

Report on the EMAlumni General Assembly 2025

28 June 2025

Introduction

This is the Report of the EMAlumni Association, also referred to as the ‘Association’ concerning the 2025 General Assembly conducted in compliance with the Statute for the EMAlumni Association ASBL (the ‘Statute’), and the Act for non-profit associations dated 27 June 1921 and the Code des sociétés et des associations adopted on 23 March 2019 (collectively, the ‘Regulations’).

This present report is written by the President of the Association, Hélène Bauwens, the Secretary General of the Association, Mélina Pele, and two supportive members of the Association Elena Asciutti and Geanina Turcanu (present Board Member). The present report is public and is meant to demonstrate the transparency of voting procedures and confirm the quorum.

Certification and Declaration

The General Assembly was held online between 31 May 2025, 10:00 CEST and 15 June 2025, 23:59 CEST.

The conduct of the General Assembly and the online vote was conducted transparently, fairly, and honestly and fully corresponded with the provisions of the Statute and the Regulations.

- In accordance with Article 13.7 of the Statute, the General Assembly conducted between 31 May 2025, 10:00 CEST and 15 June 2025, 23:59 CEST. Thirty Seven (37) full members participated in the General Assembly (53.6per cent) of a total sixty nine (69) full members of the Association. The General Assembly therefore did achieve a quorum of more than 50 per cent of full members taking part in and was therefore validly organised.
- Diego Naranjo validly nominated for the position for President. No other candidate nominated for the position of President and Diego Naranjo is hereby duly elected President of the Association.
- Six (6) alumni validly nominated for four (4) Board Member positions, as follows: Mariana Groba Gomes, 2011 EMAlumn; Chiara Mongiello, 2024 EMAlumn; Catriona O’Sullivan, 2024 EMAlumn; Jordan Thorne, 2023 EMAlumn; Clarisse Fagard, 2023 EMAlumn; Muhammad Ebaid, 2022 EMAlumn

- There were four (4) vacant positions on the Board for the period 2025-2027 and thus Mariana Groba Gomes, Muhammad Ebaid, Clarisse Fagard, Chiara Mongiello are hereby declared elected.

The voting details are provided below. All comments received are also provided below and should be considered by the Board under the upcoming mandate.

Background Information

A General Assembly was announced by email on 02 May 2025, well in advance of the eight days before the start of the voting procedures, as required by the Statute. The General Assembly was announced on the website, via the EMAlumni newsletter, and via social network (i.e. Facebook; IG and LinkedIn) to all full members. Candidates had until 25 May 2025 to submit candidacy online in the EMAgora forum (Association's dedicated online General Assembly forum) by writing a post introducing themselves and their ideas. Within this required timeframe, one person validly nominated for president and six people nominated candidacies for the Board.

The General Assembly took place online from 31 May 2025, 10:00 CEST to 15 June 2025, 23:59 CEST.

An online informational webinar was held on 14 May 2025 to present EMAssociation's past and upcoming activities, introduce the Board and committees, provide an overview of the General Assembly agenda and the decisions to be voted on, and offer participants the opportunity to ask questions during a dedicated Q&A session.

Items for vote or comment

The items submitted to vote (approval or rejection) or comment were:

1. Approval of the activities and discharge of the Board
Presentation of the Mid-term Narrative Report 2024/2025 – for approval and comment
2. Approval of the Annual Account:
Presentation of the Rapport au *conseil administration, Bilan, comptes de résultats* – for approval and comment
3. Approval of the Activity Plan and the Budget Proposal 2025/26
4. Change of legal address
5. EMAlumni Scholarship
6. Election of the President – for vote
7. Election of four (4) Board Members (2025-2027) – for vote
8. General Comments and Suggestions – for comments

The following summarizes the comments received for the “for comment” items and clarifies the votes and quorum for the “for vote” items.

1. Approval of the activities and discharge of the Board – Presentation of the Mid-term Narrative Report 2024-2025

The Mid-term Narrative Report 2024-2025 covering the activities for the period August 2024 – January 2025 was accessible via a link.

The Mid-term Narrative Report is approved and the Board is discharged

Yes : 37 votes

No: 0 vote

Abstain: 0 vote

Three comments were received all complementing the Association and/or the Narrative Report. The comments follow:

- “Well done! !”
- “Good work!”
- “Thanks for all the work!”

2. Approval of the Annual Account

The annual account is approved and the Board is discharged

Yes: 37 votes

No: 0 vote

Abstain: 0 vote

Two comments were received all complementing the approval of the annual account. The comments follow:

- “I think it is a bit misleading to write "Profit" above as the association is not allowed to generate profit”.
- “I strongly recommend an annual increase of the SGs salary of 5% or otherwise appropriate”.

3. Approval of the Activity Plan and the Budget Proposal 2025/2026

The Activity Plan and the Mid-term Financial report are contractual documents of the partnership with the Global Campus of Human Rights.

A link to the activity plan drafted by the board for the period August 2024-July 2025 was provided. It explained that the Association’s activities corresponded to its 3 objectives being to strengthen the community by bringing alumni together, increasing the visibility of the Association’s work and impact of alumni on human rights, and support the professional development of alumni.

The Activity Plan for the period August 2025-July 2026 was approved

Yes : 36 votes

No: 0 votes

Abstain : 1 vote

Three comments were received:

- “Keep it up!”
- “GA in Brussels is a good idea.”
- “The plan mentions the 20th EMAalumni anniversary; what does that refer to?
A lot of costs (even basic ones like bank and accountancy fees) do not seem to be covered by the GC grant. How will those costs be covered?”

4. Change of legal address

Yes: 37 votes

No: 0 vote

Abstain: 0 vote

This amendment did not pass as amendments to the Statutes require a two-third (2/3) majority of the votes of the Full Members present or represented. The relevant Article of the Statute is copied below for awareness of all the Members.

Article 20. Amendments to the Statutes

Amendments to the Statutes of the Association shall be approved by the General Assembly.

Amending the Statutes is only possible if the proposed modification has been mentioned in full details on the agenda of the General Assembly meeting.

The General Assembly can only decide on the modification of the Statutes if at least two---thirds (2/3) of the Full Members are present or represented. A two---third (2/3) majority of the votes of these Full Members is required to amend the Statutes. However, if the amendment relates to the aims of the Association, a four---fifth (4/5) majority of the votes of the Full Members present and represented is required.

If the two---thirds (2/3) quorum is not met, another General Assembly meeting shall be convened no earlier than fifteen (15) days after the first meeting. At this second meeting, the General Assembly can validly decide on the amendments to the Statutes regardless of the number of Full Members present or represented. Amendments to the Statutes require a two---third (2/3) majority of the votes of the Full Members present or represented. Amendments to the aims of the Association require a four---fifth (4/5) majority of the votes of the Full Members present and represented.

Four comments were received:

- “It was initially also thought that it would be good to advertise that the space is there and ppl traveling through Brussels would be able to stop by or even work

there for a few hours. It would be good to make the desk space at the ULB better known.”

- “Definitely. Best proposal ever!”
- “Please note that the legal quorum for amendment of the Statutes is 2/3 of voting members (not 50% - the one to validate the GA).”
- “Moving back to ULB is very good decisions, also enabling to already be in touch with EMA students who after six months will become alumni”

5. EMA Alumni Scholarship

Yes: 34 votes

No: 2 votes

Abstain: 2 votes

This proposal did not pass as amendments to the aims of the Association required a four---fifth (4/5) majority of the votes of the Full Members present and represented. The relevant Article of the Statute is copied below for awareness of all the Members.

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Two comments were received:

- “I think the scholarship is a good idea but I don't agree that this should be the priority of the association. It would be good to rethink the wording as I don't think this is very good English. Also, if it does not say anything about the way the scholarship will be awarded (by a committee, EMA, the Board...?), it does not make sense to me to have it in the statutes and it will not fulfill the objective mentioned above.”
- “replace "which of them" with "one of them"

6. Election of the President – for vote

Pursuant to Article 15 of the Statute, the President of the Association is to be elected by the General Assembly. Diego Naranjo was the only nominee for President and was duly elected unopposed.

Yes: 37 votes

No: 0 vote

Abstain: 0 vote

Five (5) comments were received :

“The EMAlumni are a wonderful community! Thank you for keeping the EMAlumni Association alive and active! The more we can be in contact with one another, and know who is where, doing what, the better. Any further initiatives to that end are great”.

“I value the variety of activities the Association is involved in (advocacy, mentoring, mental health, social) and the platform it offers for connecting alumni. I also really appreciate the newsletters. I think the Association needs to expand its appeal to encourage more members to be engaged, hence offering the opportunity for new activities and more action (with more people becoming supportive members). A great way to do this would be through finding an engaging way to gather feedback like this from all alumni, not just supportive members & by utilising social accounts further, e.g. alumni takeovers to create more ownership”.

“Congratulations for the great work, especially the restructuring in Committees and the scholarship. I also support the proposal of an event in Brussels to celebrate the 20th anniversary and to increase awareness of our existence. It would be good to create a public space/moment for reflection on the links between politics, human rights and a much needed change in narratives. Emalumni should be seen as thought-leaders on this.”

“I am glad to be part of the EMAlumni Association. And I appreciate all the efforts the team is making. I think we might need more activities—practical ones—in the advocacy committee. Actually, I will be thinking of some ideas and will propose them to the team once I have them. I would be happy to know if there would be some budgets allocated to the series of activities, as I saw it was 'pending funding'”.

“I strongly value the voluntary work of the board and other associated alumni.”

7. Election of 4 Board Members (2025-2027) – for vote

Six EMAlumn* put forward their candidature for the Board Member position (all candidacies being valid).

Total number of voters: 37

The candidates received the following votes:

- **Mariana Groba Gomes**, votes.
- **Muhammad Ebaid**, 27 votes.
- **Clarisse Fagard**, 25 votes.
- **Chiara Mongiello**, 22 votes.
- **Catriona O'Sullivan**, 20 votes.
- **Jordan Thorne**, 20 votes.

One (1) comment was received :

“Thank you for running! And I hope those who will not be elected won't be deterred from still being engaged!”

As a result Mariana Groba Gomes, Muhammad Ebaid, Clarisse Fagard, Chiara Mongiello were elected as Board Members.



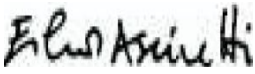
8. General Comments and Suggestions – for comments

No comment received

9. Conclusions

The items Change of legal address and EMAumni Scholarship were not approved because the vote did not reach the necessary quora, respectively 2/3 majority and 4/5 majority of votes of the Full Members present or requested. According to Article 20 of the Association Statute: “another General Assembly meeting shall be convened no earlier than fifteen (15) days after the first meeting. At this second meeting, the General Assembly can validly decide on the amendments to the Statutes regardless of the number of Full Members present or represented. Amendments to the Statutes require a two---third (2/3) majority of the votes of the Full Members present or represented. Amendments to the aims of the Association require a four---fifth (4/5) majority of the votes of the Full Members present and represented.

Brussels, 28 June 2025

President of the Association Hélène BAUWENS	Secretary General of the Association Mélina PELE	EMAlumnas Elena Asciutti and Geanina Turcanu
<p>For the EMAlumni Association</p>  <p>Hélène Bauwens, EMAlumni President</p>		 <p>Geanina Turcanu (EMAlumni Board Member)</p>

Annexes:

- Annex 1: Mid-term Narrative Report 2024/25
- Annex 2: Rapport au Conseil d'administration
- Annex 3: Bilan and Comptes de résultats Bilan 2025/26

PROJECT TITLE	Mid -Term Narrative Report (August 2024- January 2025)
PROJECT MANAGER	

ACTIVITIES	TASK OWNER	budget lines		objectives	NARRATIVES	ANNEXES
Governance and transversality						
Good governance		3207/2025	yearly			
compliance with legal obligations	Board and SG	1.1, 5.2	yearly		The association tasks the firm Equitis for its accountancy, financial and administrative obligation vis à vis the Belgian authorities.	
General assembly	SG + board + CC	1.1- 1.2 - 2 - 5.2	yearly		to be organised in the second reporting period	
Relations with providers	SG	1.1	yearly		The secretary general manages the relationship with the providers of the association namely the communication consultant and the accountant.	
Communication						
Bi-monthly Newsletter	SG +CC+Board	1.1 -1.2 -2		1. Strengthen roots / audience/ membership.	The newsletter is a milestone in the association communication strategy as it gives an overview on the diversity of activities in which not only the association but the EMAIumni are engaged with. This first semester has been particularly active so that the association actually published 3 newsletters on a monthly basis compared to the initial bi-monthly newsletter initially planned. Together with social media and the website, the engagement of followers increased during the period. The association gained 334 followers on LinkedIn and 90 on Instagram	October newsletter..
				2. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations	The newsletter is also the opportunity for shared visibility. The association makes sure to communicate on the updates and upcoming activities of the GCA but also Regional Alumni organisation .	November newsletter
				3.Strengthen collaboration with EMA program	The newsletter is also the opportunity for shared visibility with the EMA program and more specifically with the current students in relaying, amplifying and communicating on the organisation of the Human rights festival .	December Newsletter
				4. Create strong bonds between the different generations of EMAIumni	In doing so, the newsletter is a tool to foster the bonds of the association with its organic ecosystem (GC, GCA, EMA, regional alumni organisation as well as creating bonds between the different generations of EMAIumi. To that end, the newsletter often published news of EMAIum around the world .	
				5. Knowing better our EMAIumni	The newsletter helps the association to know better the EMAIum community since it implies to reach out to people to get to know where they are doing, asking for contributions and so on.	
				6. Improve governance of the Association	The newsletter is also an instrumental tool to improve the governance of the association as every important news related to jobs , trainings, grants, engagement opportunities are published in the newsletter. Doing so we are fostering transparency and equal opportunities.	
				7. Offer value to EMAIumni in terms of networking opportunities, connection, skills learning	Updates of Hubs and news of meet up events have quite often found their place in the newsletter.	
				8. Support EMAIumni throughout their career- Mental health	through the editorials of the mental health support group, the newsletter contributes to support EMAIumni career when it comes to mental health.	
				9. Advocate for Human Rights and showcase the quality and the spread network of EMAIumni	The editorials of the advocacy and the fundraising committees communicated on the numerous actions they undertook to advocate and promote human rights throughout our network : petition, public statement, scholarship	
				10. Become more independent and diversify incomes: (fundraising , grant applications	The newsletter is instrumental in reminding EMAIum to financially support the association through the annual membership fees as well as through donations for the scholarship. Donations and subscriptions are constant in the aftermath of the publication of a newsletter.	
website : update and maintenance	SG+ comms cons + provider		yearly			
<p>1. Community building : Creating a sense of belonging within the EMA community, fostering bonds, and bringing members together. And beyond be an active and constructive member with the Global campus of Human Rights (Global Campus Alumni, EMA program, GC professors and Staff, GC alumni regional organisation, students)</p> <p>Values : Solidarity support our EMAIumni, promote our EMAIumni</p>						
Committees	Board					
Creation of Committees : The board of the association decided to create 3 committees : the hubs and ambassadors committee, the advocacy committee and the fundraising committee. I addition to the three committees, two groups are officially created: the climate justice task force and the mental health support group.	Board , SG	1.1-2		1. Strengthen roots / audience/ membership.	The committees are created to foster involvement and to develop a more bottom-up approach in the design of the association activities. One of the conditions to become part of one or more committees is to be a supportive member of the association. A call was published on our website, newsletter and social media in september 24. The campaign was successful since the association gained 16 new supportive and committed members for 2024 . In total, in 2024, the association has got 71 supportive members .	The decision on the creation of the committees.
				2. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations	The committees are strongly encouraged to develop relationships and thights with the GCA and the regional alumni organisation. As a matter of fact, the public statement calling for an immediate cease fire in Gaza and Lebanon published on 30 October 2024 by the advocacy committee was also co-signed by 5 other regional alumni organisations. Another example is the application to the GCA grants by the members of the climate justice task force in collaboration with other GC alumni.	
				3.Strengthen collaboration with EMA program	<i>nta</i>	
				4. Create strong bonds between the different generations of EMAIumni	Creating bonds between the different generations of EMAIum is one of the most existential objective of the committees. Indeed, in the different committees new and older generation of EMAIum of collaborating together on specific activities, sharing experiences and skills and learning from each other.	
				5. Knowing better our EMAIumni	Each committee has had so far one to two meetings. Concrete and direct collaborations significantly contribute to know better our EMAIumni.	
				6. Improve governance of the Association	The committees were created by the decision of the Board . In this document, the Board has clearly described the new architecture of the association. The decision set the objectives of the committees as well as their prerogatives and obligations. The inherent features of the committees such as the bottom-up approach, the team work , the adoption of guidelines and actions plans improve greatly the governance of the association.	
				7. Offer value to EMAIumni in terms of networking opportunities, connection, skills learning	The committees offers to their participants opportunities to connect with each other and beyond. These create significant networking opportunities. Each participant bring their skills and experience which result in peer learning. Also, the association aimed at ensuring visibility to EMAIumni who contribute to the association activities, specifically in the publication of the association, social post, and who's who on the website: such as the dedicated page for the mental health support group .	
				8. Support EMAIumni throughout their career- Mental health	The creation of the mental health support group aims specifically at supporting the EMAIumni in managing their mental health throughout their careers by raising awareness and destigmatising mental health challenges inherent to our professions.	
				9. Advocate for Human Rights and showcase the quality and the spread network of EMAIumni	The advocacy and the fundraising committees as well as the climate justice task force contribute with their respective activities to showcase the high qualitative expertise of the EMAIumni network.	
				10. Become more independent and diversify incomes: (fundraising , grant applications	The committees are encouraged to apply to diverse grants or to implement fundraising campaigns for the association. In this line, the MHS group has applied unsuccessfully to a grant at the Multitudes foundation. The Climate justice task force has applied to a GCA grant for a specific project and the fundraising committee has launched a very ambitious scholarship campaign to raise fund in order to cover the enrollment fees for a student applying to the EMA programme and who will commit to write their master thesis on freedom of expression.	the committees guidelines
Adoption of guidelines	Board			1. Strengthen roots / audience/ membership.		
				2. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations		
				3.Strengthen collaboration with EMA program		
				4. Create strong bonds between the different generations of EMAIumni		
				5. Knowing better our EMAIumni		
				6. Improve governance of the Association	The adoption of the guidelines , together with the decision on the creation of the committees, was adopted by the Board of the Association on 03 september 2024. The documents set the rules relating to the selection of the members of the committee, the decision-making process, the committees' participation in the elaboration, planification and implementation of the association's activities , their participation in the communication and the reporting of the association as well as the relationships with other organs. The guidelines ensures clarity and transparency. There are a clear indicator of the association' commitment to good governance.	
				7. Offer value to EMAIumni in terms of networking opportunities, connection, skills learning		
				8. Support EMAIumni throughout their career- Mental health		
				9. Advocate for Human Rights and showcase the quality and the spread network of EMAIumni		
				10. Become more independent and diversify incomes: (fundraising , grant applications		
Hubs and Ambassadors	committee members					
Action plan	committee: Board members + Ambassadors	2		1. Strengthen roots / audience/ membership.	The hubs and Ambassadors committee is very instrumental in bringing the community together, creating bonds and strengthening the roots. The mailing list of Ambassadors counts 30 members. The action plan of the committee was adopted at the extraordinary in person board meeting last January.	
				2. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations		
				3.Strengthen collaboration with EMA program		
				4. Create strong bonds between the different generations of EMAIumni		
				5. Knowing better our EMAIumni		
				6. Improve governance of the Association	The action plan provides clarity on the planned activities of the committee and is therefore a strong indicator of the association's commitments to good governance standards.	
				7. Offer value to EMAIumni in terms of networking opportunities, connection, skills learning		
				8. Support EMAIumni throughout their career- Mental health		
				9. Advocate for Human Rights and showcase the quality and the spread network of EMAIumni		
				10. Become more independent and diversify incomes: (fundraising , grant applications		
quarterly meet up	Ambassadors	2		1. Strengthen roots / audience/ membership.	The ambassadors are encouraged to organise quarterly meet-ups . In person meetings bring the community together and strengthen the roots. Four EMA christmas drinks were organised in the course of December in Brussels , Athens, Hambourg and Berlin	
				2. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations	The EMA meetups are opened to all GC alumni	
				3.Strengthen collaboration with EMA program		
				4. Create strong bonds between the different generations of EMAIumni	Different generations of EMAIum meet during these meetups and not only. At the Berlin meetups last December, two former EMA programme directors took happily part.	
				5. Knowing better our EMAIumni	The meetups are social event in which generally at least one or more board members participate. There are precious opportunities to get to know fellow EMAIumni	
				6. Improve governance of the Association		
				7. Offer value to EMAIumni in terms of networking opportunities, connection, skills learning	The social event are evidently interesting opportunities to network and create connections	
				8. Support EMAIumni throughout their career- Mental health		
				9. Advocate for Human Rights and showcase the quality and the spread network of EMAIumni		

			10. Become more independent and diversify incomes: (fundraising , grant applications)		
Renewal of the Ambassadors	Committee board members	1, 2 - 2	1. Strengthen roots / audience/ membership,	The Ambassadors pool renewed in december 2023 were asked to confirm their will to continue their "mandate". They were asked to pay their membership and encourage their contacts to do so. They have received two internal letters called the diplomatic letter giving important updates of the association and were asked to amplify the messages. In the aftermath of the call for the committees, 6 new supportive members joined the ambassadors pools.	
			2. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations	The Ambassadors and hubs project is thought to show to external partners (universities partners, institutions, prospective students) the spreadness and connectiveness of the EMA-network and more generally the GC network. Sharing the same objectives, and working in the same directions than the GC contribute to strengthen the link with the GCA	
			3.Strengthen collaboration with EMA program	For the same abovementioned reasons, the hubs and ambassadors contribute to strengthen the collaboration with the EMA programme. Furthermore, to a great extend, special attention is given that there is an ambassador in most of the universities partners that welcome EMA student for the second semesters. This year the Association put 26 students in direct contact with their ambassador, the other students were given the link of an exciting facebook group.	
			4. Create strong bonds between the different generations of EMAIumni	The ambassadors are the main bonds between different generations of EMAIumni	
			5. Knowing better our EMAIumni	being in direct contact with the ambassadors enables the association to get to know better the EMAIumni	
			6. Improve governance of the Association	Through the diplomatic letter, emails and opencalls, the association strive to improve governance.	
			7. Offer value to EMAIumni in terms of networking opportunities, connection, skills learning		
			8. Support EMAIumni throughout their career- Mental health		
			9 Advocate for Human Rights and showcase the quality and the spread network of EMAIumni		
			10. Become more independent and diversify incomes: (fundraising , grant applications)		
Creation of a year Ambassador (proposed during the general assembly)	committee members			To be implemented in the second semester	
Climate justice task force	BM + volunteers				
action plan	BM + volunteers		1. Strengthen roots / audience/ membership,	The Climate Justice Task force was created in 2023 on the initiative of the Former secretary General Penny Papaspyropoulou for the GCA conference on climate justice and rights to future generation that took place in Athens in April 2024. Considering the importance of the topic, the interesting and valuable work of the group and the increasing interest of the new generations of EMAGraduate, the association has offered the group to continue their work and commitment under the umbrella of the association. The pre-existing group was rejoined by 3 new members from the committees call. The group submitted an action plan that was approved by the Board on 17/01/2025.	
			2. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations	The continuation of the project initiated by the GCA contribute to strengthen the collaboration with the GCA	
			3.Strengthen collaboration with EMA program	n/A	
			4. Create strong bonds between the different generations of EMAIumni	Different generations of EMAIumni work collectively on the topics	
			5. Knowing better our EMAIumni		
			6. Improve governance of the Association	The action plan provides clarity on the planned activities of the committee and is therefore a strong indicator of the association's commitments to good governance standards.	
			7. Offer value to EMAIumni in terms of networking opportunities, connection, skills learning		
			8. Support EMAIumni throughout their career- Mental health		
			9 Advocate for Human Rights and showcase the quality and the spread network of EMAIumni	The value of the work of the Climate justice task force shows the expertise of the members of the group on Climate Justice.	
			10. Become more independent and diversify incomes: (fundraising , grant applications)	The group applied to GCA grants	
website page	BM + CC			to be implemented in the second semester	
Edito in the Newsletter	task force + CC	1, 1 - 1, 2 - 2	1. Strengthen roots / audience/ membership,	The group has a dedicated space in the newsletter, that they can use at their discretion to communicate on their updates .	
			2. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations		
			3.Strengthen collaboration with EMA program		
			4. Create strong bonds between the different generations of EMAIumni		
			5. Knowing better our EMAIumni		
			6. Improve governance of the Association		
			7. Offer value to EMAIumni in terms of networking opportunities, connection, skills learning	The value of the work of the Climate justice task force shows the expertise of the members of the group on Climate Justice. Ultimately, the newsletter has a potential to offer visibility to the group members.	
			8. Support EMAIumni throughout their career- Mental health		
			9 Advocate for Human Rights and showcase the quality and the spread network of EMAIumni	Through the newsletter, the Climate justice task force showcase the quality of the expertise of the EMAIumni on this specific topic and link it to human rights related issues.	
			10. Become more independent and diversify incomes: (fundraising , grant applications)		
relationship with GC					
quaterly joint meeting with GCA and EMA program director	SG+ Psdt + BM	1, 1,		A joint meeting of the GCA and EMA programme director took place during the In person board meeting last January in Lido.	
quaterly joint meeting with GCA and regional organisation	SG+ Psdt + BM			The Secretary General and the President attend the quaterly meetings with the GCA and the other regional alumni organisations. This is the occasion for the association to communicate on its news and updates, share experience and benefit from lessons learnt of the other Alumni organisations	
Professional Development : Providing opportunities for skill learning, shared experiences, networking, and support for career growth.					
Values: Support Openness Equal opportunities					
Fundraising committee	BM + volunteers				
open calls of interest	BM+ SG + CC	1, 1, 1, 2 - 2	1. Strengthen roots / audience/ membership,	The committees are created to foster involvement and developent a more bottom-up approach in the design of the association activities. One of the conditions to become part of one or more committees is to be a supportive member of the association. A call was published on our website, newsletter and social media in september 24. The campaign was successful since the association gained 16 new supportive and committed members for 2024 . In total, in 2024, the association has got 71 supportive members . Unfortunately there was no big interest to be part of the fundraising committee. The latter is mainly constituted of board members and SG.	
			2. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations	The creation of the different committees and the scholarship initiative are innovative activities that could be sent as examples for the other regional organisations.	
			3.Strengthen collaboration with EMA program	The action plan revolves mainly around the scholarship. The objective of the fundraising committee is to raise funds to cover the enrollment fee of the EMA programme for a deserving student. This initiative aims not only at building a sense of belonging to a community but also to work closely and organically with the EMA programme.	
			4. Create strong bonds between the different generations of EMAIumni		
			5. Knowing better our EMAIumni		
			6. Improve governance of the Association	The fundraising committee submitted an action plan that was approved by the Board on 17.01.2025.	
			7. Offer value to EMAIumni in terms of networking opportunities, connection, skills learning		
			8. Support EMAIumni throughout their career- Mental health		
			9 Advocate for Human Rights and showcase the quality and the spread network of EMAIumni		
			10. Become more independent and diversify incomes: (fundraising , grant applications)		
early membership campaign	committee + CC+ SG	1, 1, 1, 2 - 2	1. Strengthen roots / audience/ membership,	The early membership campaign has been merged with the scholarship fundraising campaign. The participants to the campaign had the possibility to become an early 2025 supportive member of the association when they donated at least 25 Euros. 19 persons donated in 2024 and became early 2025 supportive members.	
			2. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations		
			3.Strengthen collaboration with EMA program	The objective of the scholarship fundraising campaign is to raise funds to cover the enrollment fee of the EMA programme for a deserving student. This initiative aims not only at building a sense of belonging to a community but also to work closely and organically with the EMA programme.	
			4. Create strong bonds between the different generations of EMAIumni		
			5. Knowing better our EMAIumni	This activity enables the association to know better its EMAIumni in constituting a rich database with loyal supportive members who supports the association everytime and also new one who were sensitive to the specific topic.	
			6. Improve governance of the Association		
			7. Offer value to EMAIumni in terms of networking opportunities, connection, skills learning	The scholarship fundraising campaign is an opportunity for EMAIumni, former graduates of the EMA programme, to concretly give back to the next generation. This is susceptible to create and build a sense of belonging to the EMA community.	
			8. Support EMAIumni throughout their career- Mental health		
			9 Advocate for Human Rights and showcase the quality and the spread network of EMAIumni	The scholarship fundraising campaign advocates for human rights since the association partnered with the 2024 EMA award recipient, Andra Matei, founder of the Avantgardes Lawyers. One of the requirement to obtain the scholarship is to commit to write the master thesis on freedom of expression.	
			10. Become more independent and diversify incomes: (fundraising , grant applications)	The scholarship fundraising campaign is also an opportunity to diversify the source of income of the association in increasing the numbers of membership.	
General assembly membership campaign	Committee + CC+ SG			To be implemented in the second reporting period	
Mental heath support	Molina				
Create a working group with EMA therapists	Molina+ BM	1, 1, 1, 2 - 2	1. Strengthen roots / audience/ membership,	The constitution of the Mental Health Support group took part in the frame of the open call for participation to the committees in september 2024. The group submitted its action plan that was approved by the Board on 17.01.25	
			2. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations		
			3.Strengthen collaboration with EMA program		
			4. Create strong bonds between the different generations of EMAIumni	Different generations of EMAIumni work collectively on the topics	
			5. Knowing better our EMAIumni	This activity enables the association to know better its EMAIumni in constituting a rich database with expertise and interest of the its supportive members	
			6. Improve governance of the Association	The association strives for openness and equity. Therefore, the open calls and the condition to the payment of membership to foster responsibility and accountability in sharing information and access to the association files.	

website page	Working group	1.1 1.2 - 2	7. Offer value to EMAlumni in terms of networking opportunities, connection, skills learning	The group that is constituted by 15 members from different generations of EMAlumni . This is a clear and concrete opportunity for the participants to create connections and learn from each others. To dates, two meetings took place to design action plan.	
			8. Support EMAlumni throughout their career- Mental health	One of the objectives of the Mental Health Support group is to offer mental support to EMAlumni throughout their careers.	
			9. Advocate for Human Rights and showcase the quality and the spread network of EMAlumni	The other objective is to bring mental health for human rights / humanitarian professionals more vigorously on the agenda to destigmatise mental health issues. Many EMAlum has develop strong expertise and professional experience on the topic. The constitution of the group will showcase the quality of the EMA network of this topic too.	
			10. Become more independent and diversify incomes: (fundraising , grant applications)	Another objective of the Mental Health Support group is to apply to grants in order to finance concrete well being / mental health support through group coaching or 1:1 session to supportive members	
			1. Strengthen roots / audience/ membership,	A <u>dedicated webpage</u> to the Mental Health Support group has been created on the association's website. This webpage has vocation to facilitate reaching out to peers or coaches, to offer resources dedicated to mental health/ wellbeing management. And also drives more trafic to the association website.	
			2. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations		
			3. Strengthen collaboration with EMA program		
			4. Create strong bonds between the different generations of EMAlumni		
			5. Knowing better our EMAlumni		
			6. Improve governance of the Association		
wellbeing edito in the Newsletter	working group	1.1 1.2 - 2	7. Offer value to EMAlumni in terms of networking opportunities, connection, skills learning	Well-being/ mental health experts have been identified within the EMA community to foster connection but also skills learning opportunity	
			8. Support EMAlumni throughout their career- Mental health	Facilitating access to peers support, coaches, ressources and blog articles aiming at destigmatising mental health issues contribute to support EMAlumni throughout their career.	
			9. Advocate for Human Rights and showcase the quality and the spread network of EMAlumni		
			10. Become more independent and diversify incomes: (fundraising , grant applications)		
			1. Strengthen roots / audience/ membership,	The group has a dedicated space in the newsletter, that they can use at their discretion to communicate on their <u>updates</u> . The group has already published two articles in the october and december newsletter.	
			2. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations		
			3. Strengthen collaboration with EMA program		
			4. Create strong bonds between the different generations of EMAlumni		
			5. Knowing better our EMAlumni		
			6. Improve governance of the Association		
Promotion of Human Rights and Democracy : Bring the EMA community together for a common cause. Show the EMA network. The EMA community in action to promote human rights and democracy					
Values:					
- Bottom-up approach					
- Fairness					
- inclusivity					
EMA awards	Hélène + BM + CC				
Communication	CC+ PSDT + SG			to be implemented in the second reporting period	
Partnership EMAlumni x EMA awardee	Board + SG + awardee				
Action plan	Board + SG + awardee				
Advocacy committee					
Action plan	BM + volunteers		1. Strengthen roots / audience/ membership,	The committees are created to foster involvement and develop a more bottom-up approach in the design of the association activities. One of the conditions to become part of one or more committees is to be a supportive member of the association. A <u>call was published</u> on our website, newsletter and social media in september 24. The campaign was successful since the association gained 16 new supportive and committed members for 2024 . In total, in 2024, the association has got 71 supportive members . The advocacy committees counts 10 active members .	
			2. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations	The topics chosen by the advocacy committee call for more collaboration with GCA and Alumni regional organisation. The public statement on calling for immediate cease fire in Gaza and Lebanon was signed by 6 representatives of the alumni regional organisations. Moreover, the group focuses on Afghanistan and contacted Julia Runte from the Global Campus of Human Rights to explore ways to collaborate together and also with the current students.	
			3. Strengthen collaboration with EMA program		
			4. Create strong bonds between the different generations of EMAlumni		
			5. Knowing better our EMAlumni		
			6. Improve governance of the Association	The <u>action</u> plan provides clarity on the planned activities of the committee and is therefore a strong indicator of the association's commitments to good governance standards.	
			7. Offer value to EMAlumni in terms of networking opportunities, connection, skills learning		
			8. Support EMAlumni throughout their career- Mental health		
			9. Advocate for Human Rights and showcase the quality and the spread network of EMAlumni		
			10. Become more independent and diversify incomes: (fundraising , grant applications)		
Edito in the Newsletter	BM + volunteers	1.1 1.2 - 2	1. Strengthen roots / audience/ membership,	The group has a dedicated space in the newsletter, that they can use at their discretion to communicate on their updates. The group has already published two articles in the <u>october</u> and <u>december</u> newsletter.	
			2. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations		
			3. Strengthen collaboration with EMA program		
			4. Create strong bonds between the different generations of EMAlumni		
			5. Knowing better our EMAlumni		
			6. Improve governance of the Association		
			7. Offer value to EMAlumni in terms of networking opportunities, connection, skills learning		
			8. Support EMAlumni throughout their career- Mental health		
			9. Advocate for Human Rights and showcase the quality and the spread network of EMAlumni	The value of the work of the advocacy committee shows the expertise of the members of the group and advocates for human rights . Ultimately, the newsletter has a potential to offer visibility to the group members.	
			10. Become more independent and diversify incomes: (fundraising , grant applications)		
campaign	committee + CC + SG	1.1 1.2 - 2	1. Strengthen roots / audience/ membership,	In the course of the reporting period, the advocacy has published a public statement / <u>petition</u> to call for immediate cease fire in Gaza and Lebanon , sent to Commission President and to the High Commissioner for Foreign Affairs and has started working on afghanistan with the drafting of a letter also addressed to the European Union and the organisation of a webinar probably in collaboration with GC (Julia Runte)	
			2. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations		
			3. Strengthen collaboration with EMA program		
			4. Create strong bonds between the different generations of EMAlumni	The group is constituted of different generations of EMAlum and it clearly answered a need of cohesion, and sense of belonging to a like minded community expressed on diverse occasion since october 2023	
			5. Knowing better our EMAlumni	Through collective actions the association get to know better the EMAlumni	
			6. Improve governance of the Association		
			7. Offer value to EMAlumni in terms of networking opportunities, connection, skills learning	Collective actions facilitate networking opportunities, connections and skill learning.	
			8. Support EMAlumni throughout their career- Mental health		
			9. Advocate for Human Rights and showcase the quality and the spread network of EMAlumni	The actions of the advocacy committee revolves around advocating for human rights issues such as on the war on Israel and Hamas as well as raising awareness on the dire human rights situation in afghanistan	
			10. Become more independent and diversify incomes: (fundraising , grant applications)	The actions of the advocacy committee participate in the efforts of outreach and fundraising of the Association.	

Mid-Term Narrative Report

Introduction

This mid-term report provides an overview of the association's achievements and initiatives within the framework of its four foundational pillars: **Governance and Transversality, Community Building, Professional Development, and Promotion of Human Rights and Democracy**. These pillars shape the association's activities, ensuring the fulfillment of its mission to support and empower its members while fostering collaboration and advocacy in the human rights field.

1. Governance and Transversality

Strong governance is at the heart of the association's activities, ensuring compliance, transparency, and efficiency. Several key initiatives have been undertaken to reinforce this commitment:

- **Legal and Administrative Compliance:** The association collaborates with the firm Equitis to manage its financial and administrative obligations to the Belgian authorities.
- **General Assembly:** The next General Assembly is scheduled for the second reporting period, ensuring members' active participation in strategic decision-making.
- **Provider Relations:** The Secretary General (SG) maintains partnerships with key service providers, such as communication consultants and accountants, to ensure smooth operations.
- **Communication Strategy:**
 - The association's **bi-monthly newsletter** has been a critical tool for strengthening engagement, increasing transparency, and promoting opportunities. Due to heightened activity, three newsletters were issued monthly instead of the planned bi-monthly schedule.
 - The **website update and maintenance** have played a vital role in fostering a sense of community, highlighting alumni activities, and providing key resources.

Additionally, the association has taken a **bottom-up approach** by forming **committees** that empower members and enhance governance. These include:

- **Hubs & Ambassadors Committee:** Strengthens engagement by organizing in-person meetups, reinforcing connections among members.
- **Advocacy Committee:** Mobilizes members around human rights issues, recently issuing statements on global crises.

- **Fundraising Committee:** Works toward financial sustainability, launching a scholarship fundraising campaign to support an EMA student committed to human rights research.
- **Climate Justice Task Force:** A growing initiative focused on addressing environmental and human rights challenges.
- **Mental Health Support Group:** Aims to destigmatize mental health issues within the human rights field and provide resources for alumni well-being.

Each of these committees plays a role in strengthening membership engagement, fostering intergenerational bonds, and improving governance through clear guidelines and action plans.

2. Community Building

A key mission of the association is to **create and sustain a strong and connected community**. This pillar focuses on bringing together alumni across generations and regions, reinforcing a shared sense of belonging.

- **Ambassadors & Hubs Committee:**
 - This committee has played a crucial role in fostering connections among alumni, ensuring engagement at both local and international levels.
 - With a growing network of **30 ambassadors**, the association has expanded its reach, providing members with direct contacts in various regions.
- **Meetups and Events:**
 - Quarterly **in-person meetups** have been instrumental in reinforcing ties among alumni. Events such as EMA Christmas Drinks in **Brussels, Athens, Hamburg, and Berlin** brought together different generations of alumni, including former EMA program directors.
- **Alumni Outreach and Engagement:**
 - The **newsletter and social media updates** frequently highlight alumni achievements, fostering pride and solidarity within the community.
 - The **website's dedicated sections** on alumni initiatives further encourage engagement and cross-collaboration.
- **Strengthening Intergenerational Bonds:**
 - Through events, committees, and working groups, the association actively promotes knowledge-sharing and mentoring between recent graduates and experienced professionals.

By prioritizing community-building, the association ensures that alumni **remain connected, engaged, and active within the broader EMA network**.

3. Professional Development

The association remains committed to **supporting career development, skill-building, and networking opportunities** for its members. Key initiatives include:

- **Networking and Alumni Engagement:**
 - Regular **meetups and ambassador-led events** facilitate alumni connections worldwide.
 - The **Ambassadors Committee** supports new graduates by connecting them with experienced alumni in various regions.
- **Skill Development and Knowledge Sharing:**
 - The **newsletter and website** serve as hubs for job postings, training opportunities, and grants, ensuring that members have access to career-enhancing resources.
 - The **Mental Health Support Group** promotes resilience and well-being through editorials and peer support initiatives.
- **Fundraising for Educational Support:**
 - A **scholarship fundraising campaign** was launched to support a student enrolling in the EMA program, strengthening ties with the academic community and encouraging alumni involvement in mentoring.
- **Committee-Led Initiatives:**
 - The **Climate Justice Task Force** and **Advocacy Committee** provide platforms for members to apply their expertise in impactful projects, from grant applications to public statements.

By creating an ecosystem of mutual support, the association enhances professional growth while reinforcing solidarity within the alumni network.

4. Promotion of Human Rights and Democracy

At its core, the association is dedicated to advancing human rights advocacy and democratic values. This commitment has been demonstrated through various initiatives:

- **Advocacy Efforts:**
 - The **Advocacy Committee** has led impactful actions, including issuing a **public statement calling for a ceasefire in Gaza and Lebanon**, co-signed by five regional alumni organizations.
 - Current efforts focus on **raising awareness about the situation in Afghanistan**, with a planned webinar in collaboration with the Global Campus of Human Rights.
- **Climate Justice and Human Rights:**

- The **Climate Justice Task Force** has continued its work beyond the Global Campus conference on climate justice, securing new members and applying for project funding.
- A **dedicated website page and newsletter section** amplify the task force's work, highlighting its relevance to the alumni network.
- **Mental Health in the Human Rights Field:**
 - The **Mental Health Support Group** brings the issue of well-being in humanitarian and advocacy professions to the forefront.
 - Its **editorials and outreach efforts** aim to reduce stigma and encourage a more supportive professional environment.
- **EMA Awards and Recognition:**
 - The association strengthens its ties with the **EMA program by partnering with award recipients** who embody the community's values.
 - This year's **scholarship recipient** must commit to researching freedom of expression, further linking alumni engagement with human rights research.

Through advocacy, education, and direct action, the association continues to **amplify the voices of its members in global human rights discourse**.

Conclusion

The association has made significant strides in **governance, community building, professional development, and human rights advocacy** over the reporting period. By implementing a **bottom-up, community-driven approach**, it has increased engagement, improved governance structures, and fostered valuable collaborations. Moving forward, continued efforts will focus on:

- Strengthening **financial sustainability** through **fundraising and grant applications**.
- Expanding **community-building efforts**, ensuring deeper engagement across different alumni generations and regions.
- Enhancing **professional development opportunities** for members, including mentorship programs and training initiatives.
- Broadening **advocacy efforts**, ensuring that alumni expertise continues to influence global human rights discussions.

These initiatives reflect the association's commitment to **solidarity, inclusion, and empowerment**, ensuring a dynamic and engaged alumni network.

RAPPORT AU CONSEIL D'ADMINISTRATION DE 2025
DE L'ASBL « EMALumni »

Je soussigné, Eric DEBRABANDERE, expert-comptable et conseil fiscal certifié ITAA, déclare :

La préparation, le classement, l'organisation et le contrôle des documents effectués par la responsable administrative sont satisfaisants, et permettent une comptabilisation claire, nette et précise. Nous avons pu établir les comptes sur cette base et également sur base des renseignements obtenus sans difficulté.

Dès lors, tout mouvement peut être retracé sur base de pièces justificatives adéquates.

L'année 2024 se termine avec un mali avant prélèvement et affectation de 5.823,43 €. Il appartient au conseil de proposer une affectation du résultat provisoire à reporter aux fonds non affectés.

A la date de clôture, il subsiste donc une somme reprise avant conseil en fonds non affectés, portés en cumul à ce jour, à 32.331,19 €, qui représentent les bonis cumulés des années antérieures. Le solde des fonds propres est de 27 931,61 €

Je rappelle que le conseil d'administration doit nous communiquer ses décisions de manière à ce que nous puissions les reprendre dans le bilan approuvé en assemblée.

Les états financiers font partie intégrante de ce rapport et servent au dépôt aux greffes du tribunal, dès approbation par l'assemblée générale des membres.

A titre complémentaire, notre devoir d'information nous oblige à vous communiquer et rappeler les points suivants, ayant un impact important sur les obligations de votre ASBL, dans la mesure où cela n'aurait pas encore été effectué :

- Depuis le 1^{er} Mai 2019, votre ASBL est soumise au nouveau Code des Sociétés et Associations, avec de nouvelles obligations légales et comptables. Nous avons constaté qu'ils ont été adaptés en date du 15 juin 2020, dont parution le 1^{er} Octobre au Moniteur. Cela est donc en ordre de ce point de vue.
- Votre ASBL est soumise à l'obligation déclarative au registre UBO (Ultimate Beneficiary Owner), il y a lieu de s'y conformer **ANNUELLEMENT** ou lors de chaque modification dans le conseil.
- Votre ASBL doit également veiller à mettre en conformité les données à la BCE et celles parues au Moniteur Belge. C'est le cas à ce jour.

Nous nous tenons à votre disposition, si vous le désirez, pour vous aider dans ces démarches.

Pour tout renseignement dans ce cadre, nous restons à votre disposition.

Fait à WAVRE, le 1 AVRIL 2025.

Eric DEBRABANDERE.

A handwritten signature in black ink, consisting of several overlapping loops and a final vertical stroke, representing the name Eric Debrabandere.

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Bilan et comptes de résultats du 01/2024 au 12/2024

	Rubrique	2024	2023
ACTIFS CIRCULANTS	29/58	27 931,61	35 073,94
Valeurs disponibles	54/58	27 931,61	35 073,94
550000 KBC FONCTIONNEMENT		841,89	25 534,21
550050 KBC13		27 089,72	9 539,73
TOTAL DE L'ACTIF	20/58	27 931,61	35 073,94

	Rubrique	2024	2023
CAPITAUX PROPRES	10/15	27 931,61	33 758,04
Réserves	13	32 331,29	32 331,29
Réserves disponibles	133	32 331,29	32 331,29
133000 Réserves disponibles		32 331,29	32 331,29
Bénéfice (Perte) reporté(e) (+)/(-)	14	-4 399,68	1 426,75
140000 Bénéfice (Perte) reporté(e)		0,00	1 426,75
141000 Perte reportée (-)		-4 399,68	0,00
DETTES	17/49	0,00	1 315,90
Dettes à un an au plus	42/48	0,00	1 315,90
Dettes commerciales	44	0,00	1 315,90
Fournisseurs	440/4	0,00	1 315,90
440000 Fournisseurs		0,00	1 315,90
TOTAL DU PASSIF	10/49	27 931,61	35 073,94

	<u>Rubrique</u>	<u>2024</u>	<u>2023</u>
Ventes et prestations	70/76A	22 016,62	33 975,23
Chiffre d'affaires	70	985,80	4 442,13
700000 Cotisations		985,80	4 442,13
Production immobilisée	72	1 605,85	0,00
730000 Dons et Legs		1 605,85	0,00
Autres produits d'exploitation	74	19 424,97	29 533,10
740000 Subsidés d'exploitation et montants compensatoires		19 424,97	29 533,10
Coût des ventes et des prestations	60/66A	27 482,89	32 232,37
Services et biens divers	61	27 457,18	32 232,37
610000 Loyers		680,00	500,00
612000 Fournitures de bureau et imprimés		201,32	938,57
612100 Livres, prospectus et documentation		0,00	186,91
612120 Frais informatique		143,12	0,00
612130 Frais postaux		143,60	32,96
612400 Produits de consommation non repris en compte 60		190,40	0,00
613200 Honoraires comptables ou experts-comptables		1 175,22	1 200,00
613240 Honoraires experts		0,00	1 500,00
613310 Prestations informatiques		3 000,00	505,00
613320 Prestations administratives		20 102,58	23 715,48
616510 Frais de déplacement (autres frais)		225,95	925,13
616520 Publicité, annonces		60,22	0,00
616525 Publications légales		715,00	157,42
616560 Dons, libéralités		550,00	2 400,00
616570 Frais de déplacement à l'étranger		269,77	0,00
616580 Frais de réception (déductibilité limitée)		0,00	170,90
Autres charges d'exploitation	640/8	25,71	0,00
640000 Charges fiscales d'exploitation		25,71	0,00
Bénéfice (Perte) d'exploitation	9901	-5 466,27	1 742,86
Produits financiers	75/76B	89,83	30,16
Produits financiers récurrents	75	89,83	30,16
Produits des immobilisations financières	750	85,70	0,00
750000 Produits des immobilisations financières		85,70	0,00
Produits des actifs circulants	751	0,00	30,16
751000 Produits des actifs circulants		0,00	30,16
Autres produits financiers	752/9	4,13	0,00
756000 Produits financiers divers		4,13	0,00
Charges financières	65/66B	449,99	346,27
Charges financières récurrentes	65	449,99	346,27

	<u>Rubrique</u>	<u>2024</u>	<u>2023</u>
Charges des dettes	650	30,90	0,00
650000 Intérêts, commissions et frais afférents aux dettes		30,90	0,00
Autres charges financières	652/9	419,09	346,27
654000 Différences de change		66,76	0,00
657000 Charges financières diverses		352,33	346,27
Bénéfice (Perte) de l'exercice avant impôts	9903	-5 826,43	1 426,75
Bénéfice (Perte) de l'exercice	9904	-5 826,43	1 426,75
Bénéfice (Perte) de l'exercice à affecter (+)/(-)	9905	-5 826,43	1 426,75

	<u>Rubrique</u>	<u>2024</u>	<u>2023</u>
Bénéfice (Perte) à reporter (+)/(-)	(14)	-5 826,43	1 426,75
693000 Bénéfice à reporter		0,00	1 426,75
790300 Perte à reporter		-5 826,43	0,00