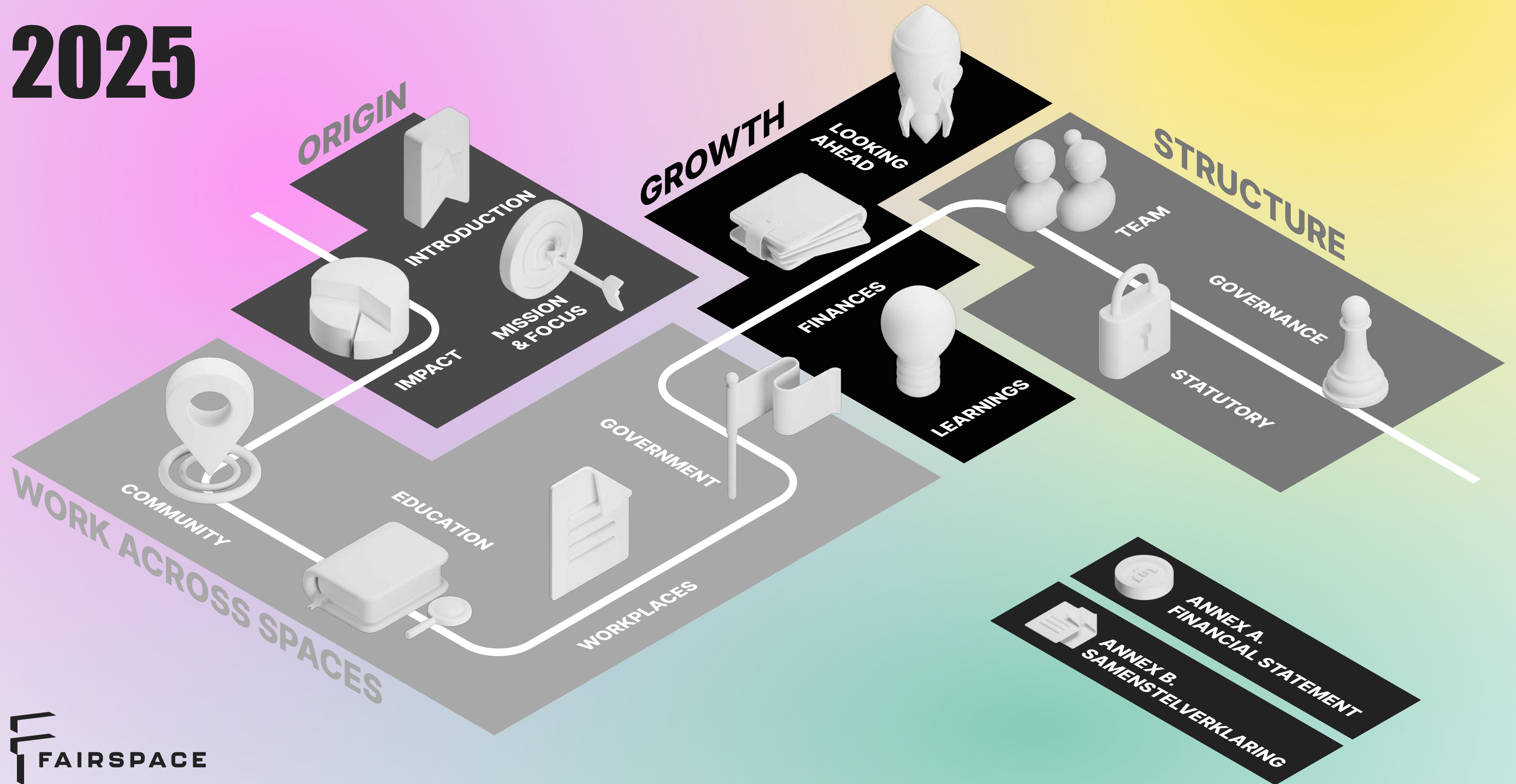


ANNUAL REPORT 2025

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Click the X to return to the home page.



HOW-TO

Follow the steps below to go through our process, or skip ahead to the section that is relevant for you.

Click on one of the icons to go to the corresponding chapter / information page.

The coloured sections with titles indicate which section of the report these chapters belong to.



Use the arrows at the bottom of the page to navigate the report in the intended order.



INTRODUCTION

2025

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Safety does not happen by chance. It is built when people choose to look out for one another and take action when something is not right.

In 2025, conversations about safety, respect, and accountability gained renewed urgency across the Netherlands. Alongside them came growing recognition that preventing harassment is a shared responsibility, and that safer, more inclusive spaces become possible when people feel empowered to act.

The need for action remains clear. In the Netherlands, **12% of people aged 16 and older experienced unwanted sexual behaviour in the past year. 45% of women have experienced physical or sexual violence at some point in their lives.** These are not abstract statistics; they reflect the everyday realities of the people and communities we serve.

Together with our partners, clients, and participants, we are helping build a society where harassment is not only recognised and addressed, but actively prevented.

Against this backdrop, Fairspace continued strengthening its work across communities, workplaces, educational institutions, and government. We equipped people with the practical skills, confidence, and tools to intervene, support others, and drive lasting change.

In 2025, we trained **10,457 people**, developed new digital tools, expanded our international collaborations, and helped organisations and policymakers build safer, more inclusive environments.

From community activations and workplace culture change to national advocacy and digital innovation, we continued building the skills, systems, and confidence needed to prevent harassment before it happens.

MISSION & FOCUS

ANNUAL REPORT

2025



We want to live in a world where everyone feels safe, included and respected. Period.

We get there by inspiring social change at every level: through lobbying, awareness-raising and activation. Our approach is creative, inclusive and immersive so that everyone is equipped & empowered to create meaningful impact.

One person, one action, one transformation at a time.

Most of us carry out our daily lives in one or more of these spaces: the community (think streets, public transport, cafes, bars/nightclubs), the workplace (think the office, whether it's onsite or remote) and education (think schools, universities, student associations). Our governments (think local municipalities, national government bodies) often set and enforce the laws and policies that govern these spaces.

Each space offers a different experience for everyone. Yet, harassment persists for very similar reasons, regardless of which space you're in. We tailor our work for each space, so that our partners and audiences feel connected, empowered and ready to end harassment when they witness it.

We are driven by our core values;



inclusive

The way we work is accessible, contextualised and conscious of the diverse experiences of the people we work with.



innovative

We break from typical approaches to ending harassment in the ways we design, adapt and carry out our work.



authentic

We keep ourselves and our work honest, and we hold each other accountable to that.



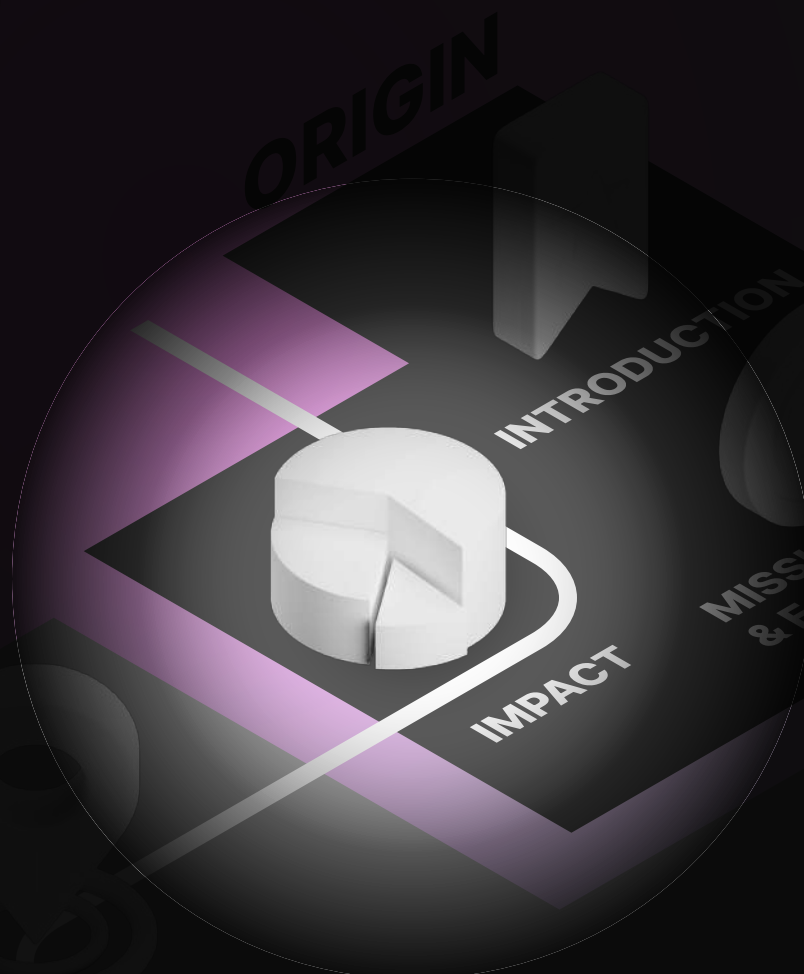
people-centered

We believe that the best solutions are made together with the people that they impact.

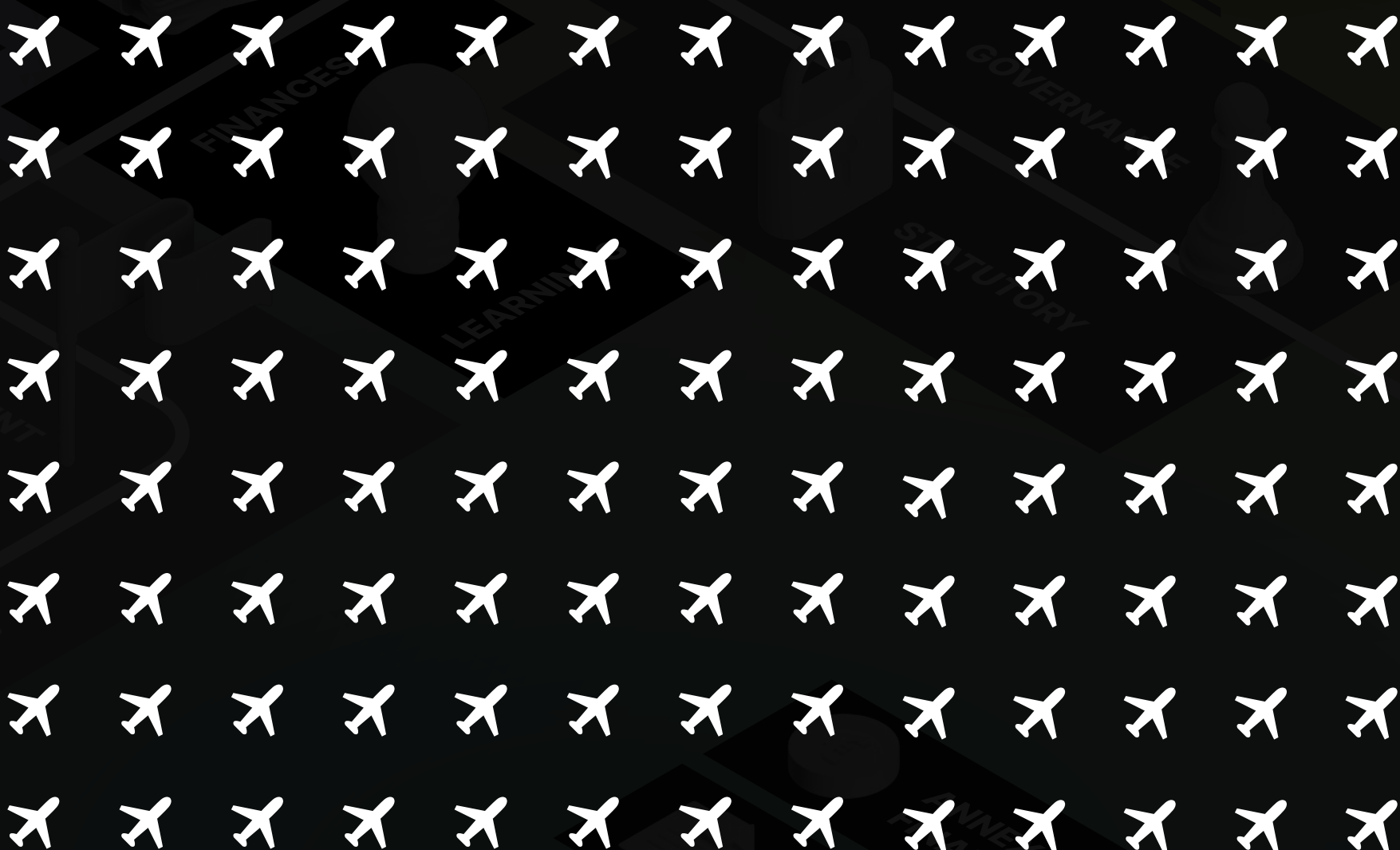


IMPACT ANNUAL REPORT 2025

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10,457 people trained across communities, education, and workplaces in 2025.



“ Thank you to Fairspace for designing and facilitating such an important workshop! Through the interactive design, our participants could really see what it means to transform from bystanders into upstanders! Organization and communication with the team was straightforward and made this a success!

Partner, Amnesty International

“ The sessions provided a welcoming space to share insights on social safety in a respectful manner, with room for different perspectives. It was great that there was no 'right' or 'wrong;' instead, you learnt how your background can influence the way you view a situation.

Participant, Liliane Fonds

“ Thanks to the close collaboration between Fairspace and TaskforceGO!, we have reached a significant milestone: the development of the interactive training programme 'Social Safety'. The unique combination of Fairspace's expertise in training and cultural change, together with TaskforceGO!'s passionate commitment to making the music sector safer, has resulted in an accessible and tailor-made training programme.

Taskforce GO!

THAT IS 104 PLANES FULL OF PEOPLE



COMMUNITY ANNUAL REPORT 2025



5598 People
trained in bystander
intervention

468 People
trained in anti-racism
and discrimination

13,000 People
visited our online
training platform

75% Completion
rate among those who
started the training



50 nightlife workers
trained to recognise, prevent, and respond to
harassment in nightlife settings

29 sports clubs & community centres
strengthened their capacity to recognise and
challenge racism and exclusion

82 young people
equipped with practical skills to safely intervene
when witnessing harmful behaviour online

Our Goal

No one feels unsafe or excluded
in public space because of their
gender, sexuality, or identity.

Value

Harassment often happens in plain sight. The difference between a harmful situation continuing and being interrupted can be a single person choosing to act. By equipping people with practical intervention skills, Fairspace helps transform passive bystanders into active contributors to safer, more inclusive communities. Every person trained has the potential to influence countless future situations, creating impact that extends far beyond the training itself.

77% of participants
reported higher confidence to intervene or
challenge harmful behaviour

91% of participants
trained in victim-centred approaches, including
many working in educational settings.

5 new partnerships established
with municipalities of Alkmaar, Leeuwarden,
Amersfoort, Apeldoorn and Nijmegen

What People Say

“ Juist die hint van beoordeel mensen niet als racist, maar heb het over gedrag, dat is echt wel een hele goede. Je kan hard zijn op de inhoud, maar wees zacht op de relatie. Dat maakt ruimte voor het gesprek over racisme en uitsluiting op een goede manier.

“ Working with Fairspace was an insightful and valuable experience. I learned more about the steps that are needed to develop a well considered module or intervention. I also gained insight into different (interactive) work forms that can be used throughout the process. This was a lot of fun!”

“ We valued Fairspace's ability to apply their proven approach to the specific realities of running, from solo runs in public space to run clubs and race events. The feedback was very positive, and participants said they felt better equipped to recognise situations, respond appropriately, and be active contributors to a more supportive running culture."

Client, Run Her Way

“ We are extremely grateful for the workshop delivery. [Trainer] did an amazing job, he was describing content very clearly and asking questions to the audience. As a result, the group was really engaged and a valuable discussion formed. Participants felt safe to share their experiences. We also enjoyed the illustrative short videos involved in the presentation.'

Partner, Amnesty

Achievements & Innovations

From the streets of Rotterdam to the school halls of Leeuwarden

In 2025, Fairspace's pop-up activations reached over 1,700 people across the Netherlands. From the Rotterdam Week Against Street Harassment, where we collaborated with the art installation Psst, hé schatje, to student introduction weeks in Rotterdam, Nijmegen, and Leeuwarden, we brought practical bystander intervention skills directly to young people where they gathered.



Bystander intervention goes global: GIZ Lebanon

In spring 2025, Fairspace launched an international collaboration with GIZ Lebanon as part of a national violence prevention and mental health initiative. We developed culturally tailored bystander intervention trainings, equipping 219 teachers, school leaders, journalists, and community members with practical tools to address harassment and violence. The project was commissioned by the German Federal Ministry for Economic Cooperation and Development.



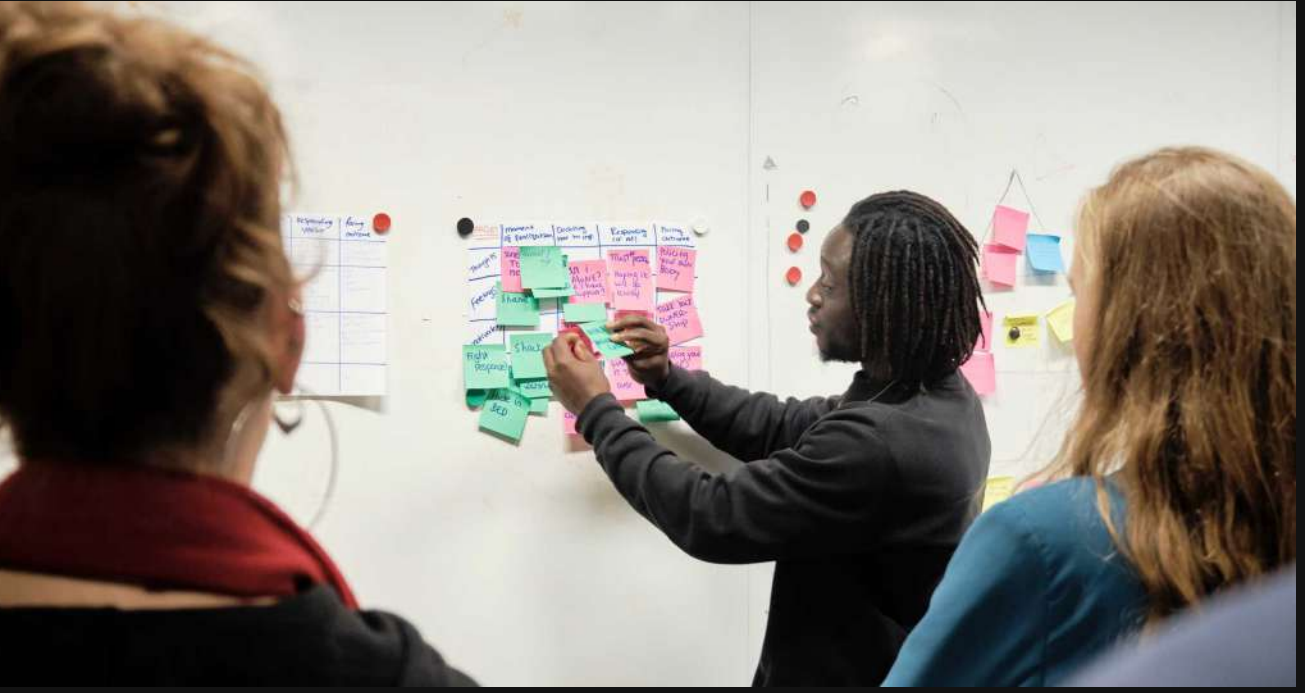
The Erasmus+ toolkit: From Bystander to Upstander

Together with Croatian partner Status M, Fairspace developed a free online toolkit for youth workers and educators, combining bystander intervention and gender-transformative approaches. The toolkit includes interactive activities based on the 5D method and AIETA behaviour change model. Training-of-Trainers sessions in the Netherlands and Croatia equipped 31 youth workers to use the toolkit, while workshops reached 94 young people directly. An accompanying awareness campaign reached more than 1.3 million people on social media.



Ministry of Justice: Preventing the forwarding of harmful content

In partnership with SexMatters and commissioned by the Ministry of Justice and Security, Fairspace developed an online bystander intervention module addressing the sharing of harmful sexual content in private group chats. Through an interactive exercise, participants explore how quickly private content spreads online and the role bystanders play in that process. The 45-minute module was presented to a consortium including ministries, police representatives, and Het CCV.



The harassment awareness swipe game

Commissioned by the Ministry of Education, Culture and Science (OCW), Fairspace co-created the Harassment Awareness Swipe Game with MBO students. The mobile-first learning tool helps users recognise different forms of harassment through real-life scenarios and explore safe intervention options using the 5Ds. Designed as a scalable resource, the game can be adapted for different settings and generates anonymous insights to help strengthen future prevention efforts.

Samen Tegen Racisme: A training reborn

With support from the Ministry of Social Affairs and Employment, Fairspace redesigned its Together Against Racism programme in 2025. The new training features a more interactive approach, a webinar version to increase accessibility, and innovative learning formats. The programme expanded to Nijmegen and Arnhem, alongside existing work in Rotterdam and Tilburg, supported by four new trainers.



EDUCATION

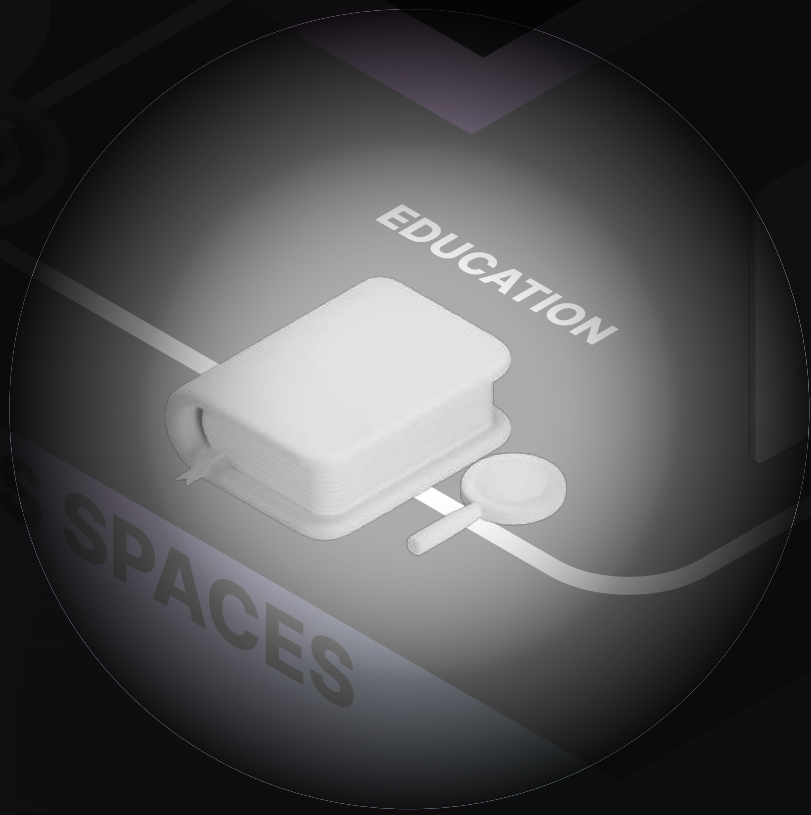
ANNUAL REPORT

2025



Our Goal

Every student and educator learns and teaches in a socially safe, respectful, and inclusive environment.



Value

Education shapes not only what people know, but how they treat one another. When students and educators feel safe, respected, and able to be themselves, they are more likely to participate, learn, and thrive. The skills developed in socially safe learning environments, empathy, confidence, accountability, and the ability to speak up when something is wrong, extend far beyond the classroom. They become the foundation for safer workplaces, stronger communities, and a more inclusive society.

25 educational institutions supported through training delivery and social safety policy development.

30+ student associations supported through training delivery and social safety policy development.

2 new training resources developed in partnership with Ruhr University Bochum and TU Eindhoven

2,725 students and educators trained in bystander intervention through workshops and pop-up activations.

99 professionals trained in victim-centred approaches, including many working in educational settings.

What People Say

“ We collaborated with Fairspace on the development of our active bystander training program for students, as well as a training-of-trainers program to enable students to become facilitators themselves. We have been very satisfied with Fairspace's responsiveness to our feedback throughout the development process. The iterative approach, combining our input with their expertise, resulted in a program that fits the needs of our students.

Client, TU Eindhoven

Achievements & Innovations

Intercultural sensitivity at Ruhr-University Bochum

In October 2025, Fairspace delivered intercultural sensitivity trainings at Ruhr-University Bochum, Germany, during Welcome Week. 50 incoming students from diverse cultural, disciplinary, and geographic backgrounds took part in three-hour sessions built around Kolb's Experiential Learning Cycle. Students explored Culture & Values, Intercultural Resilience, and Bystander Intervention; leaving with a personal commitment to self-care, openness, and peer support. This collaboration marks an expansion of Fairspace's international reach and a new training format now available for a broader range of settings.

Building for sustainability: TU/e

In 2025, Fairspace partnered with Technische Universiteit Eindhoven (TU/e) to create a lasting foundation for social safety on campus. Through the co-development of tailored bystander intervention and Train-the-Trainer programmes, students and staff were equipped not only to participate in training, but to lead it themselves. This approach ensures that expertise remains within the institution, enabling TU/e to sustain and scale the programme long after Fairspace's direct involvement has ended.



WORKPLACES

ANNUAL REPORT

2025

X



Our Goal

All workplaces are free from harassment, exclusion, and social harm, where safety and dignity are non-negotiable.



Value

Creating socially safe workplaces is about more than preventing harm. It is about **building cultures where people feel empowered to speak up, support one another, and contribute fully.**

These environments foster stronger teams, higher engagement, and more sustainable organisational success, while ensuring that dignity, respect, and inclusion are part of everyday working life.



Impact

The impact of our workplace programmes extends beyond awareness. Across all measured indicators, participants reported meaningful improvements in their confidence and readiness to contribute to a socially safe workplace.

Following our workplace trainings, participants reported measurable improvements across all five impact indicators, including awareness of unwanted behaviour, confidence in setting boundaries, confidence to speak up for themselves and others, and preparedness to intervene when harmful behaviour occurs.

These findings demonstrate that the training creates meaningful shifts not only in knowledge, but also in participants' readiness to act. With more than half of all workplace projects in 2025 delivered for returning clients, organisations continue to demonstrate trust in the effectiveness and long-term value of Fairspace's approach.

19 workplace projects

delivered to help organisations strengthen social safety, inclusion, and respectful workplace cultures.

53% of workplace projects

were delivered for returning clients, reflecting continued trust in Fairspace's approach.

825 employees and leaders

trained on workplace social safety, bystander intervention, leadership, and DEI.

7.6/10 average trainer rating

from workplace training participants.

2 trainer upskilling sessions

hosted to support ongoing learning, intervention, and quality improvement.

7 fully customised projects

co-designed with clients, including the development of new training content, exercises, and learning materials tailored to their context.

1 sector-wide partnership

launched with Taskforce GO! to advance social safety across the Dutch music industry.

What People Say

“ Thanks to the close collaboration between Fairspace and TaskforceGO!, we have reached a significant milestone: the development of the interactive training programme 'Social Safety'. The unique combination of Fairspace's expertise in training and cultural change, together with TaskforceGO!'s passionate commitment to making the music sector safer, has resulted in an accessible and tailor-made training programme.

Partner, Taskforce GO!

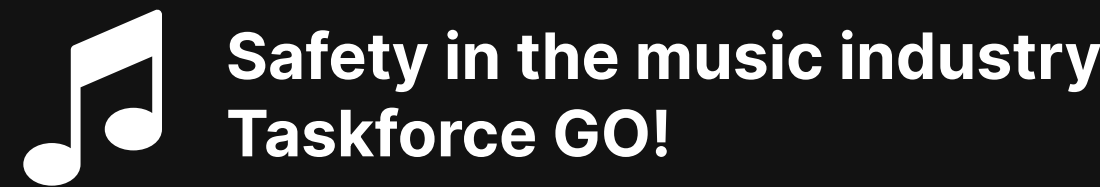
“ I felt it was a significant time commitment, given other priorities within the organisation and the fact that it was a compulsory training course. However, the effective and practical way the training was facilitated meant it still turned out to be a valuable opportunity to interact with colleagues. So, well done to Fairspace.

Participant, Liliane Fonds

“ The sessions provided a welcoming space to share insights on social safety in a respectful manner, with room for different perspectives. It was great that there was no 'right' or 'wrong;' instead, you learnt how your background can influence the way you view a situation.

Participant, Liliane Fonds

Achievements & Innovations



Safety in the music industry Taskforce GO!

In 2025, Fairspace partnered with Taskforce GO!, a sector-wide coalition advancing safety and inclusion in the Dutch music industry, to develop a tailor-made training programme for professionals and leaders. Co-created with the sector, the four-hour interactive training supports participants to recognise transgressive behaviour, respond with empathy and trauma sensitivity, and take practical steps toward cultural change.

The programme addresses microaggressions, bystander intervention, inclusive leadership, and organisational culture, offering the sector a concrete tool to strengthen social safety from within. It is now available through both Fairspace and Taskforce GO!.



Lasting culture change at LUMC

Through an ongoing partnership with Leiden University Medical Center (LUMC), Fairspace delivered training across a wide range of roles and departments, including nursing, laboratory services, HR, and medical staff. By combining department-specific sessions with open-registration trainings, the programme reinforced the idea that social safety is a shared responsibility throughout the organisation.

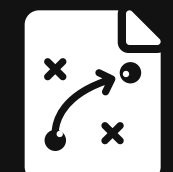
The impact extended beyond the training room. Participants reported increased confidence to respond to challenging situations, while many described continued conversations with colleagues long after the sessions concluded. These ongoing discussions are a powerful indicator of the cultural change Fairspace seeks to support.



Intercultural collaboration at Liliane Fonds

As Liliane Fonds and MIVA progressed towards greater internationalisation, Fairspace partnered with both organisations to strengthen social safety, inclusion, and intercultural collaboration across teams. Together, we co-designed a training programme covering DEI, harassment prevention, inclusive communication, team dynamics, and practical intervention skills.

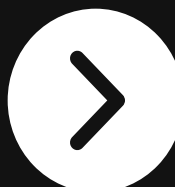
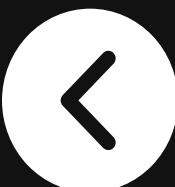
Participants explored how cultural differences, communication styles, and unconscious assumptions shape workplace interactions. Through reflection, dialogue, and practical tools such as the 4D method, many reported greater confidence to navigate differences constructively and contribute to a more inclusive organisational culture.



Strengthening the workplace programme

In 2025, Fairspace undertook a comprehensive review of its Workplace Programme to strengthen quality, consistency, and long-term impact. Working alongside field experts, the team identified 33 opportunities for improvement and implemented 15 key changes.

This process resulted in a redesigned Workplace Safety Programme built around a clear three-package model, alongside new tools, stronger trainer support, enhanced client communications, and improved operational frameworks. Together, these investments have created a stronger foundation for delivering workplace programmes that are scalable, measurable, and responsive to client needs.



GOVERNMENT ANNUAL REPORT 2025



Our Goal

Laws and policies actively protect and promote social safety and inclusion for all communities.

Value

Policy has the power to shape the environments in which millions of people live, learn, work, and socialise. By contributing to legislation, municipal strategies, and sector-wide initiatives, Fairspace helps embed prevention, accountability, and social safety into the systems that influence everyday life. This creates impact that extends far beyond any single programme or intervention.

40+ consultations and advisory meetings attended.

Formal consultation submitted to the Ministry of Social Affairs.

Intensive political lobby efforts in preparation of the March 2026 municipal elections.

What People Say

“Beyond the perpetrator and the victim, there are the bystanders, and they hold the key to change. All of us find ourselves in that role at different moments in our lives. When we choose to speak up in those moments, we take an important step toward real change.

Mariëtte Hamer

Achievements & Innovations

40+ Consultations, from municipalities to ministries

In 2025, Fairspace participated in more than 40 consultations and advisory meetings with municipalities, national ministries, and public institutions. These engagements focused on strengthening approaches to social safety in public spaces, including safer streets, awareness campaigns, enforcement strategies, and bystander intervention. A notable new collaboration was established with the Ministry of Justice and Security, exploring ways to prevent the sharing of harmful sexual content in private group chats.

#DoeMeeMet5D

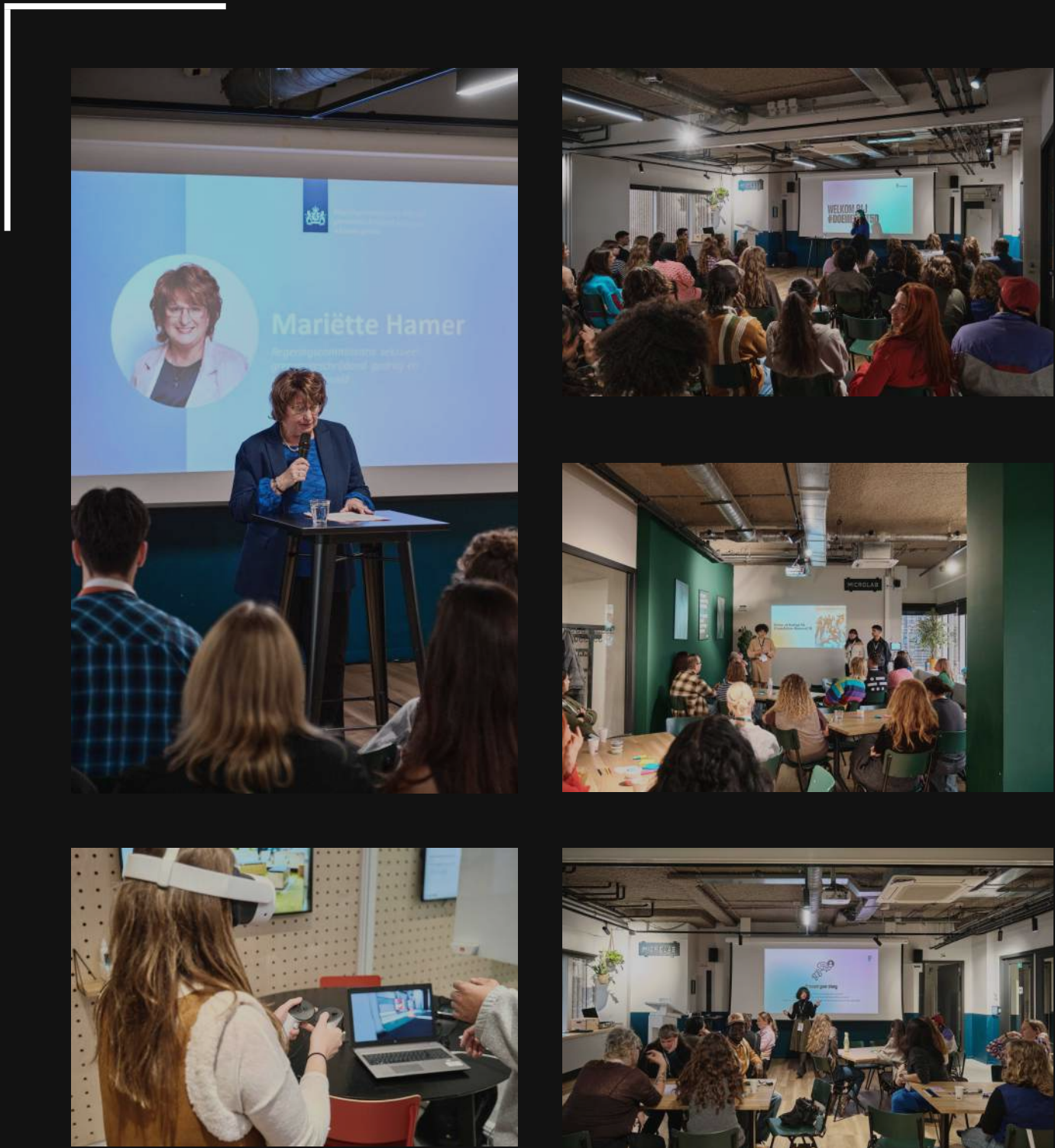
On 11 November 2025, Fairspace brought together policymakers, professionals, and activists for a special edition of #DoeMeeMet5D. The event marked the conclusion of three years of collaboration with the Ministry of Education, Culture and Science and celebrated nearly a decade of empowering people to intervene and take action against harmful behaviour. The programme featured contributions from leading voices in the field, including Mariëtte Hamer, Mariëtte Hamer, Government Commissioner for Sexual Misconduct and Sexual Violence (Regeringscommissaris Seksueel Grensoverschrijdend gedrag en seksueel geweld) and highlighted the growing recognition of bystander intervention as a key driver of social change.

Making a mandatory code of conduct meaningful

In 2025, Fairspace contributed to the public consultation on the proposed legislation introducing a mandatory code of conduct for unwanted workplace behaviour. Our recommendations focused on ensuring the measure becomes more than a compliance requirement by providing clear guidance for employers, meaningful safeguards for those who report harm, and practical pathways for implementation. We emphasised that policies are most effective when accompanied by leadership commitment and a culture that supports respectful behaviour.

Putting prevention on the political agenda

As preparations began for the 2026 municipal elections, Fairspace engaged policymakers and political parties across the Netherlands to advocate for a stronger focus on prevention in public safety strategies. Through policy input, consultation, and advocacy, we highlighted the importance of investing in bystander intervention, education, and local prevention measures. Our message was clear: creating safer and more inclusive communities requires proactive action, not only responses after harm has occurred.



LEARNINGS

ANNUAL REPORT



Fairspace is a learning organisation. We evaluate our programmes externally, gather participant feedback after every training, and hold monthly strategy meetings dedicated to refining our approach.



Engaging with technology on our own terms

Technology is reshaping the landscape in which Fairspace operates; from how young people experience harassment online, to how organisations communicate, to how impact is measured. In 2025, Fairspace took deliberate steps to engage with these developments intentionally. The Harassment Swipe Game marks a first step toward a data-informed approach: by collecting anonymous data on how different people perceive harassment, Fairspace begins to build the evidence base needed to personalise interventions and deepen its understanding of where awareness gaps lie.

Fairspace also developed an internal Ethical AI Policy in 2025, not to embrace AI uncritically, but to navigate it responsibly. The policy recognises that AI systems risk reproducing the very biases Fairspace works to dismantle, and equips the team to use these tools intentionally: with human oversight, clear boundaries around sensitive content, and full transparency. In publishing this policy, Fairspace positions itself as a thought leader at the intersection of social safety and responsible technology.



Learning through doing

In 2025, Fairspace developed a range of new interactive and gamified tools, and a clear learning crystallised through this work: when people learn through doing rather than passive instruction, they engage more deeply and retain more. This is especially true for sensitive topics like harassment, where giving people something concrete to interact with lowers the threshold for genuine reflection. The Harassment Swipe Game, the 5Ds Action Dice, the Intercultural Sensitivity Training activities, and the Online Bystander Intervention tools all apply this principle across different audiences and contexts. We extend this thinking to trainer development too: the newly introduced Facilitation Bingo turns observation of good facilitation into an active, playful exercise rather than a theoretical one.



Enhancing training quality

A key element of our learning strategy in 2025 was improving training delivery through facilitator development, updated materials, and stronger quality assurance in recruitment, onboarding, and evaluation. All trainers are offered mandatory intervision sessions and upskilling workshops to support their ongoing professional growth. In 2025, this included two dedicated sessions for our trainers covering trauma-sensitive facilitation and how to handle resistance in training groups.



The power of contextualisation

Client feedback is at the heart of how Fairspace grows. Through the evaluations and conversations we have with clients after every engagement, a clear pattern emerges: the closer our examples and language are to participants' own context, the deeper the impact. Sector-specific framing, language accessibility in multilingual teams, and leadership buy-in all proved essential for training to land, and to last, beyond the session itself. These insights directly shape how we continue to develop and deliver our work.



Measuring what matters

A key element of our learning strategy in 2025 was strengthening quality assurance across recruitment, onboarding, and evaluation. We also hosted a qualitative session with partners, trainers, and participants to research the ripple effect of our work: finding that the impact of bystander intervention extends far beyond the training room, shaping behaviour and conversations across participants' own spheres of influence.



FINANCES

ANNUAL REPORT

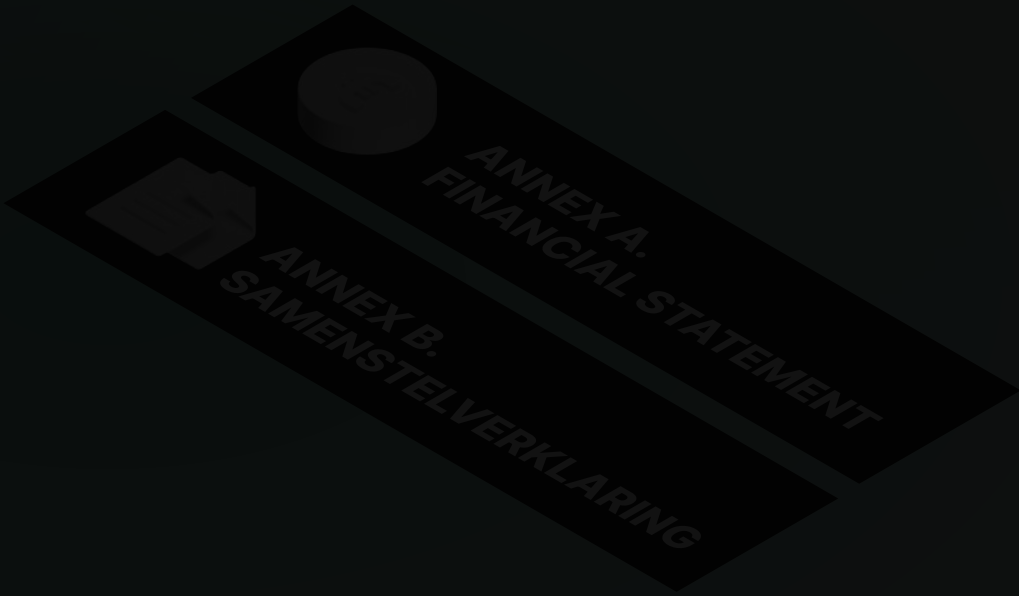
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Fairspace remains constantly vigilant to identify risks and respond effectively. Additionally, risk analyses are conducted for all subsidy and income generating partnerships. Below are several risks and mitigation considerations that applied to our 2024 finances and financial, operational and strategic planning.

These risks highlight the importance of careful planning, ongoing monitoring, and flexibility in execution to ensure sustainable growth. In terms of Board considerations, Fairspace's executive Directors will turn to the Supervisory Board to hold us accountable to the plan above.

Risks & Mitigation

Risk	Level	Impact	Mitigation	Category
Market fluctuations	!!!	High	Maintain adaptable strategy that can pivot based on shifts in trending client interests	Strategic
Political developments affecting subsidies	!!!	High	Mobilise private and European funding sources; reduce dependency on government	Strategic
Inflation pressure & inflexible client budgets	!!!	High	Prioritise un earmarked funding opportunities; apply inflation correction to core salaries	Financial
Financial constraints (cash flow, unexpected costs)	!!!	High	No permanent contracts until funding secured; use freelancers; interim payments; project management system for invoice tracking; diversify funding streams	Financial
Reliance on government subsidies	!!!	High	Diversify funding streams - reduce reliance on government subsidies in favor of multiple funding streams	Financial
Operational capacity strain	!!	High	Limit team growth for 2 years; engage external experts as needed for support in finance, legal, HR	Operational
Talent acquisition and retention challenges	!!	High	Strengthen and retain current team through new HR Talent Management framework	Operational
Regulatory and compliance risks when expanding abroad	!!	High	Limit international growth; monitor risk; consider virtual payroll and HR services for international operations	Operational



LOOKING AHEAD

X

As we look ahead to 2026, Fairspace remains guided by the values that shape our work: inclusion, innovation, authenticity, and people-centred change.

With funding secured from the Ministry of Education, Culture and Science through Q2 2026 and a growing network of partners, we enter the year with a strong foundation. At the same time, shifting social and political dynamics remind us that the work of creating safer, more inclusive environments remains urgent.

Building on the momentum of recent programmes and partnerships, we will continue expanding our impact while remaining grounded in the communities we serve.



Scaling impact while centring communities

Building on initiatives such as #DoeMeeMet5D and Together Against Racism, Fairspace will continue expanding its community reach in 2026. We aim to increase activations in schools, sports clubs, and other community settings, while further scaling our online bystander intervention platform and VR-based immersive learning experience. These efforts build on key lessons from recent years, particularly the importance of co-creation, cultural relevance, and peer-to-peer engagement.



Reinforcing safer workplaces

Fairspace will continue strengthening partnerships with companies and institutions to support safer and more inclusive workplace cultures. Through expanded Train-the-Trainer programmes, trauma-informed approaches, and long-term collaborations, we aim to help organisations move beyond policy towards meaningful cultural change. At a time when human rights frameworks face increasing scrutiny, workplaces remain a critical space for protecting dignity, equity, and respect.



Advancing digital innovation

Digital accessibility and innovation remain key priorities. In 2026, we will continue developing our digital learning ecosystem, including interactive training tools, our online learning platform, and our VR-based immersive learning experience. We will also continue supporting community-led initiatives, including the co-created resource platform for the Dutch Ballroom Community, reflecting our belief that the most effective solutions are designed with communities, not simply for them.



Partnerships for structural change

Creating lasting impact requires strong partnerships. Fairspace will continue working with municipalities, national ministries, educational institutions, and mission-aligned private sector organisations to scale our work, contribute to policy development, and ensure lived experiences remain central to decision-making.



Growing sustainably

As Fairspace evolves, we remain committed to sustainable growth. While no immediate team expansion is planned, we will continue exploring opportunities through EU funding programmes and strategic partnerships, while investing in trainer development, organisational learning, and internal capacity-building. Fairspace enters 2026 with tested programmes, sustained funding, and a growing community of allies. Yet progress cannot be taken for granted. Safety is not an individual responsibility, it is collective. Together with our partners and communities, we will continue building the tools, relationships, and systems that make intervention, inclusion, and care for one another the norm.



As our work continues to evolve, so does our team, ensuring we have the right people and structures in place to support our programmes, partnerships, and organisational development.

 Staff

In 2025, our team structure remained largely stable while continuing to support the expansion of our programmes and partnerships. Our core team worked across programme development, workplace safety initiatives, training coordination, communications, and organisational management, ensuring that Fairspace's work could continue to grow while maintaining a strong focus on quality and impact.

In addition to strengthening programme coordination across our projects, we continued investing in our communications and co-creation capacity, supporting the development of community-driven resources and digital tools. We also welcomed an intern who contributed to programme activities and organisational support.

In 2025, Fairspace had an average of 8 employees. When converted to full-time equivalents (FTEs), this equated to approximately 5.6 FTE across the year.

Additionally, Fairspace collaborates with various independent professionals who carry out essential tasks requiring specific expertise to support Fairspace's projects and management. The majority of these external experts focus on training as many people as possible in the Netherlands on harassment prevention and bystander intervention. We could not achieve our impact without them. All independent professionals are compensated based on market- and industry-standard rates, with payments made by Fairspace on an invoice basis.

Fairspace is thrilled to have volunteers who invest their time in our cause. Around 10 volunteers contributed their time and energy to Fairspace in 2025. We maintain a volunteer policy where the rights and duties of volunteers are clearly described. Any expenses incurred are reimbursed, and in certain cases volunteer compensation was provided.

 People & Organisation

Investing in our team's development remains a priority. Throughout 2025, we continued strengthening opportunities for trainer development, peer learning, and internal knowledge sharing across our growing network of trainers and facilitators.

Internally, we continued implementing our updated HR and Talent Management framework, strengthening processes for performance reviews, professional development, and overall team well-being. As Fairspace continues to grow, we remain committed to fostering a strong, skilled, and motivated team ready to take on the challenges ahead.

Fairspace is an equal opportunity organisation that believes in the power of diversity and in the importance of an inclusive and safe work environment. To this end, we have a safety and DEIB policy in place, hold ourselves accountable to agreed staff standards, and maintain reporting mechanisms in case something goes wrong. Team members have the option of speaking with an external confidential advisor. Conversations with the confidential advisor take place outside the organisation, on neutral territory.

 ANBI and CBF

In 2025, Fairspace gained recognition as an Algemeen Nut Beogende Instelling (ANBI) by the Dutch Tax Authority. This status confirms that Fairspace operates for the public good and meets strict transparency and governance requirements. Fairspace also received the CBF Recognition for Good Causes, demonstrating that the organisation meets the standards for transparency, governance, and responsible fundraising set by the CBF (Central Bureau on Fundraising).



GOVERNANCE

2025

Fairspace is a non-profit organisation that is governed by the Board of Directors (Executive Board). The Supervisory Board (Raad van Toezicht), the highest governing body of the organisation, provides unpaid oversight of the organisation and its board of directors. It operates independently and, if necessary, only receives reimbursement for expenses incurred while performing its duties.

Building on the strong foundation initially laid in 2023, Fairspace and its Supervisory Board have moved forward in 2025 with renewed focus and collaboration. With clear processes and structures now in place - including improved governance, financial oversight, and organisational safeguards - the Supervisory Board has actively worked alongside the Executive Directors to consolidate these efforts. In 2025, we prioritised meaningful engagement, strengthening strategic and operational direction, and ensuring continuity in key areas such as impact and business development.

A member of the supervisory board is appointed for a period of four years and may be reappointed once consecutively. As of March 2023, Fairspace's supervisory board's members continue to be:

Gamila Ylstra
Chair

Project Lead and Advisor Yrma; Executive Board: SEKAM Video; Secretary Board Member: Miel-Mi, SBP; Member Video Section Council Stichting Levensicht; Advisor Read voor Cultuur (thru 05-05-2025); Chairperson of the Board: Binger Filmfab; (thru 31-03-2025); Non-Executive Board Member SEKAM; Board Member PCM and Brain.

Esther Smit
Secretary

REW Compliance and Data Privacy Coordinator at Linde, secretary Fairspace, international performer and dance teacher

Ramya Kandhasamy
Treasurer

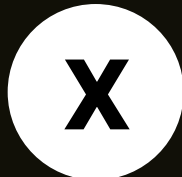
Principal consultant and owner nVisage AB, treasurer Fairspace

Our governance principles are

- Fairspace applies the principles of the Commission Normstelling Erkenning Goede Doelen
- Fairspace's Executive Board members and act with integrity. They are alert to overlapping interests, avoid unwanted overlapping interests, and deal with conflicts of interest in a transparent way
- Fairspace's Executive Board members are aware of their role and the division of tasks, responsibilities and authority between them, and act accordingly.

- Fairspace's Executive Board members are responsible for the organisation's general and daily leadership, its functioning and its results.
- Fairspace's Executive Board members treat the organisation's people and means in a careful and responsible manner
- The Supervisory Board exercises its role as a supervisor and advisor in a professional and independent manner.

The Supervisory Board is responsible for its own composition and safeguards expertise, diversity, and independence



STATUTORY ANNUAL REPORT

X

Fairspace has its statutory seat in the municipality of Amsterdam.

The foundation operates from one shared vision, mission and strategy. The bylaws have been amended as of 8 December 2025 in accordance with relevant legislation including the WBTR.

Fairspace's statutory objectives are:

- The foundation aims to create a safe public space where sexual and other forms of discriminatory harassment have no place, and furthermore everything directly or indirectly related or may be conducive thereto, all in the broadest sense.
- The foundation seeks to achieve its objective through social change(s), such as information campaigns and awareness-raising campaigns, and everything else that is related to this or to achieving the objective, all in the broadest sense.

Chamber of Commerce

Fairspace is registered with the Dutch Chamber of Commerce under number 70014000.

Contact

Stichting Fairspace
Postbus 28053
3003 KB, ROTTERDAM
info@fairspace.co

ANBI status

Registered ANBI

CBF recognition

CBF Erkend Goed Doel



JAARREKENING 2025

Stichting Fairspace
te Amsterdam

INHOUDSOPGAVE

Pagina

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ACCOUNTANTSVERSLAG

Aan het bestuur van
Stichting Fairspace
Meidoornstraat 30
3036WG Rotterdam

Geachte bestuur en Raad van Commissarissen,

1 OPDRACHT

Ingevolge uw opdracht hebben wij de jaarrekening 2025 van uw stichting, waarin begrepen de balans met tellingen van € 258.087 en de staat van baten en lasten sluitende met een resultaat van € -10.499, samengesteld.

2 SAMENSTELLINGSVERKLARING VAN DE ACCOUNTANT

Aan: het bestuur

De jaarrekening van Stichting Fairspace te Amsterdam is door ons samengesteld op basis van de van u gekregen informatie. Deze jaarrekening bestaat uit de balans per 31 december 2025 en de staat van baten lasten over 2025 met de daarbij horende toelichting. In deze toelichting is onder andere een overzicht van de gehanteerde grondslagen voor financiële verslaggeving opgenomen.

Deze samenstellingsopdracht is door ons uitgevoerd volgens Nederlands recht, waaronder de voor accountants geldende Standaard 4410, "Samenstellingsopdrachten". Op grond van deze standaard wordt van ons verwacht dat wij u ondersteunen bij het opstellen en presenteren van de jaarrekening in overeenstemming met in Nederland algemeen aanvaarde grondslagen voor financiële verslaggeving. Wij hebben daarbij onze deskundigheid op het gebied van administratieve verwerking en financiële verslaggeving toegepast.

Bij een samenstellingsopdracht bent u er verantwoordelijk voor dat de informatie klopt en dat u ons alle relevante informatie aanlevert. Wij hebben onze werkzaamheden, in overeenstemming met de daarvoor geldende regelgeving, dan ook uitgevoerd vanuit de veronderstelling dat u aan deze verantwoordelijkheid heeft voldaan. Als slotstuk van onze werkzaamheden zijn wij door het lezen van de jaarrekening globaal nagegaan dat het beeld van de jaarrekening overeenkwam met onze kennis van Stichting Fairspace. Wij hebben geen controle- of beoordelingswerkzaamheden uitgevoerd die ons in staat stellen om een oordeel te geven of een conclusie te trekken met betrekking tot de getrouwheid van de jaarrekening.

Bij het uitvoeren van deze opdracht hebben wij ons gehouden aan de voor ons geldende relevante ethische voorschriften in de Verordening Gedrags- en Beroepsregels Accountants (VGBA). U en andere gebruikers van deze jaarrekening mogen dan ook ervan uitgaan dat wij de opdracht professioneel, vakbekwaam en zorgvuldig, integer en objectief hebben uitgevoerd en dat wij vertrouwelijk omgaan met de door u verstrekte gegevens.

Stichting Fairspace te Amsterdam

Voor een nadere toelichting op aard en reikwijdte van een samenstellingsopdracht en de VGBA verwijzen wij u naar www.nba.nl/uitleg-samenstellingsverklaring.

Den Haag, 25 juni 2026

MDM accountants B.V.

K.H. Leung AA

3 RESULTAAT

3.1 Vergelijkend overzicht

Het resultaat over 2025 bedraagt negatief € 10.499 tegenover € 12.362 over 2024. De resultaten over beide jaren kunnen als volgt worden samengevat:

	Realisatie 2025	Begroting 2025	Realisatie 2024	Verschil realisatie 2025-2024
	€	€	€	€
Baten				
Baten van particulieren	694	-	-	694
Baten van subsidies van overheden	480.795	360.000	417.499	63.296
Baten van andere organisaties zonder winststreven	659	-	-	659
Baten als tegenprestatie voor de levering van diensten	232.872	440.000	264.725	-31.853
Overige baten	5.500	-	-	5.500
Som der baten	720.520	800.000	682.224	38.296
Lasten				
Besteed aan de doelstellingen				
Workplace	45.622	-	-	45.622
Communities	472.675	-	412.182	60.493
Education	8.512	-	-	8.512
	526.809	-	412.182	114.627
Wervingslasten	29.085	-	5.714	23.371
Kosten van beheer en administratie	175.060	781.272	251.532	-76.472
Financiële baten en lasten	65	900	434	-369
Saldo	-10.499	17.828	12.362	-22.861

BESTUURSVERSLAG

2025 Financial Report

Foreword

Revenue

Expenditure on objectives

Fundraising and acquisition

Administration

Balance and continuity reserve

Cash position and financial stability

Effectiveness and efficiency

Management remuneration policy

WNT remuneration

Foreword

Fairspace hereby provides an explanation of the financial statements prepared by the accountant.

This is the second year in which Fairspace reports according to the CJ Small Fundraising Organisations reporting format. As a result, the presentation of income and expenditure is largely comparable with 2024.

During 2025, Fairspace transitioned to a new bookkeeping and accounting provider. While the underlying accounting principles remained unchanged, differences in bookkeeping processes and the timing of recognising certain grant-related transactions may affect comparability with previous years. In practice, grant income may be recognised only when specific conditions have been met or payments have become receivable, while related programme expenses may already have been incurred. Comparisons with previous years should therefore be interpreted with some caution, as differences may partly reflect timing effects rather than operational performance.

Stichting Fairspace te Amsterdam

Revenue

Budget: €800,000; Actual: €720,520 (2024: €682,224)

Total revenue increased by 5.6% compared to 2024, from €682,224 to €720,520.

Government grants remained Fairspace's largest source of income and increased from €417,499 in 2024 to €480,795 in 2025 (+15%). These revenues included funding from the Ministry of Education, Culture and Science (OCW), Erasmus+, and the Municipality of Rotterdam. Government grants represented approximately 67% of total revenue.

Revenue from the provision of services amounted to €232,872, compared to €264,725 in 2024 (-12%). These revenues consisted primarily of workplace safety trainings, workshops and advisory services delivered to organisations seeking to strengthen social safety and inclusion.

Fairspace also received €694 from private donations, €659 from other non-profit organisations and €5,500 in other revenue. The continued diversification of funding sources remains an important component of Fairspace's long-term financial sustainability strategy.

Expenditure on objectives

Budget: N/A; Actual: €526,809 (2024: €412,182)

Expenditure on objectives increased by 28% compared to 2024, reflecting the continued expansion of Fairspace's activities and programme portfolio.

The 2025 financial statements present expenditure using a combination of project-specific and programme-area categories. Within the Communities category, the #DoeMeeMet5D programme and the Municipality of Rotterdam Sexual Street Harassment project are reported separately because they are subject to dedicated donor reporting and accountability requirements, including external audits.

As a result, the expenditure categories in the financial statements do not correspond exactly to Fairspace's strategic programme framework. Both the #DoeMeeMet5D programme and the Municipality of Rotterdam project contribute primarily to Fairspace's Communities work, but are presented separately for reporting purposes.

Communities represented the largest area of expenditure, amounting to €472,675 (2024: €412,174). This category included Fairspace's Communities activities (€49,661), the Ministry of Education, Culture and Science-funded #DoeMeeMet5D programme (€332,505) and the Municipality of Rotterdam Sexual Street Harassment project (€90,509).

Additional expenditure included Workplace activities (€45,622) and Education activities (€8,512).

Stichting Fairspace te Amsterdam

As in previous years, personnel costs, trainers and project delivery costs represented the largest share of expenditure on objectives.

Fundraising and acquisition

Budget: N/A; Actual: €29,085 (2024: €5,714)

Fundraising and acquisition expenses increased significantly compared to 2024. This reflects Fairspace's increased investment in securing future funding opportunities and strengthening business development activities.

Compared to previous years, fundraising and business development activities were more systematically identified and allocated to this category, resulting in greater visibility of these efforts within the financial statements.

These investments supported the development of new funding and partnership opportunities, including municipal collaborations, European funding opportunities and the continued growth of Fairspace's workplace services portfolio. Outcomes from these activities are reflected across multiple revenue categories rather than a dedicated fundraising income line. While many fundraising and business development activities have a multi-year horizon, they are expected to contribute to a more diversified funding base over time.

Administration

Budget: €781,272; Actual: €175,060 (2024: €251,532)

Management and administrative expenses decreased by 30% compared to 2024, from €251,532 to €175,060.

The significant difference between budget and actual expenditure reflects the way budget categories were presented in the financial statements and should not be interpreted as a standalone administration budget.

Personnel costs remained the largest administrative expense, amounting to €142,332 in 2025 compared to €191,111 in 2024. Office expenses decreased from €20,078 in 2024 to €10,425 in 2025, while sales expenses decreased from €20,653 to €1,547. Depreciation expenses also decreased from €4,332 to €236 following the full amortisation of website development costs in previous years.

Overall, Fairspace continued to invest in organisational development while improving operational efficiency and reducing overhead costs.

Balance and continuity reserve

The financial statements show a negative result of **€10,499** for 2025, compared to a positive result of **€12,362** in 2024.

As a result, Fairspace's continuity reserve decreased from **€115,864** at the end of 2024 to **€105,365** at the end of 2025.

The continuity reserve serves as a financial buffer that enables Fairspace to meet its obligations, manage fluctuations in cash flow and continue its activities during periods of uncertainty. While the reserve decreased during 2025, it remained above **€100,000** at year-end and continues to provide a solid basis for organisational continuity.

The reported deficit should also be considered in the context of the bookkeeping transition described above. While the accounting principles remained unchanged, differences in bookkeeping processes and the timing of recognising certain grant-related transactions may affect the reported annual result without necessarily reflecting the underlying financial health of the organisation.

Fairspace remains committed to maintaining a healthy continuity reserve to support long-term sustainability and organisational resilience.

Cash position and financial stability

Cash and cash equivalents increased substantially from **€19,170** at year-end 2024 to **€61,237** at year-end 2025.

In addition, Fairspace ended the year with **€196,324** in receivables, including grants that remained outstanding at year-end. Together, these figures indicate sufficient liquidity to support ongoing operations and programme delivery.

Although the annual result was negative, Fairspace's overall financial position remained stable. The organisation continues to maintain adequate reserves, healthy liquidity and a diversified funding base, providing a solid foundation for future programme delivery and organisational sustainability.

Effectiveness and efficiency

Fairspace operates using multi-year strategic plans that define organisational priorities, programme objectives and resource allocation.

Annual work plans and budgets are developed in the fourth quarter of the preceding year. Progress is monitored throughout the year through regular management reporting, financial monitoring and programme evaluation. Results and financial performance are reported through the annual report and annual accounts.

Stichting Fairspace te Amsterdam

Fairspace continually seeks to optimise the allocation of resources to maximise social impact while maintaining financial sustainability and accountability to funders, participants and other stakeholders.

Management remuneration policy

The Board of Directors consists of two directors based in the Netherlands and the United States. Fairspace's Supervisory Board determines the management remuneration policy and periodically reviews both the policy and the remuneration of the directors. The most recent review took place on 5 May 2025.

In determining remuneration levels, Fairspace follows the Regulations on the Remuneration of Directors of Charitable Organisations. The Supervisory Board assessed Fairspace according to the prescribed weighting criteria, resulting in a BSD score of 365 points.

For the purpose of testing against the applicable ceilings, remuneration is expressed on the basis of 1 FTE for 12 months, with Laura Adèr at 0.8 FTE and Eve Aronson at 0.6 FTE. The annual income and total remuneration of both directors remain within the maximum limits established under the Regulations on the Remuneration of Directors of Charitable Organisations, including the applicable limits for annual income and total remuneration.

Werkelijke bezoldiging directieleden (bij eventuele parttimepercentage)

Directeur(en)		
Naam	Laura Adèr	Eve Aronson
Functietype in de beloningsregeling	Directeur(-bestuurder)	Directeur(-bestuurder)
<i>Eventuele specifieke functietitel</i>		
Dienstverband		
Aard (looptijd)	Onbepaalde tijd	Contract
Uren	32	24
Parttime percentage	80%	60%
Startdatum dit boekjaar	01-01-2025	01-01-2025
einddatum dit boekjaar	31-12-2025	31-12-2025
Aantal maanden werkzaam in boekjaar	12	12
Bezoldiging bij parttimepercentage		
<i>Jaarinkomen bruto</i>		
Loon/salaris	62652	57866
Vakantiegeld	5184	4629
Vaste eindejaarsuitkering	4786	5208
Jubileum uitkering		
Uitbetaling niet opgenomen		
<i>Totaal jaarinkomen</i>	72622	67703
Overige vergoedingen		
Belaste vergoedingen/bijtellingsen		
Pensioenlasten werkgeversdeel	2610	2389
Pensioencompensatie		
Overige beloningen op termijn		
Uitkeringen beëindiging		
<i>Totale bezoldiging</i>	75232	70092

JAARREKENING

Balans per 31 december 2025

Staat van baten en lasten over 2025

Grondslagen voor waardering en resultaatbepaling

Toelichting op de balans per 31 december 2025

Toelichting op de staat van baten en lasten over 2025

Stichting Fairspace te Amsterdam

1 BALANS PER 31 DECEMBER 2025 (na resultaatbestemming)

		31 december 2025		31 december 2024	
		€	€	€	€
ACTIVA					
Vaste activa					
Materiële vaste activa	(1)				
Inventaris			526		762
			<u>526</u>		<u>762</u>
Vlottende activa					
Vorderingen	(2)				
Debiteuren		49.640		64.977	
Overlopende activa		<u>146.684</u>		<u>140.267</u>	
			196.324		205.244
Liquide middelen	(3)		61.237		19.170
			<u>258.087</u>		<u>225.176</u>

2 STAAT VAN BATEN EN LASTEN OVER 2025

		Realisatie 2025	Begroting 2025	Realisatie 2024
		€	€	€
Baten				
Baten van particulieren	(6)	694	-	-
Baten van subsidies van overheden	(7)	480.795	360.000	417.499
Baten van andere organisaties zonder winststreven	(8)	659	-	-
Baten als tegenprestatie voor de levering van diensten	(9)	232.872	440.000	264.725
Overige baten	(10)	5.500	-	-
Som der baten		720.520	800.000	682.224
Lasten				
Besteed aan de doelstellingen				
Workplace	(11)	45.622	-	-
Communities	(12)	472.675	-	412.182
Education	(13)	8.512	-	-
		526.809	-	412.182
Wervingslasten	(14)	29.085	-	5.714
Kosten van beheer en administratie				
Personeelslasten	(15)	142.332	740.000	191.111
Afschrijvingen	(16)	236	-	4.332
Kantoorlasten	(17)	10.425	9.000	20.078
Verkooplasten	(18)	1.547	-	20.653
Algemene lasten	(19)	20.520	32.272	15.358
		175.060	781.272	251.532
Saldo voor financiële baten en lasten		-10.434	18.728	12.796
Financiële baten en lasten	(20)	-65	-900	-434
Saldo		-10.499	17.828	12.362
Resultaatbestemming				
Overige reserves		-10.499	17.828	12.362

3 GRONDSLAGEN VOOR WAARDERING EN RESULTAATBEPALING

ALGEMEEN

Activiteiten

De activiteiten van de stichting bestaan voornamelijk uit het creëren van een veilige publieke ruimte waarin geen plaats is voor seksuele- en andere vormen van discriminerende intimidatie.

Vestigingsadres, rechtsvorm en inschrijfnummer handelsregister

Stichting Fairspace is feitelijk gevestigd op Meidoornstraat 30 te Rotterdam, maar is statutair gevestigd te Amsterdam en is ingeschreven bij het handelsregister onder nummer 70014000.

Schattingen

Bij toepassing van de grondslagen en regels voor het opstellen van de jaarrekening vormt de leiding van Stichting Fairspace zich verschillende oordelen en schattingen die essentieel kunnen zijn voor de in de jaarrekening opgenomen bedragen. Indien het voor het geven van het in artikel 2:362 lid 1 BW vereiste inzicht noodzakelijk is, is de aard van deze oordelen en schattingen inclusief de bijbehorende veronderstellingen opgenomen bij de toelichting op de desbetreffende jaarrekeningposten.

ALGEMENE GRONDSLAGEN VOOR DE OPSTELLING VAN DE JAARREKENING

De jaarrekening is opgesteld volgens de wettelijke bepalingen van de Richtlijnen voor de Jaarverslaggeving (richtlijn C2 Kleine fondswervende organisaties), uitgegeven door de Raad voor de Jaarverslaggeving. Baten en lasten worden toegerekend aan het jaar waarop ze betrekking hebben. Winsten worden slechts opgenomen voor zover zij op balansdatum zijn gerealiseerd. Verplichtingen en mogelijke verliezen die hun oorsprong vinden voor het einde van het verslagjaar, worden in acht genomen indien zij voor het opmaken van de jaarrekening bekend zijn geworden.

Vergelijking met voorgaand jaar

De gehanteerde grondslagen van waardering en van resultaatbepaling zijn ongewijzigd gebleven ten opzichte van het voorgaande jaar. De vergelijkende cijfers van het voorgaande boekjaar zijn slechts voor vergelijkingsdoeleinden aangepast.

GRONDSLAGEN VOOR DE WAARDERING VAN ACTIVA EN PASSIVA

Materiële vaste activa

Overige materiële vaste activa worden gewaardeerd tegen verkrijgings- of vervaardigingsprijs inclusief direct toerekenbare kosten, onder aftrek van lineaire afschrijvingen gedurende de verwachte toekomstige gebruiksduur en bijzondere waardeverminderingen.

Vorderingen

Vorderingen worden bij eerste verwerking gewaardeerd tegen de reële waarde van de tegenprestatie, inclusief de transactiekosten indien materieel. Vorderingen worden na eerste verwerking gewaardeerd tegen de geamortiseerde kostprijs. Voorzieningen wegens oninbaarheid worden in mindering gebracht op de boekwaarde van de vordering.

Liquide middelen

Liquide middelen bestaan uit kas, banktegoeden en deposito's met een looptijd korter dan twaalf maanden. Rekening-courantschulden bij banken zijn opgenomen onder schulden aan kredietinstellingen onder kortlopende schulden. Liquide middelen worden gewaardeerd tegen nominale waarde.

Kortlopende schulden

Kortlopende schulden worden bij de eerste verwerking gewaardeerd tegen reële waarde. Kortlopende schulden worden na eerste verwerking gewaardeerd tegen de bedragen waartegen de schuld moet worden afgelost.

GRONDSLAGEN VOOR DE BEPALING VAN HET RESULTAAT

Algemeen

Het resultaat (saldo) wordt bepaald als het verschil tussen het totaal der baten en het totaal der lasten. Ontvangsten en uitgaven worden in de staat van baten en lasten toegerekend aan de periode waarop ze betrekking hebben. Bij de toerekening wordt een bestendige gedragslijn gevolgd. Dit houdt in dat rekening wordt gehouden met de aan een periode toe te rekenen bedragen die in een andere periode zijn of worden ontvangen, dan wel betaald.

Baten waarvoor een bijzondere bestemming is aangewezen, worden afzonderlijk in de (toelichting op de) staat van baten en lasten verwerkt onder vermelding van de aard van de bestemming; indien deze baten in het verslagjaar niet volledig zijn besteed, worden de nog niet bestede gelden gereserveerd in de desbetreffende bestemmingsreserve(s) respectievelijk Bestemmingsfonds(en). Een onttrekking aan bestemmingsreserve respectievelijk -fonds wordt als besteding (last) verwerkt in de staat van baten en lasten. Binnen de baten van particulieren is het gehele bedrag opgehaald door donaties en giften.

Baten van particulieren

Onder baten van particulieren wordt verstaan de algemene donaties voor de stichting.

Baten van andere organisaties zonder winststreven

Dit betreft baten van organisaties zonder winststreven.

Lasten algemeen

De kosten worden bepaald met inachtneming van de hiervoor reeds vermelde grondslagen voor waardering en toegerekend aan het verslagjaar waarop zij betrekking hebben. (Voorzienbare) verplichtingen en mogelijke verliezen, die hun oorsprong vinden voor het einde van het boekjaar, worden in acht genomen, indien zij voor het opmaken van de jaarrekening bekend zijn geworden en overigens wordt voldaan aan de voorwaarden voor het opnemen van voorzieningen.

Bestedingen doelstellingen

De bestedingen in het kader van de doelstellingen worden verantwoord in het jaar dat zij zijn toegezegd of, voor zover dit niet bij toezegging het geval is, in het jaar dat de omvang van de verplichting betrouwbaar kan worden vastgesteld. Voorwaardelijke verplichtingen worden verantwoord in het jaar waarin vast komt te staan dat aan de voorwaarden zal worden voldaan.

Personeelsbeloningen

Periodiek betaalbare beloningen

Lonen, salarissen en sociale lasten worden op grond van de arbeidsvoorwaarden verwerkt in de winst-en-verliesrekening.

Afschrijvingen

Immateriële vaste activa inclusief goodwill en materiële vaste activa worden vanaf het moment van gereedheid voor ingebruikneming afgeschreven over de verwachte toekomstige gebruiksduur van het actief. Over terreinen en vastgoedbeleggingen wordt niet afgeschreven.

Financiële baten en lasten

Rentebaten en rentelasten

Rentebaten en rentelasten worden tijdsevenredig verwerkt, rekening houdend met de effectieve rentevoet van de desbetreffende activa en passiva. Bij de verwerking van de rentelasten wordt rekening gehouden met de verantwoorde transactiekosten op de ontvangen leningen.

4 TOELICHTING OP DE BALANS PER 31 DECEMBER 2025

ACTIVA

VASTE ACTIVA

1. Materiële vaste activa

	Inventaris
	€
<i>Boekwaarde per 1 januari 2025</i>	
Aanschaffingswaarde	1.193
Cumulatieve afschrijvingen en waardeverminderingen	-431
	<u>762</u>
<i>Mutaties</i>	
Afschrijvingen	-236
	<u></u>
<i>Boekwaarde per 31 december 2025</i>	
Aanschaffingswaarde	1.193
Cumulatieve afschrijvingen en waardeverminderingen	-667
	<u>526</u>
<i>Afschrijvingspercentages</i>	
	%
Inventaris	20

VLOTTENDE ACTIVA

2. Vorderingen

	2025	2024
	€	€
Debiteuren		
Debiteuren	49.640	64.977
	<u></u>	<u></u>

Een voorziening voor vermoedelijke oninbaarheid wordt niet noodzakelijk geacht.

Stichting Fairspace te Amsterdam

	2025	2024
	€	€
Overlopende activa		
Nog te ontvangen subsidies Ministerie van Onderwijs, Cultuur en Wetenschap inzake project 'DoeMeeMet5D'	126.826	140.267
Nog te ontvangen subsidie Erasmus+	12.000	-
Vooruitbetaalde kosten	7.858	-
	<u>146.684</u>	<u>140.267</u>

3. Liquide middelen

ING Bank Betaalrekening	40.942	19.170
ING Bank Spaarrekening	20.009	-
Kas	286	-
	<u>61.237</u>	<u>19.170</u>

De per 31 december 2025 aanwezige liquide middelen staan de stichting ter vrije beschikking.

PASSIVA

	2025	2024
	€	€
4. Reserves en fondsen		
Overige reserves	105.365	115.864
Overige reserves		
Stand per 1 januari	115.864	103.502
Resultaatbestemming boekjaar	-10.499	12.362
Stand per 31 december	105.365	115.864
5. Kortlopende schulden		
Crediteuren		
Crediteuren	23.429	28.104
Overige belastingen en premies sociale verzekeringen		
Omzetbelasting	69.537	15.626
Loonheffing	14.040	15.353
	83.577	30.979
Overlopende passiva		
Vakantiegeld	11.243	11.654
Vooruitontvangen subsidie Erasmus+	-	33.000
Nog te betalen kosten	22.747	5.000
ING Creditcard	645	575
Terug te betalen subsidie Gemeente Rotterdam	11.081	-
	45.716	50.229

Stichting Fairspace te Amsterdam

Niet in de balans opgenomen verplichtingen

Voorwaardelijke verplichtingen

Vennootschapsbelastingplicht

De stichting is met haar activiteiten mogelijk belastingplichtig voor de vennootschapsbelasting. De stichting zal hierover extern advies inwinnen. Omdat de uitkomst hiervan onzeker is, is dit nog niet opgenomen in de jaarrekening. De mogelijke claim over de jaren tot en met 2025 bedraagt ca. € 20.000.

5 TOELICHTING OP DE STAAT VAN BATEN EN LASTEN OVER 2025

	Realisatie 2025	Begroting 2025	Realisatie 2024
	€	€	€
6. Baten van particulieren			
Donaties en giften	694	-	-
7. Baten van subsidies van overheden			
Ministerie van Onderwijs, Cultuur en Wetenschap inzake project 'DoeMeeMet5D'	345.286	360.000	274.422
Subsidie gemeente Rotterdam	90.509	-	-
Subsidie Erasmus+	45.000	-	143.077
	480.795	360.000	417.499
8. Baten van andere organisaties zonder winststreven			
Baten van andere organisaties zonder winststreven	659	-	-
9. Baten als tegenprestatie voor de levering van diensten			
Baten als tegenprestatie voor de levering van diensten	232.872	440.000	264.725
10. Overige baten			
Schadeuitkering verzekeringen	5.500	-	-
Besteed aan de doelstellingen			
11. Workplace			
Lasten doelstelling	45.622	-	-
12. Communities			
Lasten doelstelling	49.661	-	1.868
DoeMeeMet5D	332.505	-	410.314
Gemeente Rotterdam	90.509	-	-
	472.675	-	412.182
13. Education			
Lasten doelstelling	8.512	-	-
14. Wervingslasten			
Lasten fondsverwerving			
Wervingslasten	29.085	-	5.714

15. Personeelslasten

	Realisatie 2025	Begroting 2025	Realisatie 2024
	€	€	€
<i>Lonen en salarissen</i>			
Bruto lonen	232.975	505.000	205.630
Mutatie vakantiegeldverplichting	16.752	-	15.711
Premies sociale verzekeringswetten	50.746	-	43.156
Uitzendkrachten	41.292	220.000	175.780
Kantinelasten	1.311	-	608
Opleidingslasten	2.109	-	3.781
Ziekengeldverzekering	4.690	-	5.303
Reis- en verblijfslasten	15.359	15.000	12.753
Overige personeelslasten	8.979	-	15.978
Ontvangen ziekengelduitkeringen	-364	-	-13.167
Doorbelaste personeelslasten	-231.517	-	-274.422
	<u>142.332</u>	<u>740.000</u>	<u>191.111</u>

Personeelsleden

Bij de stichting waren in 2025 gemiddeld 6 personeelsleden werkzaam, berekend op fulltimebasis.

16. Afschrijvingen

Immateriële vaste activa	-	-	4.093
Materiële vaste activa	236	-	239
	<u>236</u>	<u>-</u>	<u>4.332</u>

Afschrijvingen immateriële vaste activa

Website	-	-	4.093
	<u>-</u>	<u>-</u>	<u>4.093</u>

Afschrijvingen materiële vaste activa

Inventaris	236	-	239
	<u>236</u>	<u>-</u>	<u>239</u>

17. Kantoorlasten

Huur	7.921	9.000	9.514
Automatiseringslasten	689	-	9.107
Telefoon	747	-	1.097
Overige kantoorlasten	1.068	-	360
	<u>10.425</u>	<u>9.000</u>	<u>20.078</u>

18. Verkooplasten

Publiciteitslasten	335	-	20.573
Representatielasten	1.007	-	-
Relatiegeschenken	205	-	80
	<u>1.547</u>	<u>-</u>	<u>20.653</u>

Stichting Fairspace te Amsterdam

	Realisatie 2025	Begroting 2025	Realisatie 2024
	€	€	€
19. Algemene lasten			
Accountantslasten	7.803	-	-
Administratielasten	8.034	3.772	8.320
Advieslasten	1.601	25.000	3.968
Juridische lasten	1.473	-	830
Verzekeringen	1.558	-	2.128
Boetes	-	-	168
Overige algemene lasten	51	3.500	-56
	<u>20.520</u>	<u>32.272</u>	<u>15.358</u>
20. Financiële baten en lasten			
Rentebaten en soortgelijke opbrengsten	609	-	43
Rentelasten en soortgelijke lasten	-674	-900	-477
	<u>-65</u>	<u>-900</u>	<u>-434</u>
<i>Rentebaten en soortgelijke opbrengsten</i>			
Rentebaten bank	<u>609</u>	<u>-</u>	<u>43</u>
<i>Rentelasten en soortgelijke lasten</i>			
Banklasten	<u>-674</u>	<u>-900</u>	<u>-477</u>

Ondertekening bestuur en Raad van Commissarissen voor akkoord

Amsterdam, 25 juni 2026

E.R. Aronson

L.E. Adèr

Bestuurder

Bestuurder

G. Ylstra

E. Smit

Commissaris

Commissaris

R. Kandhasamy

Commissaris