

Policy Plan 2024-2025
Stichting IQ EQ Goede Doelen
(IQEQ NL's Charity Foundation)
June 1st, 2024

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Preface

Dear reader,

This policy plan gives you insight into how the Stichting IQEQ Goede Doelen, IQ EQ NL's Charity Foundation, will fulfill its statutory objectives to contribute to the development of the foundation in 2024 and 2025 through financial contributions or otherwise, in the broadest sense of the word, to realize the goals of charities and encouraging others to do the same. This policy plan is also a requirement for the IQ EQ NL's Charities Foundation to (continue to) qualify for tax recognition as a Public Benefit Organization (ANBI), so that donors in the broadest sense of the word, could be encouraged to donate extra to the foundation and the foundation could benefit from tax exemptions.

This specific policy plan is for the period June 1, 2024 to June 1, 2025.

Reasons to incorporate IQ EQ NL's Charity Foundation

The establishment of the IQ EQ NL's Charity Foundation was initiated by various employees of IQ EQ Netherlands N.V. with the aim of giving substance to the social involvement of IQ EQ Nederland N.V. and its employees.

IQ EQ Nederland N.V. (IQ EQ) is a large financial services provider in Amsterdam Southeast with approximately 180 employees of various nationalities. What unites the employees is the realisation that we are not alone in the world and that IQ-EQ and its employees, in the context of Corporate Social Responsibility, must have respect for both people and the planet, while realising healthy profits (the triple P). -approximation).

Employees will be offered the opportunity to donate their time, money and expertise in the context of supporting charities. IQ EQ Group will contribute by giving employees the opportunity to carry out activities to support charities for a number of hours per year at its expense and also by making money available for this purpose to the IQ EQ NL's Charity Foundation.

The selection of charities:

In collaboration with an employee delegation (CHESS: **C**harity / **H**ealth / **E**nvironment / **S**ports / **S**ocial), IQ EQ NL's Charity Foundation will create a long list with a number of possible charities to adopt. The focus will be on this selection of Charities in 2024-2025. There will be donations in money, but perhaps also donations in the form of time, completed by IQ-EQ employees. In addition to supporting the selected Charities, IQ EQ NL's Charity Foundation will, within its statutory purpose, also draw attention to activities of other Charities, which are initiated by IQ-EQ employees, however, if they involve financial contributions these will be more limited in nature.

Funding of the activities:

Employees of IQ-EQ, IQ-EQ itself and third parties will be able to donate money and other items of value to the IQ EQ Charities Foundation. In line with its intention to primarily support the Charities chosen by its employees, the IQ EQ Charities Foundation will in turn make donations and cover the costs, other than salaries, when employees make their time and expertise available. Funds raised will be transferred to charities as much as possible year after year, so that as little capital as possible is retained.

The desired ANBI-status:

IQ EQ NL's Charity Foundation has been designated by the Tax Authorities as an ANBI, so that various tax benefits can be used, namely:

- An ANBI does not have to pay inheritance tax or gift tax;
- If an ANBI itself makes donations in the public interest, the receiving charity does not have to pay donation tax on this;
- Volunteers who work for an ANBI make a donation to an ANBI under certain conditions;
- Donors to an ANBI may deduct their donations from income or corporate tax;
- To be eligible for the deduction of periodic donations, the donor and the ANBI must record the periodic donation in an agreement and
- An additional donation deduction applies to donors of cultural ANBIs.

The management and expenditure of assets:

The IQ EQ Charities Foundation will maintain thorough administration. The administration will be outsourced to IQ EQ Financial Services B.V. who will take care of this unpaid. The IQ EQ Charity Foundation will, as much as possible, rely on the employees of IQ-EQ and its affiliated companies to keep management costs as low as possible, so that they will always be in more than a reasonable proportion to expenditure.

The administration will show:

- That the directors will remain unpaid in their role as directors;
- What amounts have been spent on raising donations and managing the IQ EQ Charity Foundation;
- What the size of other costs are and what the size of the income and assets of the IQ EQ Charities Foundation are;
- That the funds received will be used in line with the statutory objective of the IQ EQ Charities Foundation;
- That, at the end of each financial year, which, with the exception of the first broken financial year, runs from January 1 to December 31, the treasurer closes the books and will draw up the annual accounts, which consist of a profit and loss account, loss account and a balance sheet; and
- That the board assesses, checks and approves the annual accounts by means of their signature and thereby discharges the treasurer.

IQ EQ NL's Charity Foundation in detail:

Legal form:	Non-profit foundation
Established on:	May 27, 2020
Chamber of Commerce number:	78138523
Bank number (IBAN):	To save costs, IQ EQ NL's Charity Foundation uses a so-called third party account Attn: Amsteldijk Foundation, NL59ABNA0249303078
Tax number (RSIN):	861276851
Registered office:	Municipality of Amsterdam
Unpaid directors:	Luc Hollman (statutory chairman of the daily management) Priscilla van der Linden (statutory member of the executive board) <ul style="list-style-type: none">• Coordination of initiatives Laurens de Lange (statutory member of the executive board) <ul style="list-style-type: none">• Treasurer and Secretary
With the unpaid assistance of:	Olga Titova <ul style="list-style-type: none">• Public relations and Marketing Avinash Baldew <ul style="list-style-type: none">• Coordination of initiatives
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Administration:	IQ EQ Financial Services B.V.