#### **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:

- Approval of the activities and discharge of the Board Presentation of the Mid-term Narrative Report 2024/2025 – for approval and comment
- 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. EMAlumni 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 EMAlumni 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	Secretary General of	EMAlumnas
Association	the Association	Elena Asciutti and
Hélène BAUWENS	Mélina PELE	Geanina Turcanu
For the EMAlumni Association	Relé	Elin Huiu Hi Geanina Turcanu (EMAlumni Board Member)

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 PROJECT MANAGER	Mid -Term Narrative	Report ( August 202	24- January 2025)		
ACTIVITIES Governance and transversality	TASK OWNER	budget lines	objectives	NARRATIVES	ANNEXES
Good governance		31/07/2025	yearly		
compliance with legal obligations		1.1, 5.2	yearly	The association tasks the firm Equitis for its accountancy, financial and admnistrative obligation vis à vis the Belgian authorities.	
General assembly Relations with providers	SG + board + CC	1.1-1.2-2-5.2	yearly	to be organised in the second reporting period The secretary general manages the relationship with the providers of the association namely the communication consultant and the accountant.	
Communication	56	11	yearly		
			1. Strengthen roots / audience/ membership,	The newsetter is a mitestone in the association communication strategy as it gives an overview on the diversity of activities in which not only the association but the EMAlumni are engaged with. This first semester has been particularly active so that the association actually published 3 newsletters on a montrly 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 34 followers on <u>initiedin</u> and 90 on <u>Instagram</u>	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 Alumnni 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, amplyfing and communicating on the organisation of the <u>Human rights festival</u> .	December Newsletter
			4. Create strong bonds between the different generations of EMAlumni	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 EMALumi. To that end, the newsletter often published news of <u>EMALum around the world</u> .	
Bi-monthly Newsletter	SG +CC+Board	1.1 -1.2 -2	5. Knowing better our EMAlumni	The newsletter helps the association to know better the EMAlum community since it implies to reach out to people to get to know where they are doing, asking for contributions and so on.	
				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	
			6. Improve governance of the Association     7. Offer value to EMAlumni in terms of networking     another value to EMAlumni in terms of networking	equal opportunities. Updates of Hubs and news of meet up events have quite often found their place in the newsletter.	
			opportunities, connection, skills learning 8. Support EMAlumni throughout their career- Mental health	through the editorials of the mental health support group, the newsletter contibutes to support EMAlumni career when it comes to mental health.	
			9 Advocate for Human Rights and showcase the quality and the spread network of EMAlumni	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:	The newsletter is instrumental in reminding EMAlum to financially support the association through the annual membership fees as well as through donations for the scholarship. Donations and subcriptions are consistant in the aftermath of the	
website : update and	SG+ comms cons +		(fundraising , grant applications	publication of a newsletter.	
maintenance 1. Community building :	provider		yearly		
Creating a sense of belonging with	nin the EMA com tructive member	munity, fostering	g bonds, and bringing members together. camous of Human Rights ( Global Camous Alumni, EN	AA program, GC professors and Staff, GC alumni regional organisation, students )	
Values : Solidarity support our EMAlumni,			compos or remaining to Colocal campos rummi, en	n gragan je o poleško un stan je o nanna ogunacion jenotova je polene j	
promote our EMAlumni Committees	Board				
			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	The committees are strongly encouraged to develop relationships and thights with the GCA and the regional aiumni organisation. As a natter 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 aiumni organisations. Another example is the application to the GCA grants by the methers of the climate justice task force in colaboration with other GC aiumni.	
			2. Strengthen collaboration with GCR and Build relationship with Alumni regional organisations 3.Strengthen collaboration with EMA program	is the application to the GCA grants by the members of the climate justice task force in collaboration with other GCA alumni. n/a	
Creation of Committees : The			4. Create strong bonds between the different generations	Creating bonds between the different generations of EMAlum is one of the most existential objective of the committees. Indeed, in the different committees new and older generation of EMAlum of collaborating together on specific activities,	
board of the association decided to create 3 committees : the hubs			of EMAlumni	sharing experiences and skills and learning from each other. Each committee has had so far one to two meetings. Concrete and direct collaborations significantly contribute to know better	
and ambassadors committee, the advocacy committee and the	Board , SG	1.1-2	5. Knowing better our EMAlumni	our EMAlumni. The committees were created by the decision of the Board. In this document, the Board has clearly described the new	
fundraising committee. I addition to the three committees, two			6. Improve governance of the Association	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.	
groups are officially created: the climate justice task force and the mental health support group.			7. Offer value to EMAlumni in terms of networking opportunities, connection, skills learning	The committees effers to that participants opportunities to connect with each other and beyond. These create significant networking opportunities. Each participant from gene is tills and experience which result in per learning Also. In the association aimed at ensuing visibility to EMAumn who contribute to the association activities, specifically in the publication of the association, social opst, and who's who on the webles: cuich as the dedicated page for the match heath subgrout orgoup.	
			8. Support EMAlumni throughout their career- Mental health	The creation of the mental heath support group aims specifically at supporting the EMAlumni in managing their mental health throughout their careers by raising awareness and destigamatising mental health challenges inherent to our professions.	
			9 Advocate for Human Rights and showcase the quality and the spread network of EMAlumni	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 EMAlumni network. 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	
			10. Become more independent and diversify incomes: (fundraising, grant applications     1. Strengthen roots / audience/ membership,	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 second the second state the sec
			Strengthen roles / addiences memoeranip,     Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations		the committees guidelines
			3.Strengthen collaboration with EMA program		
			4. Create strong bonds between the different generations of EMAlumni     5. Knowing better our EMAlumni		
Adoption of guidelines	Board		6. Improve governance of the Association	The adoption of the <u>guidelines</u> , 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 committee/s 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	
			7. Offer value to EMAlumni in terms of networking	relationships with other organs. The guidelines ensures clarity and transparency. There are a clear indicator of the association' commitment to good governance.	
			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		
Hubs and Ambassadors	committee members				
			1. Strengthen roots / audience/ membership,	The hubs and Ambasadors committee is very instrumental in bringing the community together, creating bonds and strenghtening the roots. The mailing list of Ambasadors counts 30 members. The <u>action plan</u> 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		
	committee: Board		of EMAlumni 5. Knowing better our EMAlumni		
Action plan	members + Ambassadors	2	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 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 1. Strengthen roots / audience/ membership,	The ambassadors are encouraged to organise quarterly meet-ups . In person meetings bring the community together and attenuations the seater Four FIM ability of diality unce amoniced in the searce of Descents of Descents. Alterna	
			2. Strengthen collaboration with GCA and Build	strengthen the roots. Four EMA christmas drinks were organised in the course of December in Brussels, Athens, Hambourg and Barlin	
		7 re 3 4 0	2. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations 3.Strengthen collaboration with EMA program	The EMA meetups are opened to all GC alumn	
			4. Create strong bonds between the different generations     of EMAlumni	Different generations of EMAlum meet during these meetups and not only. At the Berlin meetups last December, two former EMA programme directors took happily part.	
quaterly meet up	Ambassadors		5. Knowing better our EMAJumni	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 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	The social event are evidently interesting opportunities to network and create connections	
			health 9 Advocate for Human Rights and showcase the quality and the spread petwork of EMAlumpi		
l	I	I	and the spread network of EMAlumni	1	1

1		1	10. Become more independent and diversify incomes		
			10. Become more independent and diversify incomes: (fundraising, grant applications     1. Strengthen roots / audience/ membership,	The Ambassadors pool renewed in december 2023 were asked to confirm their will to continue their "mandate". They were	
			l l l l l l l l l l l l l l l l l l l	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	
			2. Strengthen collaboration with GCA and Build	call for the committees, 6 new supportive members joined the ambassadors pools. The Ambassadors and hubs project is thought to show to external partners (universilies partners, institutions, prospective students) the spreadness and connectiveness of the EMA network and more generally the GC network. Sharing the same	
			2. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations	objectives, and working in the same directions than the GC contribute to strengthen the link with the GCA For the same abovementioned reasons, the hubs and ambassadors contribute to strengthen the collaboration with the EMA	
			3.Strengthen collaboration with EMA program	programme. Furthurmore, 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.	
Renewal of the Ambassadors	Committee board members	1.2-2	4. Create strong bonds between the different generations     of EMAlumni	with their antibassatuor, the other students were given the link of all exclusing tabebook group. The ambassadors are the main bonds between different generations of EMAlumni	
			5. Knowing better our EMAlumni 6. Improve governance of the Association	being in direct contact with the ambassadors enables the association to get to know better the EMAlumni Through the diplomatic letter, emails and opencalls, the association strive to improve governance.	
			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:		
Creation of a year Ambassador (			(fundraising , grant applications		
proposed during the general assembly )	committee members			To be implemented in the second semester	
Climate justice task force	BM + volunteers		1 Strengthen roots / audience/ membership	The Climate Junice Tack force was created in 2022 on the initiative of the Ecomor secretary Coneral Beneu Beneruronoulou	
			1. Strengthen roots / audience/ membership,	The Climate Justice Task force was created in 2023 on the initiative of the Former secretary General Penny Papaspropoulou 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 unbrelia of the association. The pre-existing group was rejoined by 3 new members from the committees call. The group submitted an <u>action</u> 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 4. Create strong bonds between the different generations	n/A	
action plan	BM + volunteers		of EMAlumni 5. Knowing better our EMAlumni	Different generations of EMAlumni work collectively on the topics	
			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 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:	The value of the work of the Climate justice task force shows the expertise of the members of the group on Climate Justice.	
website page	BM + CC		(fundraising , grant applications	The group applied to GCA grants to be implemented in the second semester	
			Strengthen roots / audience/ membership,     Strengthen collaboration with GCA and Build	The group has a dedicated space in the newsletter, that they can use at their discretion to communicate on their updates.	
			relationship with Alumni regional organisations 3.Strengthen collaboration with EMA program		
			4. Create strong bonds between the different generations of EMAlumni		
Edito in the Newsletter	task force + CC	11-1.2-2	5. Knowing better our EMAlumni 6. Improve governance of the Association		
			7. Offer value to EMAlumni in terms of networking opportunities, connection, skills learning 9. Support EMAlumni throughout their corner. Mental	The value of the work of the Climate justice task force shows the expertise of the members of the group on Climate Justice. Utlimately, the newsletter has a potential to offer visibility to the group members.	
			8. Support EMAlumni throughout their career- Mental health 9 Advocate for Human Rights and showcase the quality	Through the newsletter, the Climate justice task force showcase the quality of the expertise of the EMAlumni on this specific	
			and the spread network of EMAlumni 10. Become more independent and diversify incomes:	through the revealed as the contrast position and the another and the quality of the expense of the Lin-Punith of this specific topic and link it to human rights related issues.	
relationship with GC			(fundraising , grant applications		
quaterly joint meeting with GCA	_	I –			
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.	
and EMA program director quaterly joint meeting with GCA		1.1,		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	
and EMA program director quaterly joint meeting with GCA and regional organisation	SG+ Psdt + BM		g, shared experiences, networking, and support for ca	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 tessons learnt of the other Alumni organisations	
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and EMA program director quaterly joint meeting with GCA and regional organisation Professional Development : Provid Support Openness Equal opportunities Fundraising committee open calls of interest	SG+ Pedt + BM ding opportunitie BM + volunteers BM+ SG + CC	s for skill learnin	Strengthen roots / audience/ membership,     Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations     Strengthen collaboration with EMA program     4. Create astrong bonds between the different generations     of EMAlumni     S. Knowing better our EMAlumni     S. Inprove governance of the Association     T. Offer value to EMAlumni     S. Burning the end on the Association     T. Offer value to EMAlumni     S. Bornored, skills learning     S. Suport EMAlumni in terms of networking     opportunities, connection, skills learning     S. Suport EMAlumni Rights and showcase the quality     and the spread network of EMAlumni     Socene more independent and diversity incomes:     (fundraising, grant applications	The Secretary General and the President attend the qualetry meetings with the GCA and the other regional alumni organisations. This is the occasion for the association operation to the association operation of the other Alumni organisations are erg growth. The committees are created to foster involvement and developpent a more bottom-up approach in the design of the association operation advises. One of the confidence to become part of one or more committees is to be a supportive member of the association operation advises. One of the confidence to become part of one or more committees is to be a supportive member of the association grant of the members. Unclean the members of the association grant of the members and the members of 2024. In that, in 2024, the association grant of the members and the member of the transfer of the discission has got 11 supportive members. Uncreasing the away of the fundralising committee. The there is an intro constituted of board members and 2024. In that, in 2024, the association grant of the experiments and the scholarship initiative are innovative activities that could be sent as exemples for the encomment fee of the Explorations to board by a support of the fundralising committee. The table is mainly count the scholarship initiative are innovative activities that could be sent as exemples for the encomment fee of the EAA programme for a deserving subtent. This initiative are annovative activities that could be sent as exemples for before in the subtraction of the scholarship initiative are innovative activities that ould be able to be a support of the secolation grant for a deserving subtent. This initiative are annovative activities that could be sent as exemples for before in the AAA programme for a deserving subtent. This initiative are innovative activities that could be sent as exemples for before in the AAA programme for a deserving subtent. This initiative are annovative activities that accurate a deserving the asubalted an action plan that was approved by the Board o	or the other regional organisations.
and EMA program director quaterly joint meeting with GCA and regional organisation Professional Development : Provid Support Openness Equal opportunities Fundraising committee open calls of interest	SG+ Pedt + BM ding opportunitie BM + volunteers BM+ SG + CC	s for skill learnin	Strengthen roots / audience/ membership,     Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations     Strengthen collaboration with EMA program     Create strong bonds between the different generations     of EMAlumni     Schowing better our EMAlumni     Schowing the EMAlumni throughout their career-     Mental health     Schowing the Information of EMAlumni     Schowing the Information of Schowing     Schowin	The Secretary General and the President attend the qualetry meetings with the GCA and the other regional alumni organisations. This is the occasion for the association operation to manufacture on its news and updates, share experience and benefit from leasons learnt of the other Alumni organisations are or growth.  The committees are coaled to foeter involvement and developpent a more bottom-up approach in the design of the association operation. A construction of the other alumni organisations are organised to foeter involvement and developpent a more bottom-up approach in the design of the association operation. A construction of the other alumni organisations are organised to foeter involvement and developpent a more bottom-up approach in the design of the association operation. A construction of the other alumni organisations are organised to foeter involvement and developpent a more bottom-up approach in the design of the association operation. A construction of the organized to a social model in the association operation of the organized to a construction of the association operation. A construction of the organized to a construction of the association operation. A construction of the organized to a construction of the fundralising committees the taken is analy constructed of board organization and the scholarship initiative are innovative activities that could be sent as exemples for the encomment for othe EVA programme to a deserving sedent. This initiative are innovative activities that could be sent as exemples for the encomment for othe EVA programme. The objective of the fundralising committees to be also of the EVA programme to a deserving sedent. This initiative are innovative activities are of the organized and the association operation and the association operation and the association operation and the organized and the ass	or the other regional organisations.
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and EMA program director quaterly joint meeting with GCA and regional organisation Professional Development : Provid Values: Support Openness Equal opportunities Fundraising committee open calls of interest Action Plan	SGr Post + BM ding opportunitie BM + voluntees BM - SG + CC	5 for skill learnin	Strengthen roots / audience/ membership,     Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations     Strengthen collaboration with EMA program     Create strong bonds between the different generations     of EMAlumni     Marking Composition of the Association     Composition of the Association     Support LINA-aumonic of the Association     Support LINA-aumonic on the Association     Supporticulation autoe aut	The Secretary General and the President attend the qualetry 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 are communicated on its news and updates, share experience and benefit from lessons learnt of the other Alumni organisations are communicated on its news and updates, share experience and benefit from lessons learnt of the other Alumni organisations are communicated on its news and updates, share experience and benefit from lessons learnt of the other Alumni organisations are communicated on the other Alumni organisations are committees are created to foster involvement and developpent 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 activities. The categoing was successful since the association gained 16 new supportive and committee dates neghenetics 2. The campaign was successful since. The atter is mainly constituted of beard members and 58. The campaign was to be a supportive and contraining committee. The latter is mainly constituted of beard members and 58. The campaign was to be a community but also to work closely and organically with the EMA programme. The end the fundational committee submitted an action plane of the BAA programme for a description student. This initiative are not only to building a sense of belonging to a community but also to work closely and organically with the EMA programme. The fundraising committee submitted an action plane that was approved by the Board on 17.01.2025. The fundraising committee submitted an action plane that was approved by the Board on 17.01.2025. The campaign has been merged with the scholarship fundraising campaign. The participants to the campaign had the possibility to become an early 2025 supportive members of the association when they don	or the other regional organisations.
and EMA program director quaterly joint meeting with GCA and regional organisation Professional Development : Provid Values: Support Openness Equal opportunities Fundraising committee open calls of interest Action Plan	SGr Post + BM ding opportunitie BM + voluntees BM - SG + CC	5 for skill learnin	Strengthen roots / audience/ membership,     Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations     Strengthen collaboration with EMA program     Create strong bonds between the different generations     of EMAlumni     Schowing better our EMAlumni	The Secretary General and the President attend the qualetry 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 are communicated on its news and updates, share experience and benefit from lessons learnt of the other Alumni organisations are communicated on its news and updates, share experience and benefit from lessons learnt of the other Alumni organisations are communicated on its news and updates, share experience and benefit from lessons learnt of the other Alumni organisations are communicated on the other alumni organisation and the other alumni and development a more bottom-up approach in the design of the association alumni to the other half and the alumni and an expensive for 2024. In total, in 2024, the communication is the other is mainly constituted of board members and 50. The compact of the fundralising committee is the other allow and the scholarship. The objective of the fundralising committee is to a support on the fundralising committee is to now closely and organically with the EMA programme.	or the other regional organisations.
and EMA program director quaterly joint meeting with GCA and regional organisation Professional Development : Provid Values: Support Openness Equal opportunities Fundraising committee open calls of interest Action Plan	SGr Post + BM ding opportunitie BM + voluntees BM - SG + CC	5 for skill learnin	Strengthen roots / audience/ membership,     Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations     Syrengthen collaboration with EMA program     Create atrong bonds between the different generations     of EMAlumni     S. Knowing better our EMAlumni therms of networking     opportunities, connection, skills kearning     S. sopport EMAlumni throughout there career-Mental     Acreate for Alumni Alumni     S. Sopport EMAlumni throughout there career-Mental     Acreate for Human Rights and shorcase the quality     and the spread network of EMAlumni     S. Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations     S. Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations     S. Strengthen collaboration with EMA program     S. Strengthen collaboration with EMA program     S. Conversion, skills kearning     S. Strengthen collaboration, skills kearning     S. Strengthen collaboration, skills kearning     S. Conversion, skills kearning     S. Conversion, skills kearning     S. Strengthen collaboration, skills kearning     S. Conversion, skills kearning     S. Conversion, skills kearning     S. Knowing better our EMAlumni     S. Advocate for Human Rights and showcase the quality     Submit S. Strengthen collaboration skills kearning     S. Advocate for Human Rights and showcase the quality	The Secretary General and the President attend the qualetry meetings with the GCA and the other regional alumni organisations. This is the occasion for the association communicate on its news and updates, share experience and benefit from lessors learnt of the other Alumni organisations are organisations. This is the occasion for the association or communicate on its news and updates, share experience and benefit from lessors learnt of the other Alumni organisations are organisations. The other Alumni organisations are organised to the other Alumni organisations are observed as a social meak and the other alumni organisations are of the social organised to the social organised to the other alumni organisations are observed as a social meak and the other alumni organisation are observed as a social meak and the association are observed as a social meak and the association and the scholarship initiative are annowaline activities that could be sent as exempted in the association and the association and the association and the scholarship initiative are innovative activities that could be sent as exempted in the and and the organized and the association and the scholarship initiative are innovative activities that could be sent as exempted to be and organized and the association and and the association and the associatis and the association and the association and the association ane	or the other regional organisations.
and EMA program director quaterly joint meeting with GCA and regional organisation Professional Development : Provid Values: Support Openness Equal opportunities Fundraising committee open calls of interest Action Plan	SGr Post + BM ding opportunitie BM + voluntees BM - SG + CC	5 for skill learnin	Strengthen roots / audience/ membership,     Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations     Strengthen collaboration with EMA program     Create strong bonds between the different generations     of EMAlumni     Schowing better our EMAlumni     Support EMAlumni throughout their career-Mental     health     Support EMAlumni throughout     support EMAlumni throughout     relationship with Alumni regional organisations     Strengthen collaboration with EMA program     Schowing better our EMAlumni     K. frowing better our EMAlumni     S. Monving better our EMAlumni     Support EMAlumni, skills learning     Support EMAlumni, skills learning     Support EMAlumni, skills learning     Support EMAlumni throughout their career-Mental     health     Support EMAlumni throughout their career-Mental     health	The Secretary General and the President attend the qualetry meetings with the GCA and the other regional alumni organisations. This is the occasion for the association operation of the association operation. The secret operation of the other Alumni organisations are observed on the observed on the observed on the observed on the association and the second on the observed on the origin of one or more committees is to be a supportive member of the association and the second on the association on the second on the association on the second on the association on software and committee members to be part of the fundraising committee. The second on the different committees and the scholarship initiative are innovative activities that could be sent as exemptes for the communit of the the Margonize student is anally constituted of hoor supportive and committate are innovative activities that could be sent as exemptes for the committee for the BAX programme for a description gluother. This full that are innovative activities that could be sent as exemptes for the fundraising committee is to also could be able of gluother and committee are innovative activities that could be sent as exemptes for the fundraising committee submitted an action plan that was approved by the Board on 17.01.2025.	or the other regional organisations.
and EMA program director quaterly joint meeting with GCA and regional organisation Professional Development : Provid Values: Support Openness Equal opportunities Fundraising committee open calls of interest Action Plan	SGr Post + BM ding opportunitie BM + voluntees BM - SG + CC	5 for skill learnin	Strengthen roots / audience/ membership,     Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations     S. Strengthen collaboration with EMA program     C. Strengthen collaboration with EMA program     C. Strengthen collaboration with EMA program     C. Schowing better our EMAlumni     S. Morve governance, skills kearning     S. Support EMAlumni throughout ther career-Mental     heather our EMAlumni therms of networking     opportunities, connection, skills kearning     S. Support EMAlumni throughout their career-Mental     heather our EMAlumni therms of networking     opportunities, connection, skills kearning     S. Support EMAlumni throughout their career-Mental     heather indexick of EMAlumnia     Septement EMAlumnia therms of networking     thurdnassing, grant applications     Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations     S. Strengthen collaboration with EMA program     4. Create strong bonds between the different generations     of EMAlumni     5. Knowing better our EMAlumni     6. Improve governance, skills kearning     5. Support EMAlumni therms of networking     Optimate to EMAlumni therms of networking     Support EMAlumni therms of the Association     S. Support EMAlumni therms of the Association     S. Support EMAlumni therms of the career-Mental     heath     heather our EMAlumni there career-Mental     heather our endemendent of EMAlumni     Support EMAlumni throughout there career-Mental     heather our endemendent of diversity incomes:     Advocate for Human Rights and showcase her quality     and the spread network of EMAlumni	The Secretary General and the President attend the qualetry meetings with the GCA and the other regional alumni organisations. This is the occasion for the association communicate on its news and updates, share experience and benefit from lessons learnt of the other Alumni organisations are created to foster involvement and developpent 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 activities. One of the conditions to become part of one or more committees is to be a supportive member 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 activities. The cather is mainly constituted of beard members and a segtence? A. The campaign was successful since the secondation gained if there supportive and committee members for 2824. In total, in 2024, the committee is the secondation gained in the supportive and committee distributes of the part of the fundraising committee. The latter is mainly constituted of beard members and 58. The campaign was been mervices mainly around the scholarship initiative are innovative activities that could be sent as exempted in the endingent for the EMA programme for a description student. This initiative are innovative activities and so the part of the fundraising committee is to normality action the association activities and not only at building a sense of belonging to a community but also to work closely and organically with the EMA programme.	or the other regional organisations.
and EMA program director quaterly joint meeting with GCA and regional arganisation Professional Development : Provid Values: Support Openness Equal opportunities Fundraking committee open calls of interest Action Plan early membership campaign General assembly membership campaign	SG- Post + BM ding opportunitie BM + volunteers BM - SG - CC committee committee + CC - SG	5 for skill learnin	Strengthen roots / audience/ membership,     Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations     S. Strengthen collaboration with EMA program     C. Strengthen collaboration with EMA program     C. Strengthen collaboration with EMA program     C. Schowing better our EMAlumni     S. Morve governance, skills kearning     S. Support EMAlumni throughout ther career-Mental     heather our EMAlumni therms of networking     opportunities, connection, skills kearning     S. Support EMAlumni throughout their career-Mental     heather our EMAlumni therms of networking     opportunities, connection, skills kearning     S. Support EMAlumni throughout their career-Mental     heather indexick of EMAlumnia     Septement EMAlumnia therms of networking     thurdnassing, grant applications     Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations     S. Strengthen collaboration with EMA program     4. Create strong bonds between the different generations     of EMAlumni     5. Knowing better our EMAlumni     6. Improve governance, skills kearning     5. Support EMAlumni therms of networking     Optimate to EMAlumni therms of networking     Support EMAlumni therms of the Association     S. Support EMAlumni therms of the Association     S. Support EMAlumni therms of the career-Mental     heath     heather our EMAlumni there career-Mental     heather our endemendent of EMAlumni     Support EMAlumni throughout there career-Mental     heather our endemendent of diversity incomes:     Advocate for Human Rights and showcase her quality     and the spread network of EMAlumni	The scretary General and the President attend the qualetry meetings with the GCA and the other regional alumni organisations. This is the occasion for the association outprice on the news and updates, share experience and benefit from lessons learnt of the other Alumni organisations are organisations. This is the occasion for the association outprice of the association outprice of the association outprice of the other Alumni organisations are organised to the other Alumni organisations are organised to the other Alumni organisations are organised to the other Alumni organisations are of the other Alumni organisations are of other of one of more bottom-up approach in the design of the association activities. One of the conditions to become part of one of more committees is to be a supportive member of the association activities. The association activities of the organized the new soft of one of more committees is to be a supportive member of the association and is the supportive and committee members and 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 tarker is anally constituted of board supportive and committees and subliding a sense of bedrafting commute to a description state as an the scholarship initiative are innovative activities that could be sent as exempted in the endingement for a description gladent. This initiative are innovative activities of the Lindraising committee is to a supportive members and organically with the EAA programme. The fundraising committee submitted an action plan that was approved by the Board on 17.01.2025. The campaign that become an analy 2025 supportive members of the association when they donated at least 25 Euros. The period donated in 2024 and become an analy 2025 supportive members.	or the other regional organisations.
and EMA program director quaterly joint meeting with GCA and regional organisation Professional Development : Provid Values: Support Openness Equal opportunities Fundraising committee open calls of interest Action Plan	SG- Psit + BM ding opportunitie BM + volunteers BM + SG + CC committee	5 for skill learnin	Strengthen roots / audience/ membership,     Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations     S. Strengthen collaboration with EMA program     C. Strengthen collaboration with EMA program     C. Strengthen collaboration with EMA program     C. Schowing better our EMAlumni     S. Morve governance, skills kearning     S. Support EMAlumni throughout ther career-Mental     heather our EMAlumni therms of networking     opportunities, connection, skills kearning     S. Support EMAlumni throughout their career-Mental     heather our EMAlumni therms of networking     opportunities, connection, skills kearning     S. Support EMAlumni throughout their career-Mental     heather indexick of EMAlumnia     Septement EMAlumnia therms of networking     thurdnassing, grant applications     Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations     S. Strengthen collaboration with EMA program     4. Create strong bonds between the different generations     of EMAlumni     5. Knowing better our EMAlumni     6. Improve governance, skills kearning     5. Support EMAlumni therms of networking     Optimate to EMAlumni therms of networking     Support EMAlumni therms of the Association     S. Support EMAlumni therms of the Association     S. Support EMAlumni therms of the career-Mental     heath     heather our EMAlumni there career-Mental     heather our endemendent of EMAlumni     Support EMAlumni throughout there career-Mental     heather our endemendent of diversity incomes:     Advocate for Human Rights and showcase her quality     and the spread network of EMAlumni	The Secretary General and the President attend the qualetry meetings with the GCA and the other regional alumni organisations. This is the occasion for the association communicate on its news and updates, share experience and benefit from lessons learnt of the other Alumni organisations are organisations. This is the occasion for the association organisations are organized to the other Alumni organisations are organized to the other Alumni organisations are organized to the other alumni organisations are organized to foster involvement and developpent a more bottom-up approach in the design of the association gain activities. One of the conditions to become part of one or more committees is to be a supportive member of the association part of the experiment and developpent are 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 part of the members. Unfortunately there was no big interest to be part of the fundraising committee. The latter is mainly constituted of board members and Sc. The creation of the different committees and the scholarship initiative are innovative activities that could be sent as exemples for the exonolating regimes for a description gaited. This initiative are innovative activities that could be sent as exemples to belonging to a community but also to work closely and organically with the EMA programme. The fundraising committee submitted an action plan that was approved by the Board on 17.01.2025. 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 members? The activities of the association oxit and became early 2025 supportive members. The activities fundraising campaign is to raise funds to cover the enroliment fee of the EMA programme. The activity enables the association to now better is EMAummi in constituing a rich database with bya	or the other regional organisations.
and EMA program director quaterly joint meeting with GCA and regional organisation Professional Development : Provid Values: Support Openness Equal opportunities Fundraising committee open calls of interest Action Plan early membership campaign General assembly membership campaign	SG- Post + BM ding opportunitie BM + volunteers BM - SG - CC committee committee + CC - SG	5 for skill learnin	Strengthen roots / audience/ membership,     Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations     S. Strengthen collaboration with EMA program     Cetaklumni     S. Knowing better our EMAlumni therms of networking     opportunities, connection, skills learning     Support EMAlumni throughout there career. Mental     heather and there is the sociation     Support EMAlumni throughout there career. Mental     heather and there is the sociation     Support EMAlumni throughout there career. Mental     heather and there is the sociation     Support EMAlumni throughout there career. Mental     heather and there is the sociation     Support EMAlumni throughout there career. Mental     heather and there is the sociation     Support EMAlumni throughout there career. Mental     heather and there is the sociation     Support EMAlumni throughout there career. Mental     heather and there is the sociation     Support EMAlumni throughout there career. Mental     heather and there is the sociation     Support EMAlumni throughout there career.     Support EMAlumni and there is the sociation     Support EMAlumni regional organisations     Support EMAlumni throughout there career.     Manum     Support EMAlumni throughout there career.     Mental     Support EMAlumni threms of networking     Support EMAlumni threms of the Association     Support EMAlumni threms of the sociation     Support EMAlumni threms of the career.     Mental     heather and environ is effect there career.     Manum     Support EMAlumni throughout the career.     Mental     heather emaners of the sociation     Support EMAlumni throughout there career.     Mental     heather emaners     fundrating , grant applications	The Secretary General and the President attend the qualetry 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 are of the other Alumni organisations are of growth.	or the other regional organisations.
and EMA program director quaterly joint meeting with GCA and regional organisation Professional Development : Provid Values: Support Openness Equal opportunities Fundraising committee open calls of interest Action Plan early membership campaign General assembly membership campaign	SG- Post + BM ding opportunitie BM + volunteers BM - SG - CC committee committee + CC - SG	5 for skill learnin	Strengthen colaboration with GCA and Build     celationship with Alumni regional organisations     S. 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 and the strengthen collaboration     Acocate of the Association     7. Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations     3. Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations     3. Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations     4. Create strong bonds between the different generations     of EMAlumni therms of networking     opportunities, connection, skills learning     5. Knowing better our EMAlumni     6. Improve governance of the Association     7. Offer value to EMAlumni therms of networking     opportunities, connection, skills learning     5. Support EMAlumni throughout their career-     Mental     Marking     5. Support EMAlumni throughout their career-     Mental     heading     for the Association     7. Offer value to EMAlumni therms of networking     opportunities, connection, skills learning     Activities for Human Rights and shoucase the quality     and the systed network of EMAlumni     1. Baccome endpendent and diversity incomes:     (fundrassing, grant applications     1. 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     devices the fundament device and diversity incomes:     (fundrassing, grant applications     1. Strengthen collaboration with EMA program     4. Create strong bonds between the different generations     4.	The Secretary General and the President attend the qualetry meetings with the GCA and the other regional alumni organisations. This is the occasion for the association occummunicate on its news and updates, share experience and benefit from lessons learnt of the other Alumni organisations are of the other and the other and the secolation and the other association of the organized the association organized the association organized the association organized the other and the scholarship initiative are innovative activities that could be sert as exempted to be organized and the scholarship initiative are innovative activities are of the other association organized and the scholarship fundations are one of the association organized and the association organized and the scholarship fundations are organized and the scholarship fundations are of the the other and a scholar and a scholarship fundation are one who were sensitive to be association ore one who were sensitive to be association	or the other regional organisations.
and EMA program director quaterly joint meeting with GCA and regional organisation Professional Development : Provid Values: Support Openness Equal opportunities Fundraising committee open calls of interest Action Plan early membership campaign General assembly membership campaign	SG- Post + BM ding opportunitie BM + volunteers BM - SG - CC committee committee + CC - SG	5 for skill learnin	Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations     Strengthen collaboration with EMA program     Create strong bonds between the different generations     of EMALmini     Schowing better our EMAlumni     Create strong bonds between the different generations     of EMALmini     Schowing better our EMAlumni     Schowing better     Schowing be	The Secretary General and the President attend the qualetry meetings with the GCA and the other regional alumni organisations. This is the occasion for the association occummunicate on its news and updates, share experience and benefit from lessons learnt of the other Alumni organisations are of the other Alumni organisations are of growth. The committees are created to foster involvement and developpent a more bottom-up approach in the design of the association of the thurdratising committees as the the association of the association of the association of the thurdratising commute the association of the there association of the there association of the there association of the there association of the association of the there association of there assoc	or the other regional organisations.
and EMA program director quaterly joint meeting with GCA and regional organisation Professional Development : Provid Values: Support Openness Equal opportunities Fundraising committee open calls of interest Action Plan early membership campaign General assembly membership campaign	SG- Post + BM ding opportunitie BM + volunteers BM - SG - CC committee committee + CC - SG	5 for skill learnin	Strengthen colaboration with GCA and Build     celationship with Alumni regional organisations     S. 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 and the strengthen collaboration     Acocate of the Association     7. Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations     3. Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations     3. Strengthen collaboration with GCA and Build     relationship with Alumni regional organisations     4. Create strong bonds between the different generations     of EMAlumni therms of networking     opportunities, connection, skills learning     5. Knowing better our EMAlumni     6. Improve governance of the Association     7. Offer value to EMAlumni therms of networking     opportunities, connection, skills learning     5. Support EMAlumni throughout their career-     Mental     Marking     5. Support EMAlumni throughout their career-     Mental     heading     for the Association     7. Offer value to EMAlumni therms of networking     opportunities, connection, skills learning     Activities for Human Rights and shoucase the quality     and the systed network of EMAlumni     1. Baccome endpendent and diversity incomes:     (fundrassing, grant applications     1. 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     devices the fundament device and diversity incomes:     (fundrassing, grant applications     1. Strengthen collaboration with EMA program     4. Create strong bonds between the different generations     4.	The Secretary General and the President attend the qualetry meetings with the GCA and the other regional alumni organisations. This is the occasion for the association communicate on its news and updates, share experience and benefit from lessons learnd of the other Alumni organisations are of the other and the and the other a	or the other regional organisations.

LINA LIEI apeuta					
Liniteropeoco			7. Offer value to EMAlumni in terms of networking	The group that is constituted by 15 members from different generations of EMAlumn. 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	
			opportunities, connection, skills learning	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 EMAlumn throughout their careers.	
			9 Advocate for Human Rights and showcase the quality	The other objective is to bring mental health for human rights / humanitarian professionnals more vigourously on the agenda to destygmatise mental health issues. Many EMAlum has develop strong expertise and professional experience on the topic.	
			and the spread network of EMAlumni 10. Become more independent and diversify incomes:	The constitution of the group will showcase the quality of the EMA network of this topic too. Another objective of the Mental Health Support group is to apply to grants in order to finance concrete well being / mental	
			(fundraising, grant applications 1. Strengthen roots / audience/ membership,	health support through group coaching or 1:1 session to supportive members A <u>dedicated webpage</u> to the Mental Health Support group has been created on the association's website. This webpage has	
			1. Strengtnen roots / audience/ membersnip,	vocation to facilitate reaching out to peers or coachs, to offer ressources dedicated to mental healh/ wellbeing management.	
			2. Strengthen collaboration with GCA and Build	And also drives more trafic to the association website.	
			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		
website page	Working group	1.1 1.2 2	6. Improve governance of the Association		
			<ol> <li>Offer value to EMAlumni in terms of networking opportunities, connection, skills learning</li> </ol>	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 destygmatising 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 updates.	
				The group has a decidated space in the newsletter, that they can use at their discretion to communicate on their <u>opciates</u> . The group has already published two articles in the october and december newsletter.	
			<ol> <li>Strengthen collaboration with GCA and Build relationship with Alumni regional organisations</li> </ol>		
			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	The value of the work of the Mental Health Support group shows the expertise of the members of the group on Mental health	
	22.00	·	opportunities, connection, skills learning	and wellbeing. Ultimately, the newsletter has a potential to offer visibility to the group members.	
				The chosen topics published in the newsletter aimed at reducing Stigma: Create spaces for dialogue to "destigmatise" issues related to mental health, and to acknowledge its profound impact on our well-being - Building Resilience: Offer workshops, resources, and tools to help alumni manage stress, prevent burnout, and foster	
			8. Support EMAlumni throughout their career- Mental	Collective resilience- Providing Support: Developing peer-to-peer networks and expert-led sessions to create a safety net for human rights	
			health	professionals.	
			9 Advocate for Human Rights and showcase the quality and the spread network of EMAlumni	The work of the group, noticeably throught its articles, aim at advocating, campaigning for human rights and related organisations to prioritise mental health as a core issue.	
			10. Become more independent and diversify incomes: (fundraising, grant applications		
Promotion of Human Rights and I	Democracy : Bring	the EMA comm	iunity together for a common cause. Show the EMA n	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	Board + SG +				
awardee	awardee Board + SG +				
Action plan					
	Board + SG +		1. Strengthen roots / audience/ membership,	The committees are created to foster involvement and developpent a more bottom-up approach in the design of the	
Action plan	Board + SG +		1. Strengthen roots / audience/ membership,	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	
Action plan	Board + SG +		1. Strengthen roots / audience/ membership,	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 webste, newsitter and social media in september 24. The campang 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 committee counts 10 active members.	
Action plan	Board + SG +			association activities. One of the conditions to become part of one or more committees is to be a supportive member of the association. Acay was published on our vebsite, newsiter and social media in september 24. The campaign was successful since the association gained 16 new supportive and committed members for 2024. In Ital, in 2024, the association has good 17 supportive members. The advocacy committees counts 10 active members. The topics chosen by the advocacy committee call for more collaboration with GCA and Alumni regional organisation. The public statement on calling for immediate cases fire in Case and Leanon was signed by 6 representatives of the alumni	
Action plan	Board + SG +		2. Strengthen collaboration with GCA and Build	association activities. One of the conditions to become part of one or more committees is to be a supportive member 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 has got 11 supportive members. The advocacy committees counts 10 active members. In 2024, the association has got 11 supportive members. The advocacy committees counts 10 active members. The topics character to advocacy to advocacy to a het topics character by the advocacy committees at for more collaboration works signed by 6 representatives of the alumn regional organisations. Merever, the group focuses on Adpansitisan and contacted Julia Runtle form the Gobe Campus of the group character of the group focuses on Adpansitisan and contacted Julia Runtle form the Gobe Campus of the group character of the group focuses on Adpansitisan and contacted Julia Runtle form the Gobe Campus of the group character of the group focuses on Adpansitisan and contacted Julia Runtle form the Gobe Campus of the group character of the group focuses on the focus on the group focuses on the group focus on the group	
Action plan	Board + SG +		2. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations 3.Strengthen collaboration with EMA program	association activities. One of the conditions to become part of one or more committees is to be a supportive member of the association. Acay was published on our vebsite, newsiter and social media in september 24. The campaign was successful since the association gained 16 new supportive and committed members for 2024. In Ital, in 2024, the association has good 17 supportive members. The advocacy committees counts 10 active members. The topics chosen by the advocacy committee call for more collaboration with GCA and Alumni regional organisation. The public statement on calling for immediate cases fire in Case and Leanon was signed by 6 representatives of the alumni	
Action plan Advocacy committee	Board + SG +		2. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations	association activities. One of the conditions to become part of one or more committees is to be a supportive member 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 has got 11 supportive members. The advocacy committees counts 10 active members. In 2024, the association has got 11 supportive members. The advocacy committees counts 10 active members. The topics character to advocacy to advocacy to a het topics character by the advocacy committees at for more collaboration works signed by 6 representatives of the alumn regional organisations. Merever, the group focuses on Adpansitisan and contacted Julia Runtle form the Gobe Campus of the group character of the group focuses on Adpansitisan and contacted Julia Runtle form the Gobe Campus of the group character of the group focuses on Adpansitisan and contacted Julia Runtle form the Gobe Campus of the group character of the group focuses on Adpansitisan and contacted Julia Runtle form the Gobe Campus of the group character of the group focuses on the focus on the group focuses on the group focus on the group	
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Action plan Advocacy committee Action plan	Bard + 5G + awarde BM + volunteers	1.1, 1, 2 · 2	2. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations 3. Strengthen collaboration with EAM porgram 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 9. Advocate Fuhuman Rights and showcase the quality and the spread network of EMAlumni 10. Become moci / audience/ membership, 2. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations 3. Strengthen collaboration with GCA and Build relationship with Alumni regional organisations 5. Knowing better our EMAlumni 5. Knowing better our EMAlumni 5. Knowing better our EMAlumni 5. Knowing better our EMAlumni 6. Chiptore governance of the Association 7. Offer value to EMAlumni 8. Support 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 indegendent and diversity incomes: fundrating and applications	association activities. One of the conditions to become part of one or more committees is to be a supportive member of the association. Aging an activation our vebble, neveletier and social media is neglempic 24. The canaging was association has got 71 supportive members. The advocate for a supportive members. The advocate for the conditions to become part of one or more committees is to be a supportive members. The advocate for the conditions to the support of the advocate for human flights to explore ways to collaborate together and also with the CGA and Aumur regional organisations. Moreover, the group focuses on Adpansition and contacted Julia Renth Form HG Global Campus of Human Rights to explore ways to collaborate together and also with the current students.	
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# **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<sup>er</sup> 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 1er 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 <u>ANNUELLEMENT</u> 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.

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

	<u>Rubrique</u>	<u>2024</u>	<u>2023</u>
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

#### EMAlumni ASBL

#### EFID - Tax and Accountancy SRL

	<u>Rubrique</u>	<u>2024</u>	<u>2023</u>
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 Subsides 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	925,1
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	2,00,00
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
Sénéfice (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	30,10
751000 Produits des actifs circulants		0,00	30,16
Autres produits financiers	752/9	4,13	0,0
756000 Produits financiers divers		4,13	0,00
Charges financières	65/66B	449,99	346,27
Charges financières récurrentes	65	449,99	346,27
Charges financieres recurrentes	00	449,99	346

	<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

#### EFID - Tax and Accountancy SRL

	Rubrique	<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