

**ANNUAL ACCOUNTS AND OTHER DOCUMENTS
TO BE FILED UNDER BELGIAN COMPANIES
AND ASSOCIATIONS CODE**

IDENTIFICATION DETAILS (on date of deposit)NAME: *European Association of Research Managers and Administrators (EARMA)*Legal form: *Non-profit organization*Address: *Rue Joseph II* Nr.: *36-38* Box:Postal code: *1000* Municipality: *Brussels*Country: *Belgium*Register of legal persons - Commercial court of: *Brussels, French-speaking*Website address¹:

Company identification number

0831.444.012

DATE *21 / 06 / 2022* of filing the memorandum of association OR of the most recent document mentioning the date of publication of the memorandum of association and of the act amending the articles of association.

ANNUAL ACCOUNTS approved by the general meeting of² *20 / 06 / 2023*Regarding the financial year from *01 / 01 / 2022* to *31 / 12 / 2022*Preceding financial year from *01 / 01 / 2021* tot *31 / 12 / 2021*The amounts for the preceding period ~~are~~ ~~are not~~³ identical to the ones previously published

Total numbers of pages filed: *12* Numbers of sections of the standard form not filed because they serve no useful purpose: *6.2, 6.3, 6.5, 6.6, 6.8, 7, 8*

*Signature
Director*

*Signature
(name and position)*

1 Optional information.

2 By the board of directors in the case of a foundation / by the general management in case of an international non-profit association

3 Strike out what is not applicable.

LIST OF THE DIRECTORS, BUSINESS MANAGERS AND AUDITORS**LIST OF THE DIRECTORS, BUSINESS MANAGERS AND AUDITORS**

COMPLETE LIST with surname, first names, profession, place of residence (address, number, postal code and municipality) and position within the company

Evelina Brännvall
Spränggatan 23 box LGH1105, 97432 Lulea, Sweden *Director*
24/04/2017 - 31/08/2023

Maria Elna Maunula
Rajaojankatu 4, 20540 Turku, Finland *Director*
01/09/2020 - 31/08/2022

Simon Richard Kerridge
Old Dover Road 223, CT13ES Canterbury, Kent, United Kingdom *Director*
01/09/2020 - 31/08/2024

Yoram Lev Yehudi
J. Franko g. 16 box A-16, 08431 Vilnius, Lithuania *Director*
05/06/2020 - 31/08/2024

John Donovan
Sandyford Hall Park 28, 1 Dublin, Ireland *Director*
01/09/2021 - 31/08/2023

Eleanora Zuolo
Rue Adrien Damalix 6, 94410 ST-Maurice, France *Director*
01/09/2021 - 31/08/2023

Dipti Madhvi Pandya
Lana Harristown, Kilcloon box Co.Meath,A85, , Ireland *Director*
01/09/2022 - 31/08/2024

PKF Bofidi Audit BV
Nr.: 0472.945.769 *Auditor*
Half Daghmael 11 box 1, 3020 Herent, Belgium
Membership nr.: B00925
05/06/2020 - 05/06/2023

Represented by:

Jeroen Rans
Half Daghmael 11 box 1, 3020 Herent, Belgium
Membership nr.: A2404

ANNUAL ACCOUNTS

BALANCE SHEET AFTER APPROPRIATION

	Discl.	Codes	Period	Preceding period
ASSETS				
FORMATION EXPENSES		20	.....	.....
FIXED ASSETS		21/28	112.996,71	82.652,70
Intangible fixed assets	6.1.1	21	102.756,18	76.454,57
Tangible fixed assets	6.1.2	22/27	9.000,53	4.958,13
Land and buildings		22	.....	.....
Plant, machinery and equipment		23	9.000,53	4.958,13
Furniture and vehicles		24	.....	.....
Leasing and similar rights		25	.....	.....
Other tangible fixed assets		26	.....	.....
Assets under construction and advance payments		27	.....	.....
Financial fixed assets	6.1.3	28	1.240,00	1.240,00
CURRENT ASSETS		29/58	1.924.051,16	807.872,18
Amounts receivable after more than one year		29	.....	.....
Trade debtors		290	.....	.....
Other amounts receivable		291	.....	.....
Stocks and contracts in progress		3	.....	.....
Stocks		30/36	.....	.....
Contracts in progress		37	.....	.....
Amounts receivable within one year		40/41	774.833,85	142.756,43
Trade debtors		40	219.197,00	47.165,73
Other amounts receivable		41	555.636,85	95.590,70
Current investments		50/53	.....	.....
Cash at bank and in hand		54/58	1.144.459,11	663.179,25
Deferred charges and accrued income		490/1	4.758,20	1.936,50
TOTAL ASSETS		20/58	2.037.047,87	890.524,88

	Discl.	Codes	Period	Preceding period
EQUITY AND LIABILITIES				
EQUITY		10/15	813.549,67	707.812,08
Association or foundation Funds	6.2	10	.....	.....
Revaluation surpluses		12	.....	.....
Allocated funds	6.3	13	.....	.....
Accumulated profits (losses)(+)/(-)		14	813.549,67	707.812,08
Investment grants		15	.....	.....
PROVISIONS AND DEFERRED TAXES				
Provisions for liabilities and charges	6.2	16	.....	.....
Pensions and similar obligations		160/5	.....	.....
Taxation		160	.....	.....
Major repairs and maintenance		161	.....	.....
Environmental obligations		162	.....	.....
Other liabilities and charges		163	.....	.....
Other liabilities and charges		164/5	.....	.....
Provisions for grants and legacies to reimburse and gifts with a recovery right		167	.....	.....
Deferred taxes		168	.....	.....
AMOUNTS PAYABLE		17/49	1.223.498,20	182.712,80
Amounts payable after more than one year	6.3	17	.....	.....
Financial debts		170/4	.....	.....
Credit institutions, leasing and other similar obligations ...		172/3	.....	.....
Other loans		174/0	.....	.....
Trade debts		175	.....	.....
Advances received on contracts in progress		176	.....	.....
Other amounts payable		178/9	.....	.....
Amounts payable within one year	6.3	42/48	201.806,27	102.589,05
Current portion of amounts payable after more than one year falling due within one year		42	.....	.....
Financial debts		43	.....	.....
Credit institutions		430/8	.....	.....
Other loans		439	.....	.....
Trade debts		44	125.695,58	43.868,36
Suppliers		440/4	125.695,58	43.868,36
Bills of exchange payable		441	.....	.....
Advances received on contracts in progress		46	.....	18.757,50
Taxes, remuneration and social security		45	76.110,69	39.963,19
Taxes		450/3	31.785,62	7.067,36
Remuneration and social security		454/9	44.325,07	32.895,83
Miscellaneous amounts payable		48	.....	.....
Accruals and deferred income		492/3	1.021.691,93	80.123,75
TOTAL LIABILITIES		10/49	2.037.047,87	890.524,88

INCOME STATEMENT

	Discl.	Codes	Period	Preceding period
Operating income and charges				
Gross operating margin(+)/(-)		9900	447.627,99	460.723,85
Non-recurring operating income		76A	.....	.....
Turnover*		70	.....	.....
Contributions, gifts, legacies and grants*		73	.....	.....
Raw materials, consumables, services and other goods*		60/61	.....	.....
Remuneration, social security costs and pensions(+)/(-)		62	253.685,08	177.224,67
Depreciation of and other amounts written off formation expenses, intangible and tangible fixed assets		630	36.885,18	21.770,08
Amounts written off stocks, contracts in progress and trade debtors: Appropriations (write-backs)(+)/(-)		631/4	19.732,67	62.183,75
Provisions for liabilities and charges: Appropriations (uses and write-backs)(+)/(-)		635/9	.....	.....
Other operating charges		640/8	30.478,51	1.604,89
Operating charges carried to assets as restructuring costs (-)		649	.....	.....
Non-recurring operating charges		66A	.....	.....
Operating profit (loss)(+)/(-)		9901	106.846,55	197.940,46
Financial income	6.4	75/76B	17.626,95	2.994,10
Recurring financial income		75	17.626,95	2.994,10
Non-recurring financial income		76B	.....	.....
Financial charges	6.4	65/66B	18.693,13	3.511,58
Recurring financial charges		65	18.693,13	3.511,58
Non-recurring financial charges		66B	.....	.....
Gain (loss) for the period before taxes(+)/(-)		9903	105.780,37	197.422,98
Transfer from deferred taxes		780	.....	.....
Transfer to deferred taxes		680	.....	.....
Income taxes(+)/(-)		67/77	42,78	.....
Gain (loss) of the period(+)/(-)		9904	105.737,59	197.422,98
Transfer from untaxed reserves		789	.....	.....
Transfer to untaxed reserves		689	.....	.....
Gain (loss) of the period available for appropriation ..(+)/(-)		9905	105.737,59	197.422,98

* Optional information.

APPROPRIATION ACCOUNT

	Codes	Period	Preceding period
Profit (loss) to be appropriated(+)/(-)	9906	813.549,67	707.812,08
Gain (loss) of the period available for appropriation(+)/(-)	(9905)	105.737,59	197.422,98
Profit (loss) brought forward(+)/(-)	14P	707.812,08	510.389,10
Withdrawals from capital and reserves	791	.....	.....
Appropriations to allocated funds	691	.....	.....
Profit (loss) to be carried forward(+)/(-)	(14)	813.549,67	707.812,08

EXPLANATORY DISCLOSURES

STATEMENT OF FIXED ASSETS

	Codes	Period	Preceding period
INTANGIBLE FIXED ASSETS			
Acquisition value at the end of the period	8059P	xxxxxxxxxxxxxxxx	95.568,30
Movements during the period			
Acquisitions, including produced fixed assets	8029	56.769,01	
Sales and disposals	8039	.....
Transfers from one heading to another(+)/(-)	8049	.....
Acquisition value at the end of the period	8059	152.337,31	
Depreciations and amounts written down at the end of the period			
	8129P	xxxxxxxxxxxxxxxx	19.113,73
Movements during the period			
Recorded	8079	30.467,40	
Written back	8089	.....
Acquisitions from third parties	8099	.....
Cancelled owing to sales and disposals	8109	.....
Transferred from one heading to another(+)/(-)	8119	.....
Depreciations and amounts written down at the end of the period	8129	49.581,13	
NET BOOK VALUE AT THE END OF THE PERIOD	(21)	102.756,18	

	Codes	Period	Preceding period
TANGIBLE FIXED ASSETS			
Acquisition value at the end of the period	8199P	xxxxxxxxxxxxxxxx	12.455,67
Movements during the period			
Acquisitions, including produced fixed assets	8169	10.460,18	
Sales and disposals	8179	.....
Transfers from one heading to another(+)/(-)	8189	.....
Acquisition value at the end of the period	8199	22.915,85	
Revaluation surpluses at the end of the period	8259P	xxxxxxxxxxxxxxxx	.....
Movements during the period			
Recorded	8219	.....
Acquisitions from third parties	8229	.....
Cancelled	8239	.....
Transferred from one heading to another(+)/(-)	8249	.....
Revaluation surpluses at the end of the period	8259	.....
Depreciations and amounts written down at the end of the period	8329P	xxxxxxxxxxxxxxxx	7.497,54
Movements during the period			
Recorded	8279	6.417,78	
Written back	8289	.....
Acquisitions from third parties	8299	.....
Cancelled owing to sales and disposals	8309	.....
Transferred from one heading to another(+)/(-)	8319	.....
Depreciations and amounts written down at the end of the period	8329	13.915,32	
NET BOOK VALUE AT THE END OF THE PERIOD	(22/27)	9.000,53	
OF WHICH			
Owned by the association or the foundation in full property	8349	9.000,53	

	Codes	Period	Preceding period
FINANCIAL FIXED ASSETS			
Acquisition value at the end of the period	8395P	xxxxxxxxxxxxxxxx	1.240,00
Movements during the period			
Acquisitions	8365	.....
Sales and disposals	8375	.....
Transfers from one heading to another(+)/(-)	8385	.....
Other movements(+)/(-)	8386	.....
Acquisition value at the end of the period	8395	1.240,00	
Revaluation surpluses at the end of the period	8455P	xxxxxxxxxxxxxxxx	.....
Movements during the period			
Recorded	8415	.....
Acquisitions from third parties	8425	.....
Cancelled	8435	.....
Transferred from one heading to another(+)/(-)	8445	.....
Revaluation surpluses at the end of the period	8455	.....
Amounts written down at the end of the period	8525P	xxxxxxxxxxxxxxxx	.....
Movements during the period			
Recorded	8475	.....
Written back	8485	.....
Acquisitions from third parties	8495	.....
Cancelled owing to sales and disposals	8505	.....
Transferred from one heading to another(+)/(-)	8515	.....
Amounts written down at the end of the period	8525	.....
Uncalled amounts at the end of the period	8555P	xxxxxxxxxxxxxxxx	.....
Movements during the period(+)/(-)			
Uncalled amounts at the end of the period	8555	.....
NET BOOK VALUE AT THE END OF THE PERIOD	(28)	1.240,00	

RESULTS

	Codes	Period	Preceding period
PERSONNEL			
Employees for whom the enterprise submitted a DIMONA declaration or who are recorded in the general personnel register			
Average number of employees calculated in full-time equivalents	9087	5,3	3,5
INCOME AND CHARGE OF EXCEPTIONAL SIZE OR INCIDENCE			
Non recurring income	76	.....	.....
Non-recurring operating income	(76A)	.....	.....
Non-recurring financial income	(76B)	.....	.....
Non-recurring expenses	66	.....	.....
Non-recurring operating charges	(66A)	.....	.....
Non-recurring financial charges	(66B)	.....	.....
FINANCIAL RESULTS			
Capitalized Interests	6502	9.536,34	2.367,87

SOCIAL BALANCE SHEET

Number of joint industrial committee: 335

EMPLOYEES FOR WHOM THE ENTERPRISE SUBMITTED A DIMONA DECLARATION OR WHO ARE RECORDED IN THE GENERAL PERSONNEL REGISTER

	Codes	1. Full-time (period)	2. Part-time (period)	3. Total (T) or Total full-time equivalents (FTE) (period)	3P. Total (T) or Total full-time equivalents (FTE) (preceding period)
During the current and preceding period					
Average number of employees	100	4,6	1,1	5,3 (FTE)	3,5 (FTE)
Number of hours actually worked	101	7.370	1.205	8.575 (T)	5.833 (T)
Personnel costs	102	218.036,00	35.649,00	253.685,00 (T)	177.224,67 (T)

	Codes	1. Full-time	2. Part-time	3. Total full-time equivalents
At the closing date of the period				
Number of employees	105	8	1	8,5
By nature of the employment contract				
Contract for an indefinite period	110	7	.....	7,0
Contract for a definite period	111	1	1	1,5
Contract for the execution of a specifically assigned work	112	.....	.....	.....
Replacement contract	113	.....	.....	.....
According to gender and study level				
Men	120	1	.....	1,0
primary education	1200	.....	.....	.....
secondary education	1201	.....	.....	.....
higher non-university education	1202	1	.....	1,0
university education	1203	.....	.....	.....
Women	121	7	1	7,5
primary education	1210	.....	.....	.....
secondary education	1211	7	1	7,5
higher non-university education	1212	.....	.....	.....
university education	1213	.....	.....	.....
By professional category				
Management staff	130	.....	.....	.....
Employees	134	8	1	8,5
Workers	132	.....	.....	.....
Others	133	.....	.....	.....

LIST OF PERSONNEL MOVEMENTS DURING THE PERIOD

ENTRIES

Number of employees for whom the enterprise submitted a DIMONA declaration or who have been recorded in the general personnel register during the financial year

Codes	1. Full-time	2. Part-time	3. Total full-time equivalents
205	5	1	5,5
305	.....	1	0,8

DEPARTURES

Number of employees whose contract-termination date has been entered in DIMONA declaration or in the general personnel register during the financial year

INFORMATION ON TRAINING PROVIDED TO EMPLOYEES DURING THE PERIOD

Total of initiatives of formal professional training at the expense of the employer

Number of employees involved
 Number of actual training hours
 Net costs for the enterprise
 of which gross costs directly linked to training
 of which fees paid and payments to collective funds
 of which grants and other financial advantages received (to deduct)

Codes	Men	Codes	Women
5801	5811	.....
5802	5812	.....
5803	5813	.....
58031	58131	.....
58032	58132	.....
58033	58133	.....
5821	5831	.....
5822	5832	.....
5823	5833	.....
5841	5851	.....
5842	5852	.....
5843	5853	.....

Total of initiatives of less formal or informal professional training at the expense of the employer

Number of employees involved
 Number of actual training hours
 Net costs for the enterprise

Total of initiatives of initial professional training at the expense of the employer

Number of employees involved
 Number of actual training hours
 Net costs for the enterprise