



Financial report 2019  
Foundation Global DreamWeb



Amsterdam, the Netherlands

25 MRT 2020

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## TABLE OF CONTENTS

Page

### FINANCIAL REPORT

1	Management report	2
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### OTHER INFORMATION

2	Balance sheet as at december 31, 2019	15
3	Statement of income and expenses	17
4	Notes to the Balance sheet as at December 31, 2019 and the Statement of Income and Expenses for the Year 2019	18
5	Notes to the individual items of the balance sheet	20
6	Notes to the individual items of the Statement of Income and expenses for the Year	22
1	Auditor's report	23

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## Content

<b>Introduction</b>	<b>3</b>
<b>Chapter 1 We are Global DreamWeb</b>	<b>3</b>
Our aim .....	4
Theory of Change .....	4
<b>Chapter 2 2019 in a nutshell</b>	<b>5</b>
Hummingbirds in Lebanon .....	5
Field trip Hivos: FLOW (Lebanon) .....	7
Peace College in Zaandam (The Netherlands).....	7
<b>Chapter 3 behind the scenes</b>	<b>9</b>
Our organization .....	9
Executive Board.....	11
Funding.....	12
<b>Chapter 4 Ready for the future</b>	<b>13</b>
Ambitions 2020.....	13

2 25 MRT 2020

8

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## Introduction

This year we organized leadership programs for youngsters in Lebanon and the Netherlands. All our programs contribute to our aim to unite and empower young leaders that take their equal place in their community and create a more peaceful society.

Some of the highlights this year included the Hummingbirds program in which we trained Syrian & Lebanese girls on inner leadership. These girls improved their communication and self-expression skills as a consequence. Also we proudly hosted a field trip for the WE4L partners of Hivos for their FLOW annual conference. The Hummingbirds students were co-leading this day in which we shared a taster of our work in Lebanon.

In the Netherlands we organized a variety of programs which included a program around Refugee Day. Children that recently came to the Netherlands (from the ISK school in Purmerend) were connected with children from the Bernard Nieuwentijt College in Monnickendam. Pupils at Pascal College in Zaandam got to know their classmates better in a creative way. And the third annual Peace Challenge was held at VOX-Klassen in Amsterdam and in Monnickendam.

We would like to thank all persons and organizations who contributed to our projects: volunteers, funders and teachers!

This year we received funding from Hivos, Woltjer Stichting and family&friends.

Off course we also thank all the participants in our programs in the Netherlands and Lebanon. Their honesty, personal growth, talents, mutual respect, cooperation and social commitment are a great inspiration for all!

The Global DreamWeb team

**BE☺PEACE!**



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## Chapter 1 We are Global DreamWeb

### Our aim

Foundation Global DreamWeb is an independent non-religious, non-profit organization qualified as Public Benefit Organisation (PBO), which means in Dutch: "Algemeen nut beogende instelling" (ANBI).

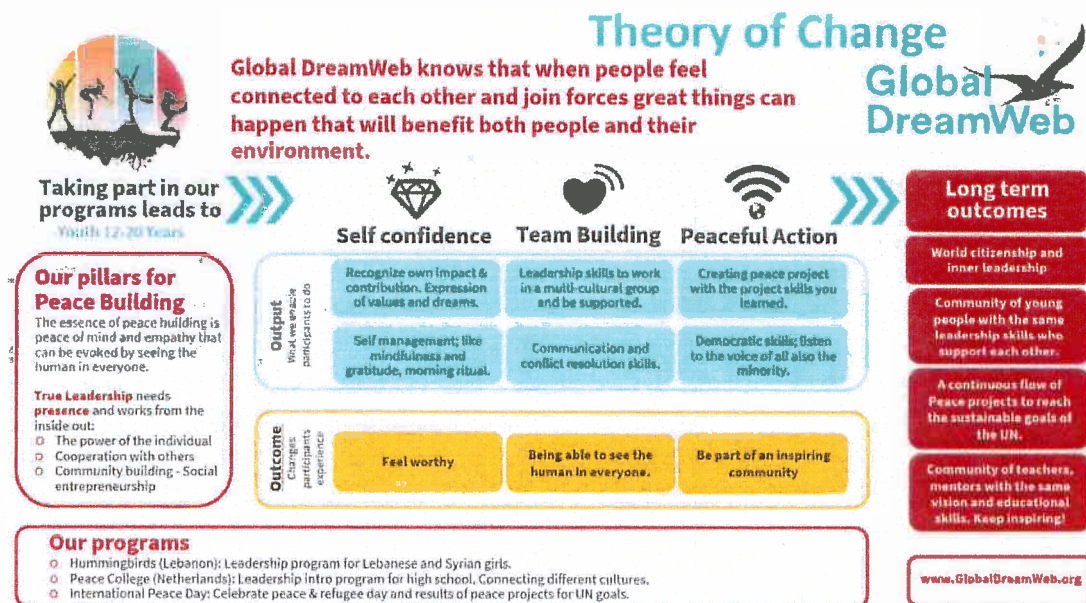
The aim of Global DreamWeb is:

to unite and empower young leaders that take their equal place in their community and create a more peaceful society.

Movies and pictures of our programs are available on [www.GlobalDreamWeb.org](http://www.GlobalDreamWeb.org)

### Theory of Change

In 2019 we created our Theory of Change. This is a comprehensive description of how and why we do our activities and what we aim to achieve in the future.



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## Chapter 2 2019 in a nutshell

### Hummingbirds in Lebanon

The Hummingbirds project is a leadership program for girls (age 12 to 20) with the aim to support the transformation of the girls of today into women leaders of tomorrow equipped with the mindset, the heart, the resilience and the skills needed to be responsible for themselves and their worlds in general in this complex 21st century. Hivos, under the WE4L program, has partnered in Lebanon with Global DreamWeb to execute the continuation of the Hummingbirds 2019 program which completes the pilot with the two last retreats after the first one was executed by end of 2018. 45 girls have joined us for Hummingbirds Retreat 2 and 40 girls joined Retreat 3 in July 2019.



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The Hummingbirds programs focus on:

- **Presence** - An increase in self-awareness  
All the exercises and activities related to raising awareness (the major vehicle for transformation) such as the morning ritual, body scans, meditations, journaling, painting in silence, “presencing” exercises.
- **Authentic Leadership** - An increase in self-confidence & expression  
Activities where the girls had to express themselves, discover their own authenticity and receive positive feedback from each other, such as:
  - An activity where the girls were able to explore the prejudice that others have towards them, and then getting rid of them by burning them was mentioned by many girls as their favorite.
  - An activity to giving ourselves permission to express more (example: give myself permission to be different, angry, to take space etc.).
- **Co-creating leadership** – Better team work, communication, seeing biases and new perspectives
  - The importance of intention setting, alignment and conflict resolution. The girls learnt to work, communicate and see each other's perspectives.
  - Effective communication through physical games and experiences..
- **Servant Leadership:** Finding common goals for a peaceful project
  - Coming up with in between projects that contribute to the wider society with the aim to practice the co-leading within a team, and to record a simple “dream come true” experience.
  - The projects that each small group was expected to come up with, had a higher purpose and tried to deliver important messages. Most of the girls came up with these messages on their own, and they mentioned big issues such as racism and bullying.



Number of Hummingbirds 45 participants,  
6 assistance “our elders” (former Hummingbirds) and 4 trainers

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6



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### Field trip Hivos: FLOW (Lebanon)

Hivos chose our Hummingbirds program in Lebanon as field trip for the WE4L partners during the FLOW annual conference. Global DreamWeb created a program for the 50 participants of this conference with “our elders” - former participants of the Hummingbirds program. Our elders facilitated the morning program giving people the experience of our training program. In the afternoon we presented our Global DreamWeb model and “our elders” shared their experiences.



50 participants WE4L

6 trainers “our elders” (former Hummingbirds) and 4 representatives of Global DreamWeb

### Peace College in Zaandam (The Netherlands)

In March students of the Pascal College wanted to know each other better to increase a good atmosphere in the class. They worked together to express their joint dreams in a creative way around one of the themes: (1) discrimination and equality, (2) environment and pollution, (3) war and peace or (4) child labour and Fairtrade.



Number of participants: approximately 60 students and 3 teachers

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### Peace College: World Refugee Day in Monnickendam (The Netherlands)

In June 2019 we organised a Peace College program around World Refugee Day at Bernard Nieuwentijt College in Monnickendam. The program focused on mutual understanding. The students expressed themselves in workshop documentary making, debating, dancing, writing and theatre. Students of a so called ISK school in Purmerend were invited to join the program and share their life stories and their hope for the future in the Netherlands as refugees from Syria with a residence permit.



Number of participants: 180 students and 12 teachers

### Third annual Peace Challenge (The Netherlands)

Youngsters from diverse racial, cultural and socio-economic backgrounds join the annual Peace Challenge and engage in peace-building activities. They work together in mixed DreamTeams to bridge differences, so that they discover they have more similarities. Together they make a difference by linking their passions and talents to the greatest need at school, in their neighbourhoods and in the world: Peace! The theme of the third annual Peace Challenge in Amsterdam and Monnickendam was: climate action. We aligned this with the United Nations' theme for International Day of Peace. Mpho Tutu-van Furth introduced the theme to the students and invited them to come up with ideas for climate action. One of the groups of students assigned themselves a week without single-use plastics. On 4 October an exchange of a group of students took place and all involved students followed workshops to get inspired and deepen their knowledge about peace and climate action.



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8

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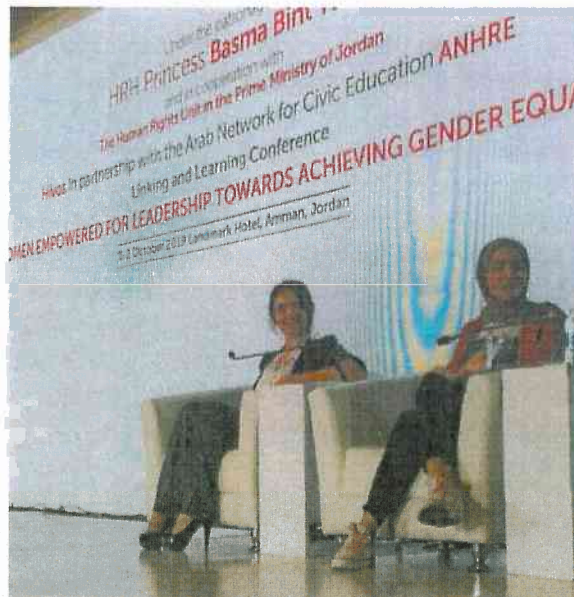
Number of participants: 150 students and 8 teachers

## Chapter 3 behind the scenes

### Our organization

Next to delivering our programs mentioned in chapter 2, we continued to set the next steps in professionalising our organisation. These steps were focused on improving our communication, funding, content and expansion of our network. Some items worthwhile to mention:

- Imane El Hayek and Lama Raid Abou Hassoun represented Global DreamWeb in the UN Commission on the Status of Women conference in Amman Jordan.
- Joelle Verkooijen joined the Global DreamWeb team to plan and execute the actions from the communication plan.
- We continued to improve our financial processes supported by an administration office, One2Finance.
- We had our first audit for our project finances for Hivos and passed successfully.
- We started to define work packages and attracted resources on these packages.
- We created a baseline for the train-the-trainer program and involved assistants in the Hummingbirds program.
- We initiated the first step in creating a TeacherWeb in the Netherlands with the goal to improve content and let teachers connect with other schools.



Lama Raid Abou Hassoun on the left

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## Supervisory Board

The Supervisory Board of Foundation Global DreamWeb consists of three volunteers who actively participate within the foundation (chairperson and two regular members). The Supervisory Board members ensure transparency and effectiveness of the foundation.



Judith Steenvoorden  
Chair

Additional function:  
Managing Partner Leaders  
for Solutions



Hein Reitsma  
Member

Additional function:  
Owner Creative  
Interventions



Niels Lamers  
Member

Additional function:  
Head Corporate Law  
Support - ING

In accordance with the articles of association, the board members received no remuneration for their Board activities in 2019. The Supervisory and Executive Board met four times in 2019. The following items were discussed in the meetings:

- funding received and the use thereof;
- the applications of new and existing projects;
- the search for and involvement of new partners;
- the development and evaluation of promotional and fund-raising activities;
- the approval of budgets for new and existing activities;
- the discussion of the financial state of affairs;
- the adoption of the financial statements 2019 and the budget 2020.

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10



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## Executive Board

Foundation Global DreamWeb's Executive Board consists of two members who take care of the day-to-day management. The Executive Board is more operationally involved in the supervision and execution of the tasks of the foundation.



Annette Lechner  
Director

Additional function:  
Coach/trainer - Present  
Training



Yvonne Daher  
Director

Additional function:  
Program Manager - Olayan  
Group

In accordance with the articles of association, the board members received no remuneration for their Board activities in 2019. Yvonne and Annette also take up duties for the execution of the Global DreamWeb programs in a role as program manager and/or trainers, for which they get paid on an hourly basis. To prevent conflict of interests, invoices for these tasks are only paid after approval from one of the Supervisory Board members.

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## Funding

We continued focusing on our 'warm' relationships and alignment with funders. We further invested in our long-term relationships with the funders we feel are most aligned with us. We executed the funding strategy and deepened our contact with Hivos

We met Hivos' reporting requirements which included an audit report for the financial part of our Hummingbirds projects in Lebanon. Hivos chose our Hummingbirds program in Lebanon for their field trip for the participants of the FLOW annual conference.

The following funds were received by Foundation Global DreamWeb in 2019:

- Hivos funded two Hummingbirds programs: € 56.428,-
- Hivos funded the field trip for the FLOW annual conference: € 2.781,-
- Woltjer Stichting funded our programs at schools in the Netherlands: € 16.600
- Family and friends funded: € 492,-

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12



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## Chapter 4 Ready for the future

### Ambitions 2020

Our intention is extend our network of peace builders and investing in education of trainers and teachers. We will focus on:

- Train 20 trainers for the Hummingbirds programs in Lebanon
- Train 20 teachers for Peace College in the Netherlands
- Delivering Hummingbirds programs in Lebanon
- Delivering a program around Refugee Day and the fourth annual Peace Challenge
- Organise required funding for the execution of the programs

We are looking forward to continue the inspirational Global DreamWeb journey in 2020 and beyond...

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## Chapter 5 Financial Report

Signed for approval of the Financial Report 2019:

**Supervisory Board:**

Judith Steenvoorden  
(Chair)

Hein Reitsma

Niels Lamers

**Executive Board:**

Annette Lechner

Yvonne Daher

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Global Dreamweb Foundation, Amsterdam

**2 BALANCE SHEET AS AT DECEMBER 31, 2019**

After appropriation of the Result

		December 31, 2019		December 31, 2018	
		€	€	€	€
<b>ASSETS</b>					
<b>Current assets</b>					
<b>Prepayments and accrued income</b>	(1)		5.581		1.500
<b>Cash</b>	(2)		12.037		93
<b>TOTAL ASSETS</b>			<u>17.618</u>		<u>1.593</u>

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		December 31, 2019		December 31, 2018	
		€	€	€	€
<b>LIABILITIES</b>					
<b>Reserves</b>	(3)				
Other reserves			12.074		179
<b>Current liabilities</b>	(4)				
Other debts and accrued liabilities			5.544		1.414

**TOTAL LIABILITIES**

**17.618**

**1.593**

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3 STATEMENT OF INCOME AND EXPENSES

		2019		2018	
		€	€	€	€
<b>Benefit</b>	(5)	76.240		49.555	
Project costs	(6)	60.837		51.098	
<b>Project result</b>			15.403		-1.543
<b>Expenses</b>					
Operating expenses	(7)		3.508		9.294
<b>Operating result before taxes</b>			11.895		-10.837
Taxes			-		-
<b>Net result after taxation</b>			11.895		-10.837

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**4 NOTES TO THE BALANCE SHEET AS AT DECEMBER 31, 2019 AND THE STATEMENT OF INCOME AND EXPENSES FOR THE YEAR 2019**

**GENERAL**

**GENERAL PRINCIPLES FOR THE PREPARATION OF THE ANNUAL ACCOUNTS**

The annual accounts have been prepared in accordance with the provisions of article 396, Part 9 of Book 2 of the Dutch Civil Code.

The valuation of assets and liabilities and the determination of the result are made on the basis of historical cost. Unless stated otherwise at the specific balance sheet item, the assets and liabilities are valued according to the cost model.

Income and expenses are allocated to the year to which they relate. Profits are only included to the extent that they have been realized on the balance sheet date. Obligations and possible losses that originate before the end of the reporting year are considered, if they are known before the preparation of the financial statements.

**ACCOUNTING POLICIES FOR THE VALUATION OF ASSETS AND LIABILITIES**

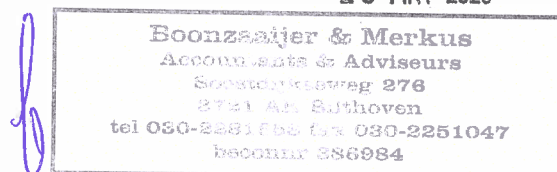
**Cash**

Liquid assets comprise of cash, bank balances and deposits with a term of less than twelve months. Current account debts at banks are included under debts to credit institutions under current liabilities. Liquid assets are valued at nominal value.

**Current liabilities**

Short-term debts are valued at fair value on initial recognition. Short-term debts are valued after amortization at amortized cost. Where there is no (discounted) premium and transaction costs, the amortized cost price is equal to the nominal value.

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**Global Dreamweb Foundation, Amsterdam**  
**ACCOUNTING POLICIES FOR RESULT DEFINITION**

**General**

The result is determined as the difference between the realizable value of the services rendered on the one hand, and the costs and other expenses of the year, on the other hand, valued at historical cost prices.

**Determination of the result**

The result is determined as the difference between the net turnover and the costs and other expenses of the year under review, with due observance of the abovementioned valuation principles. Profits are accounted for in the year in which the goods were delivered or the services were provided. Losses that originate in the financial year are considered as soon as they are foreseen.

**Benefit**

Net turnover is understood to mean the proceeds from the goods delivered and services provided during the year under review, after deduction of discounts and taxes levied on turnover.

Revenue arising from the sale of goods is recognized when all significant rights to economic benefits as well as all major risks have passed to the buyer. The cost price of these goods is allocated to the same period.

**Project costs**

Project costs are directly related to the projects.

**Operating expenses**

The costs are determined with due observance of the aforementioned principles of valuation and allocated to the reporting year to which they relate.

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5 NOTES TO THE INDIVIDUAL ITEMS OF THE BALANCE SHEET

ASSETS

CURRENT ASSETS

	December, 31 2019	December, 31 2018
	€	€
<b>1. Prepayments and accrued income</b>		
Debtors	5.581	-
Website	-	1.500
	<u>5.581</u>	<u>1.500</u>
<b>2. Cash</b>		
Triodos Bank	11.944	33
PayPal	93	60
	<u>12.037</u>	<u>93</u>

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**PASSIVA**

**3. Reserves**

	2019	2018
	€	€
<b>Other reserves</b>		
As at January 1	179	11.016
Appropriation Net Result	11.895	-10.837
As at December 31	12.074	179

**4. Current liabilities**

**Other debts and accrued liabilities**

	December, 31 2019	December, 31 2018
	€	€
<b>Accrued liabilities</b>		
Administration costs	2.190	847
Value added tax	569	567
"Vluchtelingen dag"	1.500	-
"Hairdressers"	1.285	-
	5.544	1.414

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**6 NOTES TO THE INDIVIDUAL ITEMS OF THE STATEMENT OF INCOME AND EXPENSES FOR THE YEAR 2019**

	2019	2018
	€	€
<b>5. Benefit</b>		
"Hummingbirds"	56.367	-
"Flow"	2.781	-
Gifts	-	24.878
Contribution community of Amsterdam	-	10.000
Schools	16.600	13.995
Others	492	682
	<u>76.240</u>	<u>49.555</u>
<b>6. Project costs</b>		
Projects 2018	-	51.098
"Hummingbirds"	56.367	-
"Flow"	2.845	-
Schools	1.625	-
	<u>60.837</u>	<u>51.098</u>
<b>7. Operating expenses</b>		
<i>Costs</i>		
Accountant	1.000	-
Administration	-	847
Notary fees	-	1.926
PR Costs, website	2.500	2.265
Bankcharges	8	191
Fundraising costs	-	4.065
	<u>3.508</u>	<u>9.294</u>

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**Global Dreamweb Foundation te Amsterdam**

**OVERIGE GEGEVENS**

**1 Auditor's report**

**25 MPT 2020**

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## INDEPENDENT AUDITOR'S REPORT

To: The Supervisory Board of Stichting Global Dreamweb

### A. Report on the audit of the financial statements 2019 included in the annual report

#### Our opinion

We have audited the financial statements 2019 of Stichting Global Dreamweb based in Amsterdam.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of Stichting Global Dreamweb as at 31 December 2019 and of its result for 2019 in accordance with Part 9 of Book 2 of the Dutch Civil Code.

The financial statements comprise:

1. the balance sheet as at 31 December 2019;
2. the profit and loss account for 2019; and
3. the notes comprising of a summary of the accounting policies and other explanatory information.

#### Basis for our opinion

We conducted our audit in accordance with Dutch law, including the Dutch Standards on Auditing. Our responsibilities under those standards are further described in the 'Our responsibilities for the audit of the financial statements' section of our report.

We are independent of Stichting Global Dreamweb in accordance with the Verordening gedrags- en beroepsregels accountants (VGBA, Dutch Code of Ethics).

We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Unaudited corresponding figures

We have not audited the financial statements 2018. Consequently, we have not audited the corresponding figures included in the profit and loss account, in the statements of changes and in the related notes.

### B. Report on the other information included in the annual report

In addition to the financial statements and our auditor's report thereon, the annual report contains solely other information that consists of other information as required by Part 9 of Book 2 of the Dutch Civil Code. We conclude that the other information

- is consistent with the financial statements and does not contain material misstatements;
- contains the information as required by Part 9 of Book 2 of the Dutch Civil Code.

We have read the other information. Based on our knowledge and understanding obtained through our audit of the financial statements or otherwise, we have considered whether the other information contains material misstatements.

By performing these procedures, we comply with the requirements of Part 9 of Book 2 of the Dutch Civil Code and the Dutch Standard 720. The scope of the procedures performed is substantially less than the scope of those performed in our audit of the financial statements.



Management is responsible for the preparation of the management report in accordance with Part 9 of Book 2 of the Dutch Civil Code and other information as required by Part 9 of Book 2 of the Dutch Civil Code.

### **C. Description of responsibilities regarding the financial statements**

#### **Responsibilities of the Executive Board and the Supervisory Board for the financial statements**

The Executive Board is responsible for the preparation and fair presentation of the financial statements in accordance with Part 9 of Book 2 of the Dutch Civil Code. Furthermore, the Executive Board is responsible for such internal control as the Executive Board determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

As part of the preparation of the financial statements, the Executive Board is responsible for assessing the entity's ability to continue as a going concern. Based on the financial reporting framework mentioned, the Executive Board should prepare the financial statements using the going concern basis of accounting, unless the Executive Board either intends to liquidate the entity or to cease operations, or has no realistic alternative but to do so.

the Executive Board should disclose events and circumstances that may cast significant doubt on the entity's ability to continue as a going concern in the financial statements.

The Supervisory Board is responsible for overseeing the entity's financial reporting process.

#### **Our responsibilities for the audit of the financial statements**

Our objective is to plan and perform the audit engagement in a manner that allows us to obtain sufficient and appropriate audit evidence for our opinion.

Our audit has been performed with a high, but not absolute, level of assurance, which means we may not detect all material errors and fraud during our audit.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. The materiality affects the nature, timing and extent of our audit procedures and the evaluation of the effect of identified misstatements on our opinion.

We have exercised professional judgement and have maintained professional scepticism throughout the audit, in accordance with Dutch Standards on Auditing, ethical requirements and independence requirements. Our audit included among others:

- identifying and assessing the risks of material misstatement of the financial statements, whether due to fraud or error, designing and performing audit procedures responsive to those risks, and obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtaining an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control;
- evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Executive Board;
- concluding on the appropriateness of management's use of the going concern basis of accounting, and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to





continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause a company to cease to continue as a going concern.

- evaluating the overall presentation, structure and content of the financial statements, including the disclosures; and
- evaluating whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant findings in internal control that we identify during our audit.

Bilthoven, 25 maart 2020

Boonzaaijer & Merkus Accountants & Adviseurs

Mr. drs. W.F. Merkus RA