

2022 Annual Financial Statements

As expected, our income has decreased slightly in 2022 compared to the anniversary year 2021. Income from donations and contributions fell only minimally by 0.4 percent to €15.8 million, despite the Ukraine war. There was, however a more significant drop in legacies. At the same time, public grants increased significantly as we caught up with activities that had not been completed in the previous years and due to the implementation of emergency relief and reconstruction. This is also evident a sharp rise in our expenditure in Ethiopia to €14.1 million. Moreover, the difficult security situation prevented us from using all of our funds, despite budget allocation. The loss anticipated for 2022 due to the expenditure of budget reserves was hence lower than expected.

Notes to the 2022 Fiscal Year

A. GENERAL INFORMATION

Pursuant to Section 16 (1) of the Bavarian Foundation Act (Bayerisches Stiftungsgesetz, BayStG) the Menschen für Menschen Foundation – Karlheinz Böhm's Äthiopienhilfe Munich is obliged to maintain proper accounting records and prepare an annual statement of accounts showing assets and liabilities. The Bavarian Foundation Act (BayStG) does not prescribe a specific form of accounting.

The balance sheet and profit & loss statement must be structured in accordance

with the provisions applicable to stock corporations pursuant to Sections 266 and 275 (3) German Commercial Code (HGB). The special characteristics of the Foundation are taken into account in further sub-categories. Insofar as deviations from commercial law arise, this will be specified.

The fiscal year shall be the calendar year.

The accounting and valuation principles of the Foundation have remained essentially unchanged compared to the previous year.

BALANCE SHEET AS AT 31 DECEMBER 2022

ASSETS	31.12.2022 in €	31.12.2021 in €
A. FIXED ASSETS		
I. Intangible assets		
IT software	7,881.12	12,807.46
II. Tangible assets		
1. Land, leasehold rights and buildings including structures on third-party land	3,238,870.23	3,163,246.73
2. Technical equipment and machinery	8,929.06	9,909.00
3. Other installations, operational and office equipment	1,557,576.99	728,646.29
	4,805,376.28	3,901,802.02
III. Financial assets		
Securities held as fixed assets	10,359,449.19	9,952,152.42
	15,172,706.59	13,866,761.90
B. CURRENT ASSETS		
I. Inventories		
1. Raw materials and supplies	2,735,798.76	3,171,372.57
2. Advance payments	539,826.81	331,366.63
	3,275,625.57	3,502,739.20
II. Amounts receivable and other assets		
Other assets	391,486.06	251,045.66
- thereof with a residual term of more than one year: €25,308.34 (previous year €25,308.27)		
III. Cash on hand, bank deposits	15,145,208.94	19,378,601.42
	18,812,320.57	23,132,386.28
C. DEFERRED INCOME	24,341.03	46,269.56
	34,009,368.19	37,045,417.74

B. ACCOUNTING AND VALUATION METHODS

FIXED ASSETS Since 2015, fixed and current assets in Ethiopia have been capitalised in the balance sheet based on ownership rights to the assets. Accounting is based on legal opinions as of 17 September 2015 and 17 October 2018, according to which the Foundation holds ownership rights to the assets. The ownership rights are subject to a number of restrictions, as specified in particular in the Ethiopian Charities and Societies Proclamation and subordinate legislation. These restrictions include, for example, conditions pertaining to the exercise of ownership rights or requirements for the consent and approval of Ethiopian authorities for charitable organisations and companies.

Accruals from legacies are recognised in the balance sheet and profit & loss statement as and when their value has been clearly established. This is normally the case only when the money has actually been received. The potential claim at the time of death of the testator is not entered in the balance sheet at the current value due to uncertainties in disbursement of the endowment.

Intangible and tangible fixed assets are posted at their acquisition costs less depreciation. Gratuitously acquired assets that must be capitalised are entered at deemed costs equivalent to a conservative estimate of fair value.

Expired stock was subject to scheduled depreciation. The intangible assets acquired were depreciated pro rata temporis according to the straight-line method, as were accruals to tangible fixed assets. We have a range of 20 to 35 years with regard to depreciation periods for buildings, for between 6 and 20 years for technical equipment and machinery and between 7 and 10 years for other plant and office equipment; depending on their location in Germany or Ethiopia.

Securities recorded under financial assets were recognised at acquisition cost at the time of purchase and gratuitous accruals at deemed cost. Deemed costs are equivalent to the market value on the date of acquisition. Extraordinary depreciation was calculated on financial assets in order to achieve a better understanding of the organisation's net assets, financial position and revenue situation in anticipation of only temporary impairment.

CURRENT ASSETS Inventories were valued at the lower of cost or market value. Receivables and other assets are carried at their nominal value or lower of acquisition cost or fair value.

Cash holdings and bank balances are recognised at their nominal value. Cash holdings and bank balances in Ethiopian currency were converted by the cut-off date method at the mean spot exchange rate on the balance sheet date.

LIABILITIES	31.12.2022 in €	31.12.2021 in €
A. NET EQUITY		
I. Foundation capital		
Endowment capital	2,273,093.92	1,726,694.92
II. Reserves		
1. Capital maintenance reserve	601,374.42	421,800.00
2. Other revenue reserves	29,305,258.79	31,349,652.85
	29,906,633.21	31,771,452.85
	32,179,727.13	33,498,147.77
B. NOT YET CONSUMED DONATIONS		
Donations not yet used for purposes set out in the charter	1,134,440.67	1,739,362.37
C. PROVISIONS		
Other provisions	167,677.02	192,597.19
D. LIABILITIES		
1. Trade accounts payable	106,651.01	1,391,687.68
- thereof with a residual term of up to one year: €106,651.01 (previous year €1,391,687.68)		
2. Other liabilities	420,872.36	223,622.73
- thereof with a residual term of up to one year: €420,872.36 (previous year €223,622.73)		
- thereof from taxes: €141,780.31 (previous year €126,109.17)		
- thereof within the scope of social security: €54,342.23 (previous year €54,281.72)		
	527,523.37	1,615,310.41
	34,009,368.19	37,045,417.74

DEFERRED INCOME Deferred items include disbursements representing expenditure for a specific period after the balance sheet date. On the balance sheet date these were for the main part campaign costs and support and maintenance costs for the donation management tool Sextant.

REVENUE RESERVES Earmarked reserves (Project funding reserves I) were formed pursuant to Section 62 (1) No. 1 German Fiscal Code (AO) for approved projects that had not been completed by the balance sheet date, and for publicly funded special programmes (BMZ, GlZ and the Bavarian State Chancellery). Furthermore, additional earmarked reserves (Project funding reserves II) were formed in 2015. Capital from the revaluation or initial inclusion of the fixed assets and inventories at the Ethiopian branch office as of 1 January 2015 as well as cash holdings and bank balances assumed by the sister organisations in Austria and Belgium were transferred to Project funding reserves II. The reserves are earmarked by the Foundation for purposes set out in the Charter.

NOT YET CONSUMER DONATIONS In accordance with IDW RS HFA 21 (an accounting principle for donations set by the German Institute of Auditors, Institut der Wirtschaftsprüfer, IDW), donations that have not yet been consumed are reported on the liabilities side under the item "Donations not yet used for purposes set out in the charter" (k€1,134; previous year k€1,739). "Donations not yet used for purposes set out in the charter" are donations received that have not yet been consumed as expenses as of the balance sheet date. As per IDW RS HFA 21 these donations are not to be recognised in the profit & loss statement until they have been consumed.

PROVISIONS Provisions are carried as liabilities in the necessary amount according to sound business judgement. They take into account all recognisable risks and contingent liabilities.

LIABILITIES Accounts payable are carried as liabilities at their settlement amounts.

All assets and debts were converted at the respective mean spot exchange rate on the balance sheet date. Expenses and revenues were converted at the monthly average rates.

C. NOTES ON THE BALANCE SHEET ITEMS

FIXED ASSETS A detailed statement of the development of fixed assets in the 2022 fiscal year is attached as an appendix to the notes:*

RECEIVABLES AND OTHER ASSETS All receivables and other assets are due within one year, with the exception of rent deposits totalling k€25 (previous year: k€25).

FOUNDATION CAPITAL In accordance with the current Charter, core assets as of 31 December 2014 amounted to k€1,222. The core assets on the balance sheet date increased to k€2,273 due to endowments. In order to secure the volume of core assets the sum of k€601 was transferred to the capital maintenance reserve.

NOT YET CONSUMED DONATIONS Donations not yet used for purposes set out in the Charter include liabilities from earmarked donations of k€0 (previous year: k€535) and liabilities from public grants of k€1,134 (previous year: k€1,204).

OTHER PROVISIONS Other provisions pertain to leave entitlements of k€101 (previous year: k€76), costs of the annual audit of k€40 (previous year k€45) and expenses for the safekeeping of records of k€21 (previous year k€21).

D. NOTES ON ITEMS OF THE 2022 PROFIT & LOSS ACCOUNT

DONATION INCOME Legacies are donations made on account of death received by the Foundation in the course of the fiscal year. For reasons of prudence, revenue to be anticipated from hitherto unsettled inheritance issues has not yet been taken into account. Donations from legacies total k€3,131 as of 31 December 2022 (previous year: k€4,948).

The Foundation received a grant of €89,833.30 from Sternstunden e.V. in 2022.

In 2018 the Foundation entered into a cooperation agreement with its Austrian sister organisation that is described more specifically in annual project contracts. Under the provisions of this agreement, the Foundation carries out project work in Ethiopia for its Austrian sister organisation, from which it receives the equivalent contributions. These amounts are posted under "Contributions from partner organisations". Contributions from Austria in 2022 amounted to k€1,577 (previous year: k€1,217). Contributions from Belgium amounted to k€182 (previous year: k€0).

OTHER INCOME Other income includes, in particular, income from currency conversions (k€132), contributions from sponsors (k€150), cash receipts from cost sharing (k€36), revenues from write-ups on financial assets (k€0), income from the sale of securities (k€9) and other revenues (k€154).

E. EVENTS AFTER THE REPORTING DATE

The current portfolio of shares and funds was acquired at a cost price of approx. €11 million and therefore accounts for approx. 33% of the balance sheet total.

F. OTHER DISCLOSURES

INFORMATION ON THE AVERAGE NUMBER OF EMPLOYEES IN THE 2022 FISCAL YEAR On a yearly average the Foundation employed a staff of 24 in Germany. In Ethiopia, an average of 618 full-time employees were engaged in performing the tasks assigned by the Foundation.

EXECUTIVE BOARD Three members were appointed to the Executive Board in the 2022 fiscal year:

- Dr Sebastian Brandis (Speaker)
- Mr Benjamin Freiberg
- Dr Martin Hintermayer (until 15 April 2022)

Remuneration paid to Board members in the 2022 fiscal year amounted to k€240.

SUPERVISORY BOARD The Supervisory Board was composed of the following members in the 2022 fiscal year:

- Dr Ingrid Sollerer (Chairwoman of the Supervisory Board)
- Dr Annette Bhagwati (Deputy Chairwoman of the Supervisory Board)
- Dr Peter Hanser-Strecker
- Mr Dietmar Krieger
- Mr Peter Schwarzenbauer (since 1 February 2022)
- Prof. Matthias Siebeck (since 1 February 2022)

PROFIT & LOSS ACCOUNT FOR THE FINANCIAL YEAR FROM 1 JANUARY TO 31 DECEMBER 2022

	2022 in €	2021 in €
1. Donations and other contributions		
a) Donations	7,644,962.24	8,578,213.38
b) Legacies	3,130,618.07	4,947,755.83
c) Dedicated donations	600.00	50,000.00
d) Public grants	3,141,160.38	941,623.38
e) Contributions from sponsoring associations	138,000.00	146,500.00
f) Contributions from partner organisations	1,759,127.85	1,216,661.13
	15,814,468.54	15,880,753.72
2. Other income	481,517.23	640,387.01
- thereof from currency conversions: €132,052.80 (previous year: €83,490.13)		
	16,295,985.77	16,521,140.73
3. Material costs		
a) Expenses for raw materials and supplies and for purchased goods	-7,154,965.89	-3,407,886.59
b) Expenses for other services	-1,455,358.97	-1,550,643.80
	-8,610,324.86	-4,958,530.39
4. Personnel costs		
a) Wages and salaries	-4,697,868.27	-4,461,436.07
b) Social charges, expenses for retirement benefits and support	-501,039.96	-524,089.92
	-5,198,908.23	-4,985,525.99
5. Depreciation on intangible assets and tangible fixed assets	-309,648.10	-349,970.98
6. Other operating expenses	-3,928,594.04	-4,247,480.21
- thereof from currency conversions: €266,963.40 (previous year €176,325.41)		
7. Income from other securities and loans of financial assets	277,216.06	217,830.27
8. Other interest and similar income	7,697.80	15,311.78
9. Depreciation on financial assets	-396,265.42	-172,858.69
10. Results after taxes	-1,862,841.02	2,039,916.52
11. Other taxes	-1,978.62	-897.15
12. Net loss for the year (previous year: Net profit for the year)	-1,864,819.64	2,039,019.37
13. Additions to other revenue reserves	-179,574.42	-51,800.00
14. Withdrawal from other revenue reserves previous year: Addition to other revenue reserves	2,044,394.06	-1,987,219.37
15. Balance sheet profit/loss	0.00	0.00

OTHER FINANCIAL OBLIGATIONS Total lease commitments for the office building on Brienner Strasse and the warehouse on Reichenhallerstrasse in Munich, based on the currently valid lease contracts amount to k€595. The lease commitments for office space run until 30 July 2024 (rear building) and 30 July 2029 (front building). The lease commitment for the warehouse runs until 30 June 2024.

In Ethiopia, agreements were drawn up with government bodies that commit *Menschen für Menschen* to the implementation of projects. Obligations arising from these amounted to approx. €41 million on the balance sheet date.

There were no other contingent liabilities as at the balance sheet date.

TOTAL FEE OF THE AUDITOR The total fee charged or to be charged by the auditor for the reporting year amounts to k€33 (plus VAT).

SUPPLEMENTARY REPORT The consequences of military activities in Ukraine which started in late February 2022 cannot yet be conclusively assessed, but may have a negative impact on the Foundation's net assets, financial position and revenue situation. We refer in this context to our statements in the Management Report.

No other events of particular significance occurred after completion of the Annual Financial Statements for the 2022 fiscal year.

Munich, 09. June 2023



Dr. Sebastian Brandis



Benjamin Freiberg

*The development of fixed assets as well as the management report have been audited in the annual financial statements, but could not be published in this report for printing reasons.

INDEPENDENT AUDITOR'S REPORT

TO THE MENSCHEN FÜR MENSCHEN FOUNDATION – KARLHEINZ BÖHMS ÄTHIOPIENHILFE – REPORT ON THE AUDIT OF THE ANNUAL FINANCIAL STATEMENTS AND THE MANAGEMENT REPORT

AUDIT REPORT

We have audited the Annual Financial Statements of the Menschen für Menschen Foundation – Karlheinz Böhms Äthiopienhilfe Munich, consisting of the balance sheet as of 31 December 2022, the profit & loss statement for the fiscal year from 1 January to 31 December 2022 and the notes, including the representation of the accounting and evaluation methods. We have also examined the Management Report of the Menschen für Menschen Foundation – Karlheinz Böhms Äthiopienhilfe for the fiscal year from 1 January to 31 December 2022.

In our opinion, based on the knowledge gained in the course of the audit:

- the enclosed Annual Financial Statements comply in all material respects with the German commercial regulations, as applicable to all corporations, and convey in observance of the German principles of good accounting practice an accurate impression of the current assets and financial situation of the Foundation as of 31 December 2022 and its earnings situation for the fiscal year from 1 January to 31 December 2022. The attached Management Report as a whole
- provides an accurate impression of the Foundation's position. This Management Report is consistent with the Annual Financial Statements in all material respects, complies with German legal requirements and accurately presents the opportunities and risks of future development.

In accordance with Section 322 (3) (1) HGB we declare that our audit has not resulted in any objections to the correctness of the Annual Financial Statements and the Management Report.

BASIS FOR THE AUDIT OPINION

We conducted our annual audit of the Annual Financial Statements and the Management Report pursuant to Section 317 HGB in accordance with the German principles of good auditing practice of the Institute of Auditors (IDW). Our responsibility according to these regulations and principles is described in more detail in the section "Responsibility of the Auditor for Examining the Annual Financial Statements and Management Report" of this report. We are independent of the Foundation in compliance with the German commercial and professional regulations and have fulfilled our German professional obligations in accordance with these requirements. We are of the opinion that the audit evidence obtained by us is sufficient and suitable as a basis for our audit opinion on the Annual Financial Statements and Management Report.

RESPONSIBILITY OF THE LEGAL REPRESENTATIVES AND SUPERVISORY BOARD FOR THE ANNUAL FINANCIAL STATEMENTS AND THE MANAGEMENT REPORT

The legal representatives are responsible for the preparation of the Annual Financial Statements in observance in all material respects of the regulations under German commercial law as applicable to all corporations, and that the

Annual Financial Statements in observance of the German principles of good accounting practice present an accurate impression of the net assets, financial position and revenue situation of the Foundation that is consistent with the actual circumstances. Furthermore, the legal representatives are responsible for the internal controls that they have deemed necessary to enable preparation of Annual Financial Statements free of material misstatements due to fraudulent acts (i.e. manipulation of accounting and damage to assets) or errors in accordance with the German principles of good accounting practice.

In the preparation of the Annual Financial Statements the legal representatives are responsible for assessing the ability of the Foundation to continue its business activities as a going concern. Furthermore, they have the responsibility to state facts, as appropriate, in connection with the continuation of business activities as a going concern. In addition, on the basis of the accounting principles, they are obliged to evaluate the continuation of business activities as a going concern, insofar as this is not prevented by actual or legal circumstances.

Furthermore, the legal representatives are responsible for the preparation of the Management Report, which as a whole provides an accurate impression of the Foundation's position and is consistent in all material respects with the Annual Financial Statements, complies with German legal requirements and accurately represents the opportunities and risks of future development. Moreover, the legal representatives are responsible for the arrangements and measures (systems) which they have deemed necessary to enable the preparation of a Management Report in accordance with the applicable German legal requirements and to be able to provide sufficient appropriate evidence for the statements made in the Management Report.

The Supervisory Board is responsible for overseeing the accounting process of the Foundation in preparing the Annual Financial Statements and the Management Report.

RESPONSIBILITY OF THE AUDITOR FOR EXAMINING THE ANNUAL FINANCIAL STATEMENTS AND THE MANAGEMENT REPORT

Our aim is to obtain reasonable assurance that the Annual Financial Statements are essentially free of material misstatements due to fraudulent acts (i.e. manipulation of accounting and damage to assets) or errors; that the Management Report essentially provides an accurate impression of the Foundation's position and is in all material respects consistent with the Annual Financial Statements and the audit findings, complies with German legal requirements and accurately represents the opportunities and risks of future development, and to issue a certificate that contains our audit opinion of the Annual Financial Statements and the Management Report.

Reasonable assurance means a high degree of assurance, but not a guarantee that an audit performed in conformance with Section 317 HGB in compliance with the principles of good accounting practice as promulgated by the German Institute of Auditors (IDW) will always reveal material misrepresentations. Misrepresentations may result from fraudulent acts or errors and shall be considered material if it could be reasonably expected that they, individually or as a whole, would influence the economic decisions of addressees taken on the basis of these Annual Financial Statements and Management Report.

In the course of the audit we exercise our professional judgement and maintain a critical stance. In addition:

- we identify and assess the risks of material misrepresentation based on fraudulent acts or errors in the Annual Financial Statements and Management Report, plan and perform audit procedures in response to these risks and obtain evidence that is adequate and suitable as a basis for our audit opinion. The risk that material misstatements resulting from fraudulent acts are not discovered is greater than in the case of inaccuracies, as fraudulent acts may involve collusive collaboration, falsifications, intentional incompleteness, misleading representations or the suspension of internal controls.
- we gain an understanding of the internal control system relevant to the audit of the Annual Financial Statements and of the arrangements and measures relevant to the audit of the Management Report in order to plan the appropriate auditing procedures under the given circumstances, but not with the aim of submitting an audit opinion of the efficacy of the Foundation's systems.
- we assess the adequacy of the accounting methods used by the legal representatives and the tenability of the estimated values and related information they provided.
- we draw conclusions concerning the adequacy of the accounting principles used by the legal representatives for the continuation of business activities as a going concern as well as – on the basis of the audit evidence acquired – whether substantial doubt exists in connection with events or circumstances that could cast significant doubt on the ability of the Foundation to continue business as a going concern. If we come to the conclusion that a material uncertainty exists, we are obliged to draw attention to the respective information in the Annual Financial Statements in the audit opinion or, if this information is unreasonable, to modify our audit opinion. We draw our conclusions on the basis of the audit evidence obtained up to the date of our audit opinion. Future events or circumstances may, however, result in the Foundation being unable to continue its business activities as a going concern.
- we assess the overall representation, structure and contents of the Annual Financial Statements, including the additional information, and whether the Annual Financial Statements portray the underlying transactions and events so that the Annual Financial Statements, in observance of the German principles of good accounting practice, convey an accurate impression of the Foundation's net assets, financial position and revenue situation.
- we assess the consistency of the Management Report with the Annual Financial Statements, its compliance with German legal requirements and the impression that it conveys of the Foundation's position.
- we perform audit procedures on the forward-looking statements made by the legal representatives in the Management Report. On the basis of sufficient appropriate audit evidence, we verify in particular the significant assumptions underlying the forward-looking statements made by the legal representatives and assess the appropriate derivation of the forward-looking statements from these assumptions. We do not express an independent opinion on the forward-looking statements or the underlying assumptions.

There is a significant and unavoidable risk that future events will differ substantially from the forward-looking statements.

With those responsible for supervision we discuss, among other things, the planned extent and scheduling of the audit, together with significant audit findings, including any defects in the internal control system detected in the course of our audit.

OTHER LEGAL AND REGULATORY REQUIREMENTS

Note on the expansion of the audit of the Annual Financial Statements pursuant to Section 16 (3) Bavarian Foundation Act (BayStG) and Section 4 of the Ordinance on the Execution of the Bavarian Foundation Act (AVBayStG).

We have examined the preservation of the Foundation's assets as of the balance sheet date 31 December 2022 and the proper use of the Foundation's funds in the fiscal year from 1 January to 31 December 2022.

In our opinion, the Foundation's assets as of the balance sheet date 31 December 2022 were preserved in all material respects, and the Foundation's funds were used for the purpose intended in the fiscal year from 1 January to 31 December 2022.

We conducted our audit on the basis of Section 16 (3) BayStG in conjunction with Art. 4 AVBayStG in observance of the International Standard on Assurance Engagements (ISAE) 3000 (revised). Accordingly, we as an auditing company apply the IDW quality assurance standard for quality assurance in auditing practice (IDW QS 1). We have fulfilled our professional obligation pursuant to the German Auditor's Regulations and professional code for auditors/certified accountants including the requirements pertaining to independence. Our responsibility pursuant to these regulations and principles is described in detail in the following. We are of the opinion that the auditing evidence obtained by us is sufficient and suitable to serve as a basis for our audit opinion.

The legal representatives are responsible for the preservation of the Foundation's assets and the proper use of the Foundation's funds as well as for the arrangements and measures (systems) they have deemed necessary for this purpose. Our goal is to obtain reasonable assurance that the Foundation's assets as of the balance sheet date have been preserved in all material respects and that its funds were used for the purpose intended in the fiscal year, and to issue a statement that includes our audit opinion pertaining to the preservation of the assets and proper use of the funds. In the course of the audit we exercise our professional judgement and maintain a critical stance.

Munich, 13 June 2023

KPMG AG Wirtschaftsprüfungsgesellschaft

signed
Thomas Alfred Rüger
Auditor

signed
Kai Junghänel
Auditor

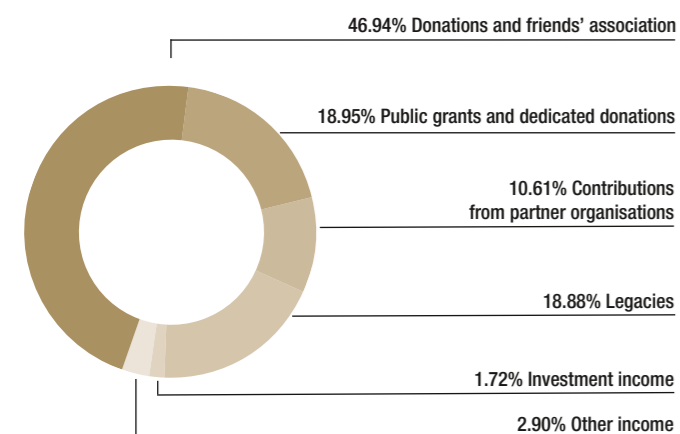


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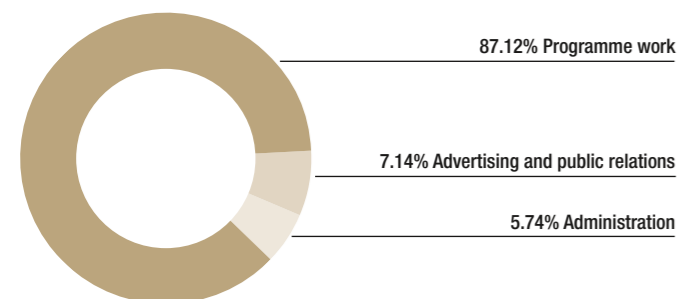
SOURCES OF FUNDS

Sources of funds in 2022



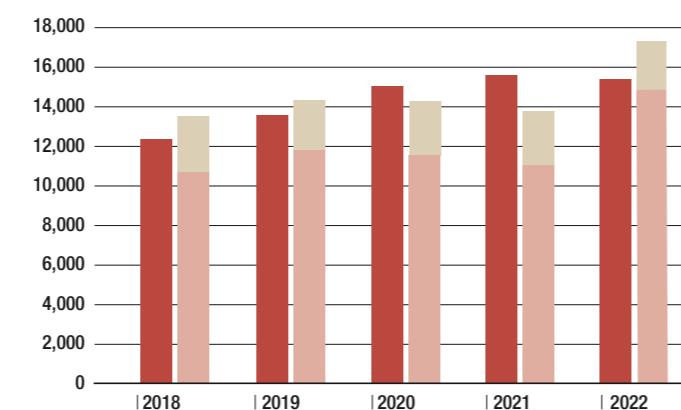
ALLOCATION OF FUNDS

Allocation of funds in 2022



In order to ensure comparability, all contributions and expenses were recalculated according to the DZI criteria.

DEVELOPMENT OF CONTRIBUTIONS AND EXPENSES 2018 TO 2022 IN K€



■ Donations and other contributions
■ Expenses for project funding and support
■ Expenses for administration and advertising

DZI DISTRIBUTION 2022

EXPENDITURE IN €	TOTAL COSTS	PROGRAMME WORK	ADVERTISING AND PR WORK	ADMINISTRATION
Communications work	979,966.42	162,579.02	786,707.51	30,679.89
Press work	61,315.28	30,657.64	30,657.64	0.00
Donor support and finances	504,916.11	0.00	1,164.95	503,751.16
Committees, IT, Purchasing	959,514.55	800,847.61	55,793.08	102,873.85
Subtotal	2,505,712.36	994,084.27	874,323.19	637,304.89
Costs of office space	138,998.36	63,063.56	29,064.56	46,870.25
Other general expenses (e.g. office material)	97,209.58	44,103.99	20,326.52	32,779.07
Subtotal of other operating expenses	2,741,920.30	1,101,251.82	923,714.27	716,954.21
Personnel costs in Germany	1,650,219.79	915,416.46	394,055.66	340,747.67
Total expenditure Germany	4,392,140.09	2,016,668.28	1,317,769.93	1,057,701.88
Project work in Ethiopia	10,504,890.74			
Personnel costs in Ethiopia	3,548,688.44			
Total expenditure Ethiopia	14,053,579.18	14,053,579.18	0.00	0.00
TOTAL EXPENDITURE GERMANY AND ETHIOPIA	18,445,719.27	16,070,247.46	1,317,769.93	1,057,701.88
Percentage distribution of DZI criteria	100.00%	87.12%	7.14%	5.74%

ADDITIONAL NOTES ON EXPENSES

PROGRAMME WORK: PROJECT FUNDING AND SUPPORT

Programme work includes all expenses for integrated rural development in Ethiopia, as described in detail on pages 14 to 31. This encompasses personnel, procurement and running costs for the Agro Technical and Technology College (ATTC) and the Abdii Borii Children's Home (ABCH). It also covers training expenses and compensation paid to the local population in return for their support in the varied project work. Programme work also includes project support relating to expenses for the selection of suitable projects and their supervision by controlling, monitoring and evaluation as well as statutory educational and awareness-raising work for the projects. The international purchase of goods that are not available (in sufficient quality) on the local market is likewise included.

ADVERTISING AND PUBLIC RELATIONS

In order to draw even greater attention to the work of the Foundation in Germany and to raise public awareness of the life circumstances of people in Ethiopia, the Foundation organises and supports campaigns and a wide variety of events, e. g. in schools or as part of adult education. Our aim is to present a picture of Africa in the spirit of equitable partnership and to sensitise people for the living conditions of the local population. This item also includes expenses for fundraising through the various communication channels we use to approach donors (see also pages 30 to 31).

ADMINISTRATION

The Foundation calculates its administration and advertising costs in accordance with the guidelines of the German Central Institute for Social Affairs (Deutsches Zentralinstitut für soziale Fragen, DZI). They include accounting, IT support, personnel management and expenses for the executive management.

PERSONNEL EXPENSES AND REMUNERATION

The annual remuneration of the appointed Board members totalled k€ 240 in 2022. The individual salaries are not published for data privacy reasons. Given the small number of employees working in Germany, there are essentially three different salary levels. Salaries are based on the responsibility assumed, competence and performance, professional experience and length of service in the organisation. In the following table, salaries are converted to one twelfth of the annual total:

Clerk (Junior/Senior)	1,500 bis 3,000
Speaker (Junior/Senior)	3,000 bis 6,000
Executive	6,000 bis 9,300

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