drs. G. Boonzaaijer RA
M. Attrach RA
J. Koorn RB
R. Imminkhuizen AA
C.K. van Doornik AA

bmaccountants.nl

Foundation Join for Joy

te Amsterdam

Annual report 2025

BM accountants & adviseurs
Soestdijkseweg Zuid 276 T 030 228 16 58 KVK 30267888
3721 AK Bilthoven E info@bmaccountants.nl BTW NL009738186B01

Op al onze werkzaamheden zijn van toepassing de algemene voorwaarden van BM accountants & adviseurs, waarin een beperking van de aansprakelijkheid is opgenomen.

INHOUDSOPGAVE

BM accountants & adviseurs

drs. G. Boonzaaijer RA
M. Attrach RA
J. Koorn RB
R. Imminkhuizen AA
C.K. van Doornik AA

bmaccountants.nl

The management
Foundation Join for Joy
Contactweg 4716
1014 AN Amsterdam

Bilthoven, June 30, 2026

Dear Management,

ACCOUNTANTS'S COMPILATION REPORT

Our conclusion

We have reviewed the financial statements 2025 based in Amsterdam.

Based on our review, nothing has come to our attention that causes us to believe that the accompanying financial statements do not give a true and fair view of the financial position of Foundation Join for Joy as at 31 December 2025 and of its result for the year then ended in accordance with Part 9 of Book 2 of the Dutch Civil Code.

The financial statements comprise:

- the balance sheet as at 31 December 2025;
- the profit and loss account for 2025; and
- the notes comprising a summary of the accounting policies and other explanatory information.

Basis for our conclusion

We conducted our review in accordance with Dutch law, including the Dutch Standard 2400 'Opdrachten tot het beoordelen van financiële overzichten' (engagements to review financial statements). A review of financial statements in accordance with the Dutch Standard 2400 is a limited assurance engagement. Our responsibilities under this standard are further described in the 'Our responsibilities for the review of the financial statements' section of our report.

We are independent of Foundation Join for Joy in accordance with the Verordening inzake de onafhankelijkheid van accountants bij assurance-opdrachten (ViO, Code of Ethics for Professional Accountants, a regulation with respect to independence) and other relevant independence regulations in the Netherlands. Furthermore, we have complied with the Verordening gedrags- en beroepsregels accountants (VGBA, Dutch Code of Ethics).

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

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SRA GECERTIFICEERD

Op al onze werkzaamheden zijn van toepassing de algemene voorwaarden van BM accountants & adviseurs, waarin een beperking van de aansprakelijkheid is opgenomen.

Responsibilities of management for the financial statements
Management 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, management is responsible for such internal control as it determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

Our responsibilities for the review of the financial statements
Our responsibility is to plan and perform the review in a manner that allows us to obtain sufficient and appropriate assurance evidence for our conclusion.

The level of assurance obtained in a review engagement is substantially less than the level of assurance obtained in an audit conducted in accordance with the Dutch Standards on Auditing.

Accordingly, we do not express an audit opinion.

We have exercised professional judgement and have maintained professional scepticism throughout the review, in accordance with Dutch Standard 2400.

Our review included among others:

- Obtaining an understanding in the entity and its environment and the applicable financial reporting framework, in order to identify areas in the financial statements where material misstatements are likely to arise due to fraud or error, designing and performing procedures to address those areas, and obtaining assurance evidence that is sufficient and appropriate to provide a basis for our conclusion;
- Obtaining an understanding of the entity's accounting systems and accounting records and consider whether these generate data that is adequate for the purpose of performing the analytical procedures;
- Making inquiries of management and others within the entity;
- Applying analytical procedures with respect to information included in the financial statements;
- Obtaining assurance evidence that the financial statements agree with, or reconcile to, the entity's underlying accounting records;
- Evaluating the assurance evidence obtained;
- Considering the appropriateness of accounting policies used and considering whether the accounting estimates and related disclosures made by management appear reasonable;
- Considering the overall presentation, structure and content of the financial statements, including the disclosures; and
- Considering whether the financial statements and the related disclosures represent the underlying transactions and events in a manner that appears to give a true and fair view.

We trust to have been of service. Should you have questions or comments, we are available to provide a more detailed explanation.

Bilthoven, June 30, 2026

on behalf of,

BM accountants & adviseurs

M. Attrach RA

BM accountants & adviseurs

1 RESULTS

DEVELOPMENT OF INCOME AND EXPENSES

As presented in the income statement, the net result for 2025 amounts to € -2,987 (2024: € -11,146).

	2025		2024	
	€	%	€	%
Individuals & private donors	92,375	100.0	43,480	100.0
Companies	5,340	5.8	7,010	16.1
Foundations & Other non-profit organisations	495,079	535.9	544,013	1,251.2
Sport and play program Kenya and Uganda (A+B)	-197,062	-213.3	-183,935	-423.0
Sport and play program Zambia and Malawi (C+D)	-221,940	-240.3	-207,731	-477.8
Playful learning strategy & innovation (cross-country) (E)	-65,822	-71.3	-84,255	-193.8
Gross margin	107,970	116.9	118,582	272.7
Other operating expenses				
Fundraising costs	8,737	9.5	30,301	69.7
Management and administrative costs	101,633	110.0	98,792	227.2
Sum of expenses	110,370	119.5	129,093	296.9
Operating result	-2,400	-2.6	-10,511	-24.2
Financial income and expense	-587	-0.6	-635	-1.5
Result	-2,987	-3.2	-11,146	-25.6

2 DIRECTORS' REPORT

ORGANISATION AND BOARD

Goal, strategy and activities
Summary Report of the International Board of Directors

Join for Joy aims to ensure that children in rural East and Southern Africa enjoy a safe, inclusive, and joyful learning environment through playful education. By training primary school teachers in Kenya, Uganda, Zambia, and Malawi, Join for Joy promotes child-centered, interactive, and inclusive learning practices. Teachers learn how to create safe school environments, discuss sensitive social topics, and become role models who foster student engagement and resilience.
In 2025, the Board of Directors oversaw financial management, governance, and the continued implementation and strengthening of the program across all countries of operation.

''Playful education builds the next generation''

Impact Overview:

In 2025, Join for Joy continued to expand and deepen its impact across Kenya, Uganda, Zambia, and Malawi. The organisation focused on strengthening programme quality, supporting teachers in applying playful learning methods, and further embedding inclusion and gender equality in the classroom.

The year 2025 also marked the first year of implementation of Join for Joy’s new Strategic Plan (2025–2027). The strategy is built around three core strategic pillars, supported by a strong foundational focus on financial resilience and sustainability:

- **Improve the Join for Joy playful learning program through data-driven insights**: Strengthening monitoring and evaluation systems and further developing the Theory of Change to ensure the program remains impactful, adaptive, and relevant.
- **Sustainably scale playful learning:** Expanding the program to reach more schools, teachers, and children, while working towards certification of the training as Continuous Professional Development (CPD) and increasing accessibility through digitalisation of materials.
- **Prioritize inclusion to reach more children with disabilities**: Strengthening inclusive education practices by adapting materials, training teachers, and actively engaging communities to create safe and accessible learning environments for all children.
- **Foundational pillar**: Build resilience through financial security and organizational strength: Transitioning towards a federation model with increased local ownership in Zambia and Malawi, while diversifying funding sources and strengthening regional fundraising capacity.

In 2025, Join for Joy expanded its impact across Kenya, Malawi, and Zambia by partnering with 36 primary schools to implement the playful learning program. A total of 144 teachers were trained to integrate playful learning methods into their classrooms, reaching almost 35,000 children in schools with playful learning and thousands more in the surrounding community.

In Uganda, together with a partner organisation, Join for Joy continues to collaborate with teacher training colleges and offers a creative playful learning course for teachers in training.

The efforts of the program were significant: participating schools saw an average 14% increase in student enrollment and a 24% decrease in dropout rates.

Financial Overview
The year 2025 reflects stable income levels combined with increased investment in organisational capacity and programme delivery.
Join for Joy realised a total income of **€592,794**, resulting in a negative result of €-2,987
While the organisation ended the year with a modest deficit, this was in line with expectations and reflects deliberate investments in personnel and program expansion.
Governance
In 2025, Join for Joy continued to implement its decentralised governance model, strengthening the role of national entities while maintaining strong international oversight.
The International Board of Directors retained responsibility for strategy, compliance, and financial oversight, working closely with the International Leadership Team.
Board members serve on a voluntary basis and receive no remuneration, in line with ANBI and CBF regulations.

Income and Expenses
Fundraising Income
In 2025, Join for Joy continued to rely on a strong base of long-term partnerships with family foundations and institutional donors.
Income sources included:

- Individuals and private donors: **€92,375**
- Foundations and non-profit organisations: **€495,079**
- Corporate partners / companies: **€5,340.00**
  In addition, Join for Joy continued to strengthen its fundraising capacity, with a focus on diversifying income streams and increasing local fundraising efforts in programme countries.

Total fundraising 2025 income: **€592,794**

Expenses 2025
Total expenses in 2025 amounted to €595,781, of which €484,824 was spent on programme implementation in Kenya, Uganda, Zambia, Malawi and cross-country innovation, €8,737 on fundraising activities, and €102.220 on management and administration and financial income and expenses.

- Programme implementation in Kenya, Uganda, Zambia, Malawi and cross-country innovation: **€484,824**
- Fundraising costs: **€8,737**
- Management and administration costs: **€101,633**
- Financial income and expenses: **€587**

Total 2025 expenses in 2025: **€595,781**

Despite a slightly tighter budget compared to the previous year, Join for Joy succeeded in sustaining impact through efficient cost management and favourable exchange rates.

Spending Transparency
In line with the CBF guidelines, Join for Joy's program related expenses accounted for 81.4% of total expenditures in 2025. Averaged over the last three years, mission spending remains well above the required 70% threshold.

Liabilities
Total liabilities at year-end 2025 were **€31,937**

Continuity Reserve
As of December 31, 2025, the continuity reserve stood at €160,363 from €163,350 in 2024. This reserve serves as a buffer to ensure Join for Joy's ability to continue operations in case of unforeseen disruptions. A contingency plan was also devised to ensure the Join for Joy operations can continue to effectively downsize or phase out should a funding deficit occur.

Management Remuneration (CBF)
The International Board of Directors of Join for Joy has established the remuneration policy for the Managing Director, including the level of remuneration and other compensation components. The policy is reviewed periodically. The most recent evaluation took place in [February, 2026 and prior to that in May 2024].
In determining the remuneration policy and the remuneration of the Managing Director, Join for Joy follows the Remuneration Scheme for Directors of Charitable Organisations (Regeling beloning directeuren van goededoelenorganisaties).
This scheme provides a maximum standard for annual remuneration based on weighted criteria reflecting the complexity and scope of the organisation. The assessment of Join for Joy was carried out by the International Board of Directors and resulted in a **BSD score of 335 points**.

For the assessment against the applicable maximums, the actual annual remuneration and total compensation of the managing director are expressed as a full-time equivalent based on a 12-month period. The full time equivalent annual income of Ms Charlotte Petty amounted to EUR 74,865 and the total remuneration amounted to EUR 76,218.
The annual income of the managing director remains within the maximum of EUR 102,546 (1 FTE/12 months) applicable to function group E under the Remuneration Scheme for Directors of Charitable Organisations (Regeling beloning directeuren van goededoelenorganisaties).
The annual income, taxable expense allowances/benefits in kind, pension costs, pension compensation and other long-term remuneration components combined also remain within the maximum total remuneration of EUR 133,310 per year included in the scheme for this function group.

The table below shows the actual remuneration of the Managing Director (including any part-time percentage).

Directeur(en)		
Naam		Charlotte Petty
Functietype in de beloningsregeling *Eventuele specifieke functietitel*		Directeur(-bestuurder) Managing Director
Dienstverband		
Aard (looptijd)		Onbepaalde tijd
	Uren	32
	Parttime percentage	80%
	Startdatum dit boekjaar	1-jan-25
	Einddatum dit boekjaar	31-dec-25
	Aantal maanden werkzaam in boekjaar	12
Bezoldiging bij parttimepercentage		
Jaarinkomen bruto		
	Loon/salaris	€ 55.456,00
	Vakantiegeld	€ 4.436,00
	Vaste eindejaarsuitkering	
	Jubileum uitkering	
	Uitbetaling niet opgenomen vakantiedagen	
Totaal jaarinkomen		**€ 59.892,00**
Overige vergoedingen		
	Belaste vergoedingen/bijtellingen	
	Pensioenlasten werkgeversdeel	
	Pensioencompensatie	€ 1.353,00
	Overige beloningen op termijn	
	Uitkeringen beëindiging dienstverband	
Totale bezoldiging		**€ 61.245,00**

Risk Management

In 2025, Join for Joy operated in a context marked by financial and operational uncertainty. Key risks included continued dependence on a limited number of major donors, increasing competition for international funding, and economic and operational challenges in programme countries. In response, the organisation focused on diversifying income streams, strengthening local fundraising capacity, and maintaining strict financial oversight to ensure stability and resilience.

Integrity and Complaints

Join for Joy remains committed to high standards of integrity, transparency, and safeguarding across all its operations. Safeguarding is a core pillar of the organisation, with a zero-tolerance approach to abuse, harassment, exploitation, and discrimination.
All staff, volunteers, and partners adhere to the Code of Conduct and are trained in safeguarding procedures. Clear reporting and complaint mechanisms are in place, allowing concerns to be raised safely and confidentially, and followed up through structured processes. Each country has designated safeguarding focal points, supported by an international safeguarding lead.
In 2025, Join for Joy further strengthened its internal systems, including updates to the financial manual and continued implementation of anti-money laundering procedures to ensure compliance with relevant regulations. Financial integrity is safeguarded through strict control mechanisms, including the four-eyes principle and regular monitoring.
In the event of serious incidents, a dedicated Crisis Management Team is activated to ensure a timely, coordinated, and transparent response.

Vision for the Future

Join for Joy envisions a future where every child in Sub-Saharan Africa can access inclusive, joyful education through playful learning.
In line with CBF standards, Join for Joy operates with a multi-year strategic plan (2025–2027) and a corresponding multi-year budget. Each year, an annual plan and budget are established to ensure alignment with overarching longer term strategic goals.
As per the 2025-2027 strategic plan, over the 3 year period Join for Joy will expand to 138 new schools, train over 5,200 teachers and student teachers, and reach 269,000 children directly.
We will prioritize inclusive education for children with disabilities, integrate new themes such as expressive arts and menstrual health, and enhance our monitoring and evaluation to ensure impact. By digitizing materials and certifying our training as continuous professional development for teachers, we will strengthen our scalability and recognition. With a shift to a federation model, we are strengthening our commitment to decentralised decision-making, contextual expertise, and diverse fundraising to ensure sustainable, long-term impact.

CBF C2 Status

Join for Joy complies with the CBF C2 criteria for small fundraising organizations. The financial statements have been prepared in line with the "Model C2" for small organizations and reflect a high degree of transparency and accountability. All figures are presented in euros and based on historical cost. Income is recognized in the year of acquisition and allocated to programs in the year of implementation.

Amsterdam, 29 juni 2026

3 BALANCE SHEET AS AT DECEMBER 31, 2025

ASSETS

(after appropriation of the result)		31 Dec 2025		31 Dec 2024
	€	€	€	€
Non-current assets				
Property, plant and equipment		1,682		1,468
Current assets				
Receivables				
Trade receivables	18,217		-	
Other receivables	20,525		3,141	
		38,742		3,141
Cash and cash equivalents		151,876		200,273
Total		192,300		204,882

EQUITY AND LIABILITIES

(after appropriation of the result)		31 Dec 2025		31 Dec 2024
	€	€	€	€
Equity				
Continuity reserve	160,363		163,350	
		160,363		163,350
Current liabilities				
Trade payables	1,940		924	
Taxes payable and social security contributions payable	4,377		5,460	
Other payables	25,620		35,148	
		31,937		41,532
Total		192,300		204,882

4 STATEMENT OF INCOME AND EXPENSES 2025

	Budget 2025	2025	2024
	€	€	€
Individuals & private donors	52,000	92,375	43,480
Companies	45	5,340	7,010
Foundations & Other non-profit organisations	590,000	495,079	544,013
Total income	642,045	592,794	594,503
Sport and play program Kenya and Uganda (A+B)	130,057	197,062	183,935
Sport and play program Zambia and Malawi (C+D)	209,963	221,940	207,731
Playful learning strategy & innovation (cross-country) (E)	38,920	65,822	84,255
Other operating expenses			
Fundraising costs	20,209	8,737	30,301
Management and administrative costs	251,476	101,633	98,792
Expenses	650,625	595,194	605,014
Result	-8,580	-2,400	-10,511
Financial income and expenses			
Interest income and related income	-	1,319	1,832
Interest expenses and related expenses	-	-1,906	-2,467
Result	-8,580	-2,987	-11,146
Result allocation			
Continuity reserve	-7,367	160,363	163,350
Allocated result	-	-2,987	-11,146

5 GENERAL NOTES

Most important activities
The activities of Foundation Join for Joy, having its legal seat at Amsterdam, primarily consist of:

- Contributing to the quality of life of children in developing countries.

Location actual activities
Foundation Join for Joy is located in Amsterdam and is registered at the chamber of commerce under number 52315525.

Estimates
In applying the principles and policies for drawing up the financial statements, the directors of Foundation Join for Joy make different estimates and judgments that may be essential to the amounts disclosed in the financial statements. If it is necessary in order to provide the transparency required under Book 2, article 362, paragraph 1, the Dutch Civil Code the nature of these estimates and judgments, including related assumptions, is disclosed in the notes to the relevant financial statement item.

6 ACCOUNTING POLICIES

GENERAL

General policies
The financial statements have been prepared in accordance with the Guidelines for Annual Reporting for Small-scale fundraising entities (RJk C2). These are in line with the requirements for small legal entities that fall under Title 9 Book 2 of the Dutch Civil Code.

Accounting policies for the valuation of assets and equity and liabilities
Assets and liabilities are generally valued at historical cost, production cost or at fair value at the time of acquisition. If no specific valuation principle has been stated, valuation is at historical cost.

Accounting policies for the income statement
Income and expenses are accounted for on accrual basis. Profit is only included when realized on balance sheet date. Losses originating before the end of the financial year are taken into account if they have become known before preparation of the financial statements.

ACCOUNTING POLICIES FOR ASSETS

Property, plant and equipment
Other tangible fixed assets are valued at historical cost or production cost including directly attributable costs, less straight-line depreciation based on the expected future life and impairments.

Receivables
Upon initial recognition the receivables are recorded at the fair value and subsequently valued at the amortized cost. The fair value and amortized cost equal the face value.

Cash and cash equivalents
Cash at banks and in hand represent cash in hand, bank balances and deposits with terms of less than twelve months. Overdrafts at banks are recognised as part of debts to lending institutions under current liabilities. Cash at banks and in hand is carried at nominal value.

ACCOUNTING POLICIES FOR EQUITY AND LIABILITIES

Current liabilities
On initial recognition current liabilities are recognised at fair value. After initial recognition current liabilities are recognised at the amortised cost price, being the amount received, taking into account premiums or discounts, less transaction costs. This usually is the nominal value.

ACCOUNTING POLICIES FOR THE INCOME STATEMENT

Other operating expenses
Costs are determined on a historical basis and are attributed to the reporting year to which they relate.

7 NOTES TO BALANCE SHEET

PROPERTY, PLANT AND EQUIPMENT

	31 Dec 2025	31 Dec 2024
	€	€
Other tangible assets	1,682	1,468
Total	1,682	1,468

The overview below shows the movements in tangible fixed assets during the financial year:

	Other tangible assets
	€
Carrying value January 1, 2025	
Cost or manufacturing price	4,200
Accumulated amortisation and impairments	-2,732
	1,468
Movements 2025	
Additions	1,061
Depreciation	-847
	214
Carrying value December 31, 2025	
Cost or manufacturing price	5,262
Accumulated amortisation and impairments	-3,580
	1,682
Depreciation rate (average)	20.0

RECEIVABLES

	31 Dec 2025	31 Dec 2024
	€	€
Trade receivables, gross		
Receivables	18,217	-
Other receivables		
Prepayments	12,372	-
Donations to be received	11	-
Goods and services to be received	4,654	279
Deposits	2,169	1,030
Bank interest	1,319	1,832
	20,525	3,141
Total	38,742	3,141

CASH AND CASH EQUIVALENTS

	31 Dec 2025	31 Dec 2024
	€	€
Bank credits		
Rabobank NL92RABO0118162926	8,821	12,166
Rabobank NL30RABO1514438496	142,939	188,107
Paypal	116	-
Total	151,876	200,273

EQUITY

	31 Dec 2025	31 Dec 2024
	€	€
Continuity reserve		
Continuity reserve	160,363	163,350
Total	160,363	163,350

Continuity reserve	2025
	€
Balance January 1	163,350
Result for the year	-2,987
	160,363
Balance December 31	160,363

CURRENT LIABILITIES

	31 Dec 2025	31 Dec 2024
	€	€
Trade payables		
Creditors	1,940	924
Taxes payable and social security contributions payable		
Taxes-and wage tax	4,377	5,460
Other payables		
NOW Subsidy	13,187	21,414
Payroll- holiday allowance	6,203	9,733
Accrued expenses	6,062	3,977
Remaining debts	24	24
Payment on the way	144	-
	25,620	35,148
Total	31,937	41,532

Disclosure

All current liabilities fall due within one year. The fair value of the current liabilities approximates their book value due to their short-term nature.

OFF-BALANCE SHEET LIABILITIES

Payments to obtain usage rights

The annual amount of rental obligations for immovable property entered into with third parties is € 11,500

8 NOTES TO STATEMENT OF INCOME AND EXPENSES

REVENUE AND GROSS MARGIN

	2025	2024
	€	€
Individuals & private donors		
Donations and gifts from private individuals	92,375	43,480
Companies		
Lent Medical B.V.	5,000	5,000
Others	340	510
Stek Advocaten B.V.	-	1,500
	5,340	7,010
Foundations & Other non-profit organisations		
Foundations & Other non-profit organisations	495,079	544,013
Operating income	592,794	594,503
Sport and play program Kenya and Uganda (A+B)	197,062	183,935
Sport and play program Zambia and Malawi (C+D)	221,940	207,731
Playful learning strategy & innovation (cross-country) (E)	65,822	84,255
Gross margin	107,970	118,582

OTHER OPERATING EXPENSES

	2025	2024
	€	€
Recrutment costs	8,737	30,301
Management and administrative costs		
Staff costs	78,769	55,425
Outsourced work	13,642	10,089
Office and general expenses	4,063	14,565
Housing costs	3,586	17,807
Depreciation	847	906
Purchases and acquisitions	726	-
	101,633	98,792
Total	110,370	129,093

Fondsenwervende organisaties

	Besteed aan doelstellingen						Wervingkosten	Kosten beheer & adminstratie	Totaal werkelijk 2025	Begroot 2025	Totaal werkelijk 2024
	A	B	C	D	E	Totaal					
Verstrekte (project)subsid	54.890	60.863	84.064	83.507		283.325	...		283.325	378.940	475.921
Aankopen en verwervingen				141		141	...	726	867		
Uitbesteed werk					11.222	11.222	...	13.642	24.864	9.094	10.089
Communicatiekosten					15.023	15.023	8.737		23.760	17.709	30.301
Personeelskosten	29.503	38.507	20.995	27.210	25.671	141.885	...	78.769	220.654	221.197	55.425
Huisvestingskosten	2.688	2.688	2.688	2.688		10.750	...	3.586	14.336	0	17.807
Kantoor- en algemene kos	4.124	3.800		647	13.906	22.477	...	4.063	26.540	22.950	14.565
Afschrijving		...				0	...	847	847	735	906
Totaal	**91.205**	**105.858**	**107.747**	**114.193**		**484.824**	**8.737**	**101.633**	**595.194**	**650.625**	**605.014**

Note

A) Sport and play program Kenya
B) Sport and play program Uganda
C) Sport and play program Zambia
D) Sport and play program Malawi
E) Playful learning strategy & innovation (cross-country)

Notes on salaries

	2025	2024
Wages and salaries	170.369	172.516
Social security contributions	30.548	29.921
Pension expenses	3.670	3.605
Other personnel expenses	16.067	6.858
	220.654	212.901

Average number of employees:

During the financial year, the Join for Joy Foundation employed an average of 5 employees:

Naam	fte	fte
Kooren, Hannah	0,2	0,5
Geen - Meijboom, Minke van	0,2	0,5
Nieuwland, Romee	0,9	0,9
Petty, Charlotte	0,8	0,5
Bramer, Bauke	0,0	0,3
Urai, Nina	0,7	0,0
Totaal	**2,8**	**2,7**

Remuneration of the Management

During the 2025 financial year, a total amount of €61,245 in remuneration was granted to the director of the foundation (2024: €78,398). The Board has determined the remuneration policy, the level of the director's remuneration, and the level of other remuneration components. The remuneration policy is updated periodically, with the most recent evaluation having taken place in 2025.
In determining the remuneration policy and setting the director's remuneration, use was made in 2025 of the BSD score of Join for Joy to ensure that the intended salary of the remunerated director is in line with these requirements, in accordance with the Code for Good Governance for Charities.

Remuneration of the Board

The board members perform their duties on an unpaid basis. No remuneration is granted for the work they perform.

FINANCIAL INCOME AND EXPENSES

	2025	2024
	€	€
Interest income other parties		
Interest income	1,319	1,832
Interest expenses credit institutions		
Bank charges	-1,906	-1,514
	-1,906	-1,514
Interest expenses other parties	-	-953
Financial income and expense	-587	-635

9 OTHER NOTES

EMPLOYEES

The average number of employees during the year, converted to full-time equivalents, was as follows:

Average number of employees during the period	2025	2024
	fte	fte
Active within the Netherlands	2.8	2.7

MANAGEMENT AND THE SUPERVISORY BOARD

Remuneration	2025	2024
	€	€
Remuneration of directors and former directors	61,245	78,398
Total	61,245	78,398

Remuneration of managing and supervisory directors

Remuneration of the Management

During the 2025 financial year, a total amount of €61,245 in remuneration was granted to the director of the foundation (2024: €78,398). The Board has determined the remuneration policy, the level of the director’s remuneration, and the level of other remuneration components. The remuneration policy is updated periodically, with the most recent evaluation having taken place in February 2026.
In determining the remuneration policy and setting the director’s remuneration, use was made in 2025 of the BSD score of Join for Joy to ensure that the intended salary of the remunerated director is in line with these requirements, in accordance with the Code for Good Governance for Charities.

Remuneration of the Board

The board members perform their duties on an unpaid basis. No remuneration is granted for the work they perform.

SIGNATURE

Amsterdam, June 30, 2026

Name	*Signature*
M. Beijerman Chairman	ValidSigned door M. Beijerman op 01-07-2026
J. D. Kalverkamp Treasurer	ValidSigned door J.D. Kalverkamp op 01-07-2026
S.M. van Esser Board member	ValidSigned door S.M. van Esser op 02-07-2026
N. Lepariyo Board member	ValidSigned door N. Lepariyo op 02-07-2026

Beoordelingsverklaring afgegeven