transforming these spaces into winter wonderlands. The joy and excitement were palpable as residents participated in the festivities, sharing stories, laughter, and the simple pleasures of the season.

Our colleagues did not stop at decorations; they also engaged in meaningful interactions with the residents, making Christmas arrangements and distributing treats like oliebollen and hot chocolate. These moments of connection and care brought immense joy to the elderly, reminding them that they are cherished and remembered during the holiday season.

Here are some highlights of our festive activities:

Decorating a Nursing Home for Christmas

A number of HR colleagues decorated the Laurens Wilgenborgh nursing home for Christmas.

Laura Huijsdens | HR business advisor

“We went with a number of HR colleagues to the Laurens Wilgenborgh nursing home to decorate it for Christmas. We made the location cozy for the residents by decorating the restaurant and the surrounding areas with lots of lights, glitter, and ornaments. We also created a Christmas scene where the residents can take photos with their loved ones. Finally, we received a tour of the different floors and had the opportunity to chat with some residents. It was fun to do this with our team!”



Impact

Spreading Holiday Cheer: Heartwarming Activities Around Christmas and New Year's Eve

Making Christmas Arrangements with the Elderly

We helped the Laurens Blijdorp nursing home make Christmas arrangements with the residents and distributed oliebollen and hot chocolate among them.

Suzanne Kraeger | Consultant Risk Consulting

“It was a very enjoyable afternoon at Laurens Blijdorp. Together with the elderly, we helped make beautiful Christmas arrangements while enjoying a cup of coffee and an oliebol. We also heard lovely stories from the past and sang old songs. It was incredibly cozy!”

Amanda Twigt | Chair Forvis Mazars Foundation

“It was wonderful to be in the field again. As a board member, I often find myself managing the day-to-day operations of the Foundation. Participating in these events reminds me of the importance of continuing initiatives like those of the Forvis Mazars Foundation. The ladies shared their life stories with us, from selling flowers and growing up in another country to the joy they found in making beautiful Christmas decorations for their rooms in the nursing home. It was a heartwarming and incredibly fun experience.”



We received the following response from our contact person at the Laurens Blijdorp nursing home:

“Last Tuesday was very enjoyable. Our residents really enjoyed it. Some residents were still talking about the arrangements today. A beautiful comment was: ‘I was helped, I don’t know by whom, but they were very nice people.’”



Impact

Spreading Holiday Cheer: Heartwarming Activities Around Christmas and New Year's Eve

New Year's Dinner at the Rotterdam Office

On Thursday, 25 January 2024, about 20 volunteers organised a New Year's dinner for seven families with children at the Rotterdam office.

Rob Dullaart | HR manager

“The Forvis Mazars Foundation organised a special evening in collaboration with Stichting Present and Stichting Goud van Noord. The event, held in the company restaurant at the Rotterdam office, aimed to provide 7 families (a total of 34 people) from Rotterdam with an unforgettable evening. The evening was filled with a delicious 3-course dinner and a games/crafts program for the young guests.

Upon arrival, the volunteers were warmly welcomed at 4:30 PM, where we received a brief overview of the evening ahead. The organizers ensured everything ran smoothly, with clear explanations of what was expected from the volunteers. From 5:00 PM, the families arrived, greeted by hosts and hostesses.

Before the dinner, the families could enjoy a drink at the bar, while the children entertained themselves in the specially arranged area with various activities.

The highlight of the evening was undoubtedly the 3-course dinner, prepared by Rien and Monique. The menu was surprising and tasty, with volunteers also enjoying the dinner. It was not only a culinary experience but also an opportunity to have engaging conversations with the families as table hosts. The

volunteers were divided into different roles, including children's entertainment, table hosts, service/bar, and kitchen.

At the end of the evening, the families received a small gift, concluding the evening on a warm and grateful note. Together, all traces of the event were cleaned up, and the evening ended with a delicious meal.

All in all, this evening was not only a successful collaboration between organisations but also an inspiring experience where volunteers from different roles came together to make a positive impact on the lives of the guests.”

Renick van Oosterbosch | Director Audit

“It was immensely satisfying to ensure that the guests could enjoy a delicious 3-course dinner (and that the children also had fun) – something that is normal for many of us but not for everyone in our society. I hope they look back on it with great pleasure for a long time. Furthermore, it was wonderful to see how the involved colleagues dedicated themselves wholeheartedly to making this evening a success!”

Impact

Home Improvement

Project for a Rotterdam Family

Several colleagues took on a home improvement project at a family's house in Rotterdam. This initiative was part of our ongoing commitment to supporting local communities and making a tangible difference in people's lives. The team worked together to tackle various tasks around the house, including painting, repairing fixtures, and organizing spaces to create a more comfortable and welcoming environment for the family.

The day was filled with teamwork, laughter, and a shared sense of purpose as our colleagues rolled up their sleeves and got to work. The family was incredibly grateful for the assistance, and the transformation of their home was truly heartwarming. This project not only improved the living conditions for the family but also strengthened the bonds among our colleagues, showcasing the power of collaboration and community spirit.



Impact

Forvis Mazars Community Day

Get ready to be inspired by the incredible spirit of giving and community at the Forvis Mazars Community Day! This special day saw employees from Forvis Mazars come together to make a difference across the Netherlands. Our dedicated ambassadors collaborated with 22 amazing partners to organise an impressive 40 different activities. With 487 enthusiastic participants, we united in our mission to give back and create positive change.

Rotterdam and The Hague

Outdoor Activity at Stadsboerderij Natuurtalent Rotterdam Schiebroek

Twelve colleagues helped with various tasks on the outdoor grounds of this city farm, including Fiona Li.

Read her experience below.

Fiona Li | Financial Advisory

“I participated in the outdoor activity at Stadsboerderij Natuurtalent Rotterdam Schiebroek because I love nature and animals. The farm itself was very beautiful with all kinds of plants. It was very nice to see how materials on the farm are reused to create something beautiful again. An example of this is a garden house made with containers and old doors.

We helped with repairing drainage on the field, worked in the flower garden, and trimmed the hedge by the terrace. I mainly helped with painting the almost dilapidated arrival house and an accompanying sign where a menu will soon be displayed. Now the arrival house looks completely new again!”

Visit to Middin with Residents from Haagsche Bluf (Middin)

Together with 15 colleagues, we picked up the residents and volunteers of Haagsche Bluf (Middin) around noon for a trip to Madurodam. After a short walk to the tram stop, we took tram line 9 towards Madurodam. After a brief ride, we arrived at Madurodam, where we spent about two hours walking through with the residents. At the end, it was time for a piece of cake and a refreshing drink under the parasols of Madurodam. After bringing the residents back to Haagsche Bluf, some colleagues ended the afternoon with a pleasant drink at the office in The Hague. All in all, a successful community day!

Sander Groenheijde | Tax consultant

“I signed up for this activity because I believe it is important for us to give back to society. It was very enjoyable to walk through Madurodam with the residents of Haagsche Bluf, where they discovered both our workplace (at the Binnenhof) and theirs (Buitengoed Dorrepaal). We ended the day pleasantly with a piece of cake and a drink. Definitely worth repeating!”

Visit to Diergaarde Blijdorp with Elderly Residents from Laurens Blijdorp Care Facility

A group of 27 colleagues visited Diergaarde Blijdorp with the elderly residents from Laurens Blijdorp care facility. Read below the experience of Edward Mulder.

Edward Mulder | GRCS

“This was my third consecutive time participating in an activity with the elderly. It remains incredibly rewarding ‘work’! A little bit of attention for our elderly makes them incredibly happy. I took all the time with an elderly gentleman in Blijdorp. We only managed to see half of it. Next year, we’ll do the other half!”

Excelsior Sports Day

Several colleagues, in collaboration with the Excelsior Foundation, helped organise their sports day, intended for grades 5 and 6 of all Excelsior Schools. It was a great success!

Impact

Forvis Mazars Community Day

Beach Cleanup at Scheveningen & Noordwijk

A group of 33 colleagues, led by TrashUre Hunt, cleaned up the beach in Scheveningen. As part of their team a group of 47 colleagues from the ITAA department also helped clean up the beach in Noordwijk aan Zee, under the guidance of TrashUre Hunt.

Packing Birthday Boxes at Jarige Job

Stichting Jarige Job annually provides more than 100,000 birthday boxes to children who cannot celebrate their birthdays because there is no money at home. A group of colleagues helped with this mission by working on the assembly line. Over 400 birthday boxes were filled with everything needed for a real birthday!



Impact

Forvis Mazars Community Day

Community Day in Amsterdam

We are incredibly proud to announce that a total of 130 colleagues dedicated their time and energy during our Community Day! From tackling various tasks at a children's farm and picking up litter in Rembrandt Park to baking delicious cookies at the Only Friends Bakery and so much more, our team truly made a difference. The enthusiasm and commitment shown by everyone involved were truly inspiring. Together, we created memorable experiences, strengthened our community bonds, and demonstrated the power of teamwork and volunteerism. Let's continue to build on this momentum and look forward to many more successful Community Days!

Community Day in Apeldoorn

During our Community Day in Apeldoorn, we offered three impactful projects: a gardening project for a family in need, walking and having coffee with the elderly from the Loohof care centre, and baking pancakes with elderly residents (with dementia) in a closed ward at Julianakwartier. Together with 16 dedicated colleagues, we made a significant difference in our community.

We are so proud of our team's dedication and the positive impact we've had on our community. Let's keep this momentum going and look forward to even more successful activities next year!

The gardening project involved transforming the outdoor space of a family that needed assistance. Our team worked tirelessly to clean, plant, and beautify the garden, creating a pleasant and functional area for the family to enjoy.

Meanwhile, another group of colleagues spent quality time with the elderly residents of the Loohof care centre. They took leisurely walks and shared coffee, engaging in heartfelt conversations that brought smiles and warmth to the residents.

At Julianakwartier, our colleagues brought joy to the elderly residents with dementia by baking pancakes. The delicious aroma filled the ward, and the residents delighted in the activity, enjoying the pancakes and the company of our volunteers.

These activities not only provided much-needed support and companionship to the community but also strengthened the bonds among our colleagues. It was a day filled with kindness, teamwork, and the true spirit of giving.



Community Day in Utrecht

We are thrilled to share that our Utrecht office has had an incredibly impactful year with our community activities! This year, we partnered with Stichting Present for two activities, Utrechtse Uitdaging for one, and NLCares for another, making a total of four fantastic initiatives.

With 67 participants, we had even more involvement than last year! Here's a glimpse of what we accomplished together:

- Picnic with Lonely Elderly: Bringing joy and companionship to those who need it most, we shared a delightful picnic with elderly residents, creating heartwarming memories.
- Cleaning and Tidying a Home: A small but mighty team rolled up their sleeves to clean and organise a home, making a significant difference in someone's living conditions.
- Gardening for Those Who Can No Longer Maintain Their Gardens: Our green-thumbed volunteers helped rejuvenate gardens for individuals who are unable to maintain them, bringing beauty and care back to their outdoor spaces.
- Zoo Visit with Elderly and People with Disabilities: We had a wonderful day at the zoo, sharing smiles and laughter with elderly residents and individuals with disabilities, making it a truly unforgettable experience.

Partnering for a Better Tomorrow

Introduction

At the Forvis Mazars Foundation, our mission to support and uplift communities is strengthened through our partnerships with remarkable organisations. In this chapter, we are proud to highlight three of our key partners whose impactful work aligns with our values and goals.

Stichting Jeugdontbijt ensures that no child starts their school day hungry by providing nutritious breakfasts. Their dedication to children's well-being and education is truly inspiring, and we are honoured to support their efforts to give every child a healthy start to their day.

Stichting JINC focuses on helping young people develop essential skills for their future careers. Through workshops, training sessions, and real-world experiences, JINC empowers children to build a brighter future. Our collaboration with JINC allows us to contribute to the development of the next generation of leaders.

Stichting Present connects volunteers with local institutions across the Netherlands, facilitating meaningful community service projects. Their extensive network and commitment to social cohesion make them an invaluable partner in our mission to make a positive impact in our communities.

Together with these partners, we are making strides towards a better tomorrow. In the following sections, we will delve into the incredible work of Stichting Jeugdontbijt, Stichting JINC, and Stichting Present, showcasing the powerful impact of our collaborations.

Partnering for a Better Tomorrow

Stichting Jeugdontbijt

Introducing Our Successful New Partnership with Stichting Jeugdontbijt Breda

We are excited to announce our new partnership with Stichting Jeugdontbijt Breda, an initiative that has already proven to be very successful. This organisation is dedicated to ensuring that every child in Breda goes to school without hunger. They focus on primary school children, addressing the unfortunate reality that many children in the Netherlands still go to school without proper meals due to poverty or other reasons.

Breakfast Service for Children Living Around or Below the Poverty Line

Abdel Zeraï and Manuela de Wit are active ambassadors for our Foundation. During a networking breakfast in Breda, they were introduced to Stichting Jeugd Ontbijt Breda Initiatief (JOBi). JOBi delivers weekly breakfasts to families living around or below the poverty line. A healthy breakfast is essential for a good start to the day, as children cannot concentrate at school on an empty stomach.

Every Tuesday, We Deliver Breakfast

As ambassadors, our colleagues already contribute significantly, but by joining JOBi, they can make a structural impact. Since last January, a group of colleagues has been taking turns delivering breakfasts. Every Tuesday two Forvis Mazars cars drive through Breda delivering breakfasts. So far, approximately 50(!) colleagues have signed up to drive a route. Our colleagues feel a sense of fulfilment seeing the grateful parents and children when delivering the breakfasts. By giving the children, a good start to the day, they hope to contribute to their overall health and well-being.

How does it work? A group of volunteers assembles packages in the warehouse of a Jumbo in Breda. These packages, valued at €7 per child, are designed to last a full week and include items such as bread, fruit, yogurt, and spreads. Around 11:30 AM, another group of volunteers picks up the packages. These volunteers have assigned routes to deliver the packages to the respective families. Each route includes about seven addresses and takes approximately an hour to complete.

In December, ambassadors Yentl and Manuela participated in a trial run to deliver the breakfasts.

Manuela | Secretary Forvis Mazars Foundation

“We were expected at the Jumbo Heksenwaag warehouse between 11:45 AM and 12:00 PM. There, we loaded our car with the packages. We were then assigned a route and started driving. We were shocked by the families we visited. The people were already waiting for us, not because they had many other plans that day, but because they really couldn’t do without the breakfast. We visited various families, including refugees and Dutch families. After the last address, we returned to the office for our own lunch. It made us realize how fortunate we actually are.”

Partnering for a Better Tomorrow

JINC

Our Partnership with JINC: Making a Difference in Society

Our collaboration with JINC is a testament to our commitment to creating a society where every child has the opportunity to succeed, regardless of their background. Through this partnership, we aim to broaden the horizons of young students, helping them discover their talents and potential career paths. By participating in JINC's programs, we provide children with valuable experiences that prepare them for the future job market.

In total, we have reached 354 children with our activities, offering them insights into various professions and essential skills for their future careers. Our employees can choose between four different types of activities: flash internships, job interview training, Boss of Tomorrow, and the language trip.

Through these activities, we aim to inspire and empower the next generation, ensuring they have the skills and confidence to pursue their dreams. Our partnership with JINC is a vital part of our efforts to give back to the community and make a lasting impact on society.

Flash Internships

Colleagues from Audit & Assurance, Tax, and AOS organised a flash internship at the Rotterdam office. This activity allowed group 8 students from OBS de Kameleon to learn about Forvis Mazars and our profession in one morning. The children were

introduced to different departments and participated in interactive sessions, gaining a better understanding of the working world. Read below the experiences of Scott Sanches and Jesse Wesdorp (AOS Rotterdam).

“Some time ago, Scott and I (Jesse) had the opportunity to guide a flash internship class for JINC. JINC is committed to broadening the horizons of primary and secondary school students in various sectors and related professions.

We welcomed group 8 from OBS de Kameleon to the Rotterdam office to teach the children as much as possible about Forvis Mazars and our profession in one morning. After a plenary introduction about Forvis Mazars as a company, given by a colleague from the audit department, the class was split into three groups where they learned about Audit & Assurance, Tax, and AOS. Scott and I covered the last topic through a presentation in the Innovation Lab. Besides finding the Innovation Lab incredibly interesting, the children were also very interested in the accountancy profession.

We concluded the presentation with an assignment to create a weekly schedule. It was fascinating to see the differences between the groups: one group started the assignment quietly, another worked efficiently together to find the solution as quickly as possible, while another group was in total chaos (you can guess which group made the drawing next to this). Despite the differences, they all successfully completed the assignment, and we gave the last group a tour of the building where they could ask questions to everyone, including Engelina (the nice lady with red hair, according to the children)

who enthusiastically explained her work. Thank you for that!

Before the children got back on the bus to school, we discussed the experiences as a class and the children received a goodie bag.”

Boss of Tomorrow

On 6 June, nearly 719 students took over the seats of CEOs, mayors, and directors across the Netherlands, including Forvis Mazars and Pellicaan Advocaten. For one day, Joost Reefhuis (Enschede) swapped places with Tibelya and Naomi. The day started with a visit to the mayor and ended, after good preparation, with buying a company! In Amsterdam, two students, Soraya and Esmaa, took over from Ruben Moonen for one day. The Bosses of Today gained refreshing ideas by working with the Bosses of Tomorrow!

A thank you from our partner JINC:

Partnering for a Better Tomorrow

Stichting Present

Stichting Present: Driving Community Impact Together!

At the Forvis Mazars Foundation, our collaboration with Stichting Present has been instrumental in driving our community engagement efforts. Stichting Present connects volunteers with local institutions across the Netherlands, facilitating meaningful community service projects that address various social needs.

Over the past year, we have organised 16 different activities with Stichting Present, dedicating more than 670 hours to these initiatives. This partnership has allowed us to make a significant impact in multiple communities, thanks to the cooperation and support we receive from their extensive network.

Our joint efforts have ranged from environmental clean-ups to supporting local shelters, showcasing the diverse ways in which we can contribute to society. We are grateful for the strong relationship we have built with Stichting Present across our multiple offices, and we look forward to continuing our collaborative work to create positive change.



Stichting Present

“A large group has renovated a series of gardens on one street for residents who can’t do it themselves. Another group organised a game afternoon at the Emergency Shelter for refugees at the airport, and the group baked savory pies with and for residents of the Hoesstee. Beautiful encounters took place during impactful projects. It’s wonderful that these colleagues have mobilized in such numbers and, through their help, have offered support to fellow city residents.”

Goud voor Noord

“I’ve never dined so elegantly,” said one of the boys. An evening out is not something many people take for granted. But last week, we were allowed to come and dine with eight families at Forvis Mazars! They cooked delicious food for us. There were fun activities for the children. The shuffleboard and glitter face painting were very popular with the kids. Thank you very much for this wonderful evening out, Forvis Mazars Foundation and Present Rotterdam.”

Stichting Present

“It’s nice to mention that the garden could now be connected to the neighborhood garden team thanks to the work of the volunteers from Forvis Mazars. Initially, local residents didn’t see the point in maintaining this garden, but with the arrival of the group, the garden is now regularly taken care of. The resident is really proud of the hydrangeas and now spends more time enjoying the garden.”

The future

2024 / 2025

When we publish our annual report, we are already a few months into the new financial year. This means we can already share some exciting updates about what 2024 / 2025 will bring us.

As mentioned at the beginning of this report, we are thrilled to welcome two new board members: Danah Olie and Thimo van Tol. Their vision and enthusiasm will be invaluable as we navigate the coming years. Additionally, this year will be pivotal for us as we focus on updating our strategy and setting ambitious goals for the next four years.

We have already organised multiple activities this year, and we are delighted to share one of our success stories with you. Through these initiatives, we aim to make a meaningful impact and continue our mission of fostering growth and innovation.

This story is just a glimpse of the positive change we aspire to create, and we look forward to sharing more achievements as we progress throughout the year. Together, we can build a brighter future and continue to make a difference in our community and beyond.

“A beautiful anecdote I would like to share: one of the guests at the dinner is a lady in her early 60s with dementia. She hadn’t been out for a long time and has a very small living world. Her caregiver tried to motivate her to come to the dinner during a home visit a few days before the dinner. Despite all the caregiver’s efforts, she didn’t want to come. When her caregiver was about to leave, the lady said, as they were standing in the doorway, “but I do have something with glitter.” From the closet, a glittery scarf and even more festive Christmas clothes emerged. Together they picked out an outfit and hung it ready. This made the lady increasingly enthusiastic.

When her caregiver called on Monday, the lady had already forgotten that she was going to the dinner. Her caregiver reminded her of the beautiful outfit hanging on the closet, and thus, she was ready when she was picked up. She had dressed up beautifully and enjoyed the evening. Even a day later, she still remembered our event. In a very forgetful life, the dinner was still (even if just for a while?) unforgettable.

Your efforts and sponsorship make this possible. Behind many of the 100 guests on Monday lies such a story, and we often hear visitors talk about these moments for years.”

Wouter Plaatsman
Puur Zuid

The future Budget



Budget 2024 / 2025	€	€	€
Income			
Contribution Forvis Mazars N.V.		110.000	
Total income			110.000

Expenditure			
Spent on the objectives		120.000	
Budget for local activities (per department)	30.000		
Stichting Present (national fee)	10.000		
Jinq (national fee)	35.000		
Forvis Mazars Community Day	25.000		
Education Day	15.000		
Ambassadors meeting	5.000		
Donations	-		
Management and administration costs		12.650	
Marketing and communication	1.000		
PMO	10.000		
Representation (board)	1.500		
Bank charges	150		
Total expenditures			132.650

Total liabilities			-22.650
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Financial statements

Balance sheet as 31 August 2024

Balance sheet as at 31 August 2024

(After proposal distribution of profit)

		2024	2023
		€	€
Assets			
Cash and cash equivalents	1	183.719	202.331
Total Assets		183.719	202.331

Liabilities			
Other reserve	2	141.252	162.981
Current liabilities	3	42.467	39.350
Total equity and liabilities		183.719	202.331

Financial statements

Statement of income and expenditure for the period 1 September 2023 until 31 August 2024

Statement of activities for the period 1 September 2023 until 31 August 2024

		FY 2023 / 2024 €	Budget 2023 / 2024 €	FY 2022 / 2023 €
Income				
Income	4	110.000	120.000	117.500
Total income		110.000	120.000	117.500

Expenditure				
Expenses of employee benefits	5	1.187	15.000	-
Spent on the objectives	6	124.962	132.000	108.989
Spent on the management and administration costs	7	5.461	3.000	240
Total costs		131.610	150.000	109.229

Operating result		-21.610	-30.000	8.271
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Financial income and expenses	8	-119	-150	-100
Net result		-21.729	-30.150	8.171

Appropriation of net result				
Appropriation reserve (private)		-21.729	-	8.171

Financial statements

Notes to the financial statements

General

Registered address and registration number trade register

Stichting Forvis 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 Watermanweg 80, 3067 GG Rotterdam, the Netherlands.

Activities of Stichting Forvis Mazars Foundation

The Forvis 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 Forvis 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

	2024 €	2023 €
1. Cash and cash equivalents		
Rabobank	183.719	202.331
Total income	183.719	202.331

	Appropriation reserves (private) €
2. Net assets	
Balance as at 1 September 2023	162.981
Change from net income	-21.729
Balance as at 31 August 2024	141.252

	2024 €	2023 €
3. Current liabilities		
Accounts payables	42.467	39.350

Financial statements

Notes to the statement of activities

Notes to the statement of activities

	FY 2023 / 2024 €	Budget 2023 / 2024 €	FY 2022 / 2023 €
4. Income			
Contribution Forvis Mazars N.V.	110.000	120.000	117.500
Total income	110.000	120.000	117.500

5. Expenses of employee benefits			
Other expenses of employee benefits			
PMO including laptop	1.187	15.000	

6. Spent on the objectives			
Local activities (per department)			
Amsterdam	18.203	3.334	3.845
Apeldoorn	-	3.333	2.000
Breda	2.785	3.333	6.322
Den Haag	-	3.334	-
Eindhoven	480	3.333	-
Enschede	-	3.334	-
Nijmegen	236	3.333	447
Rotterdam	14.383	3.333	8.783
Utrecht	270	3.333	-

Financial statements

Notes to the statement of activities

Notes to the statement of activities

	FY 2023 / 2024 €	Budget 2023 / 2024 €	FY 2022 / 2023 €
6. Spent on the objectives			
National activities			
JINC	35.000	35.000	35.000
Forvis Mazars Community Day	24.303	25.000	27.861
Education Day	14.467	15.000	-
Donations	12.027	10.000	17.500
Ambassadors meeting	2.808	5.000	4.577
Foundation day	-	5.000	2.654
Stichting Present annual fee	-	5.000	-
World clean up day	-	2.000	-
Total spent on the objectives	124.962	132.000	108.989
7. Management and administration costs			
Advisory costs	3.418	-	-
Representation	597	2.000	240
Marketing and communication	1.446	1.000	-
Total Management and administration costs	5.461	3.000	240
8. Financial income and expenses			
Bank charges	119	150	100
Total Financial income and expenses	119	150	100

Financial statements

Amanda Twigt

Chair, in office as of 23 November 2020

Henry Janssen

Treasurer, in office as of 23 November 2020

Manuela de Wit

Secretary, in office 27 January 2024

Robert Jan de Rek

Board member, in office as of 16 November 2022

Anjani Tjikhoeri

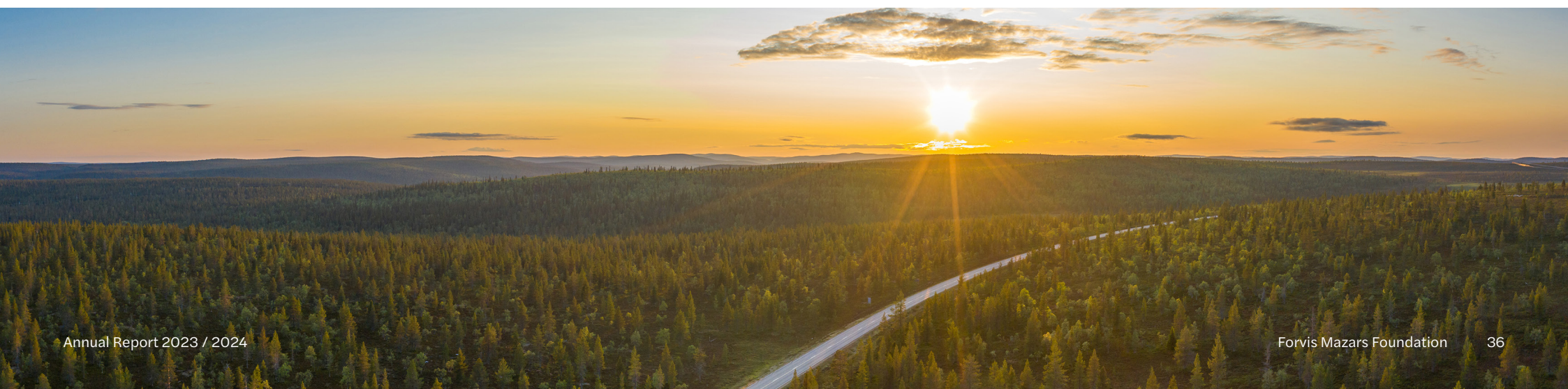
Board member, appointed 31 October 2023

Danah Olie

Board member, appointed 2 December 2024

Thimo van Tol

Board member, appointed 2 December 2024



Contacts

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Henry Janssen

Treasurer Forvis Mazars Foundation
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Forvis Mazars is a leading global professional services network. The network operates under a single brand with just two members: Forvis Mazars, LLP in the United States and Forvis Mazars Group SC, an internationally integrated partnership. Both member firms share a commitment to providing an unmatched client experience, delivering audit, accounting, tax, financial advisory, consulting and sustainability services.

forvismazars.com/nl/nl/wie-zijn-wij/corporate-sustainability/forvis-mazars-foundation

