

2025 Annual Financial Statements

In the 2025 financial year, our income fell slightly compared to the previous year. The income from donations and endowments declined by almost 14 percent to €13.8 million. The expenditure for project work in Ethiopia amounted to €11.0 million, slightly below the previous year's level. This is due to the continuing security situation in parts of the country, which makes our project work more difficult. In addition, exchange rate developments contributed to the reduction in expenditure. A net income for the financial year of €200,000 was achieved for 2025.

Notes for the 2025 financial 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 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) of the German Commercial Code (HGB). The special characteristics of the Foundation are taken into account in

further sub-categories. Insofar as deviations occur from the German Commercial Code, this will be specified.

The financial year coincides with the calendar year.

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

B. ACCOUNTING POLICIES

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 dated 17 September 2015 and 17 October 2018, according to which the Foundation holds ownership rights to the assets.

Balance sheet as at 31 December 2025

ASSETS		
	31/12/2025 in €	31/12/2024 in €
A. FIXED ASSETS		
I. Intangible fixed assets		
IT software	46,863.21	45,324.44
II. Tangible fixed assets		
1. Land, leasehold rights and buildings, including structures on third-party land	2,782,870.38	2,930,986.84
2. Technical equipment and machinery	1,097.12	3,303.06
3. Other installations, operating and office equipment	1,644,373.37	1,367,780.81
	4,428,340.87	4,302,070.71
III. Financial assets		
1. Shares in affiliated companies	25,000.00	0.00
2. Securities held as fixed assets	10,177,974.63	8,559,985.38
	10,202,974.63	8,559,985.38
	14,678,178.71	12,907,380.53
B. CURRENT ASSETS		
I. Inventories		
1. Raw materials and supplies	2,142,518.18	2,366,670.00
2. Advanced payments made	18,587.02	559,318.75
	2,161,105.20	2,925,988.75
II. Accounts receivable and other assets		
1. Receivables from affiliated companies	416,500.00	0.00
2. Other receivables	207,740.82	346,137.33
3. Other assets – thereof with a residual term of more than one year: €25,324.20 (€25,308.99)	51,316.57	42,341.87
	675,557.39	388,479.20
III. Cash on hand, bank deposits		
	13,586,210.81	14,344,473.96
	16,422,873.40	17,658,941.91
C. DEFERRED INCOME		
	16,249.53	41,353.96
	31,117,301.64	30,607,676.40

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 only the case 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 assets and property, plant and equipment are recognised at cost of acquisition less amortisation/depreciation. Assets acquired free of charge and subject to capitalisation are recognised at their notional cost of acquisition, which corresponds to the prudently estimated fair value.

Expired stocks are subject to scheduled amortisation. The intangible assets acquired were amortised on a pro rata temporis basis according to the straight-line method. Additions to property, plant and equipment were also depreciated using the straight-line method. The useful lives to be used for depreciation of buildings range from 20 to 35 years, for technical plants and machinery from 6 to 20 years, and for other

facilities and business equipment from 7 to 10 years, depending on their location in Germany or Ethiopia.

Securities included in the financial fixed assets are recorded at cost of acquisition upon purchase or, in the case of additions made free of charge, at their notional cost of acquisition. Notional cost of acquisition corresponds to the market value prevailing at the time of acquisition. Unscheduled amortisation of financial assets is made to achieve a better view of the financial position and results of operations, even if the impairment is not expected to be permanent.

The shares in affiliated companies are recorded at cost of acquisition.

Current assets

Inventories are valued at cost of acquisition by observing the lower of cost or market principle. Receivables and other assets are recognised at their nominal value or at their fair value if the latter is lower than the nominal value.

Cash holdings and bank balances are recognised at their nominal values. Cash in hand and bank balances in Ethiopian currency have been translated using the mid-market spot rate prevailing on the reporting date using the closing date method.

Deferred income and accrued expenses

This item includes expenses representing expenses for a specified peri-

LIABILITIES		
	31/12/2025 in €	31/12/2024 in €
A. NET EQUITY		
I. Foundation capital		
Endowment capital	2,721,559.24	2,351,901.84
II. Reserves		
1. Capital maintenance reserves	849,548.89	789,674.59
2. Other revenue reserves	26,164,159.90	26,024,064.67
27,013,708.79	26,813,739.26	
	29,735,268.03	29,165,641.10
B. NOT YET USED DONATIONS		
Donations not yet used for purposes set out in the Charter	130,510.32	671,034.92
C. PROVISIONS		
Other provisions	749,260.10	207,704.59
D. LIABILITIES		
1. Trade accounts payable	66,774.05	264,147.38
– thereof with a residual term of less than one year: €66,774.05 (previous year €264,147.38)		
2. Other liabilities	435,489.14	299,148.41
– thereof with a residual term of less than one year: €435,489.14 (previous year €299,148.41)		
– thereof from taxes €185,766.77 (previous year €130,696.80)		
– thereof within the scope of social security €37,223.62 (previous year €28,809.77)		
	502,263.19	563,295.79
	31,117,301.64	30,607,676.40

od after the reporting date. At the reporting date, these are essentially campaign costs, support and maintenance costs for the Sextant fundraising and donor management tool.

Revenue reserves

An earmarked reserve (Project funding reserves I) was created in accordance with Section 62(1) no. (1) of the German Fiscal Code (AO) for approved projects which had not yet been implemented on the reporting date, as well as for special programmes from public funding (BMZ, GIZ, EU and the Bavarian State Chancellery). In addition, another earmarked reserve (Project funding reserves II) was formed in 2015. The capital resulting from the revaluation or initial inclusion of fixed assets and inventories in the balance sheet of the Ethiopian branch office as of 1 January 2015 and the cash holdings and bank balances taken over by the sister organisations in Austria and Belgium were allocated to Project funding reserves II. The reserves earmark the funds available to the Foundation for purposes set out in the Charter.

Not yet used 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" (€131 thousand, previous year €671 thousand). "Donations not yet used for purposes set out in the charter" are donations received that have not yet been consumed as expenses as at 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

The provisions are disclosed as a liability in the settlement amount required under reasonable commercial valuation. They take into account all identifiable risks and contingent obligations.

Liabilities

Liabilities are recognised at their settlement amounts.

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

C. NOTES ON THE BALANCE SHEET ITEMS

Fixed assets

A detailed statement of the changes in fixed assets in the 2025 fiscal year is attached as an appendix to the Notes.*

Receivables and other assets

All receivables and other assets have a term of less than one year, except for rental deposits of €25 thousand (previous year €25 thousand).

The receivables relate in particular to receivables from affiliated companies amounting to €417 thousand (previous year €0).

Foundation capital

According to the current Charter, the core assets at the time of establishment arise from the Foundation business. These core assets increased to €2,722 thousand by the balance sheet date due to endowments. A capital maintenance reserve of €850 thousand was created to safeguard the basic assets.

Not yet used donations

The donations not yet used according to the Charter include liabilities from circulation donations amounting to €114 thousand (previous year €19 thousand) and liabilities from public grants amounting to €16 thousand (previous year €652 thousand).

Other provisions

Other provisions relate, in particular, to possible inheritance obligations amounting to €581 thousand (previous year €0 thousand), leave obligations amounting to €36 thousand (previous year €76 thousand), costs of the annual audit amounting to €46 thousand (previous year €45 thousand) and expenses for the storage of documents amounting to €21 thousand (previous year €21 thousand).

D. NOTES ON ITEMS OF THE 2025 PROFIT & LOSS STATEMENT

Donation income

The income from donations includes income from cash donations (€6,498 thousand, previous year €6,813 thousand), legacies (€3,140 thousand, previous year €4,275 thousand), public grants (€1,931 thousand, previous year €1,982 thousand) and income from grants from partner organisations (€2,135 thousand, previous year €2,883 thousand).

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. As of 31 December 2025, the contributions from legacies amount to €3,140 thousand (previous year €4,275 thousand).

In 2018, the Foundation concluded a cooperation agreement with its Austrian sister organisation, which is executed through annual project contracts. Under the provisions of this agreement, the Foundation carries out the project work in Ethiopia for its Austrian sister organisation and receives corresponding subsidies from the latter. These amounts are disclosed under the item "Contributions from partner organisations". For 2025, the contributions from Austria amount to €1,835 thousand (previous year €2,391 thousand). Contributions from Belgium of €300 thousand (previous year €492 thousand) were received.

Other income

Other income includes in particular income from currency translation (€66 thousand, previous year €145 thousand), sponsorship proceeds (€257 thousand, previous year €155 thousand), cash received from cost sharing (€122 thousand, previous year €53 thousand), income from the addition of financial assets (€0 thousand, previous year €115 thousand), income from the sale of securities (€35 thousand, previous year €288 thousand), proceeds of the own gGmbH founded in the reporting period (€350 thousand, previous year €0 thousand) and other income (€307 thousand, previous year €297 thousand).

*Changes in of fixed assets as well as the Management Report have been audited along with the financial statements, but could not be published in this Report for printing reasons.

Income statement for the period from 1 January to 31 December 2025

	2025 in €	2024 in €
1. Donations and other contributions		
a) Donations	6,498,245.05	6,813,311.94
b) Legacies	3,140,176.95	4,275,030.01
c) Dedicated donations	0.00	150.00
d) Public grants	1,931,481.09	1,982,434.27
e) Contributions from sponsoring associations	129,000.00	134,000.00
f) Contributions from partner organisations	2,135,235.72	2,882,924.14
- of which from MfM Austria	1,834,767.38	2,391,135.64
- of which from MfM Belgium	300,468.34	491,788.50
	13,834,138.81	16,087,850.36
2. Other income	1,137,410.90	938,692.97
- thereof from currency translation €65,836.15 (previous year €145,158.07)		
	14,971,549.71	17,026,543.33
3. Cost of materials		
a) Expenses for raw materials and supplies and for purchased goods	-4,170,942.55	-3,846,044.59
b) Expenses for other services	-2,133,277.39	-2,403,866.98
	-6,304,219.94	-6,249,911.57
4. Personnel expenses		
(a) Wages and salaries	-4,225,565.77	-4,782,451.67
b) Social charges, expenses for retirement benefits and support	-569,450.29	-509,303.05
	-4,795,016.06	-5,291,754.72
5. Amortisation of intangible fixed assets and depreciation of property, plant and equipment and tangible assets	-368,857.49	-393,495.26
6. Other operating expenses	-3,658,926.75	-4,066,006.12
- thereof from currency translation €185,835.04 (previous year €534,157.75)		
7. Income from other securities and long-term loans	318,755.94	332,092.47
8. Other interest and income	140,339.96	44,438.70
9. Reversals of write-downs (previous year depreciation) of financial assets	-103,207.84	-109,060.42
10. Earnings after taxes	200,417.53	1,292,846.41
11. Other taxes	-448.00	-535.84
12. Net income for the year	199,969.53	1,292,310.57
13. Addition to the capital maintenance reserve	-59,874.30	-51,741.84
14. Addition to the statutory reserve	-433,576.52	-2,132,215.22
15. Withdrawal from other revenue reserves	293,481.29	891,646.49
16. Net retained profit/loss	0.00	0.00

E. OTHER DISCLOSURES

Information on the average number of employees in the 2025 fiscal year

The Foundation employed, on average, 30 employees in Germany. In Ethiopia, an average of 522 full-time employees were employed to fulfil the Foundation's duties.

Executive Board

In the 2025 fiscal year, two managing directors were appointed to the Foundation:

- Dr Sebastian Brandis (Board Spokesman)
- Mr Benjamin Freiberg

The remuneration of these Board members totalled €250 thousand in the 2025 fiscal year.

Supervisory Board

The Supervisory Board consisted of the following members in the 2025 fiscal year:

- Dr Ingrid Sollerer (Chairwoman)
- Dr Annette Bhagwati (Deputy Chairwoman)
- Haile Gebrselassie
- Prof. Netsanet Workneh Gidi (resigned on 25 March 2025)
- Ms Ludmilla Reina (since 8 July 2025)
- Peter Schwarzenbauer
- Prof. Matthias Siebeck

Other financial obligations

The total lease commitments arising for the office building in Briener Strasse and the warehouse located in Reichenhallerstrasse, Munich, Germany, amount to €614 thousand on the basis of the currently applicable rental agreements. The leases for office space will be valid until 30 July 2029. The lease for the warehouse will be valid until 30 June 2027. In Ethiopia, agreements have been made with government agencies committing *Menschen für Menschen* to participate in projects. At the balance sheet date this amounts to obligations of approx. €36 million.

There are loan commitments to MfM Humans and Nature gGmbH amounting to €204 thousand (previous year €0 thousand).

Beyond this, there are no contingent liabilities at the balance sheet date.

Total fee of the auditor

The total fee charged or to be charged by the auditor for the reporting period is €36 thousand (plus VAT).

F. EVENTS AFTER THE BALANCE SHEET DATE

After the reporting period, the market values of some of the securities recognised in the balance sheet deteriorated, which could lead to another need for future devaluation of the financial assets and thus to unscheduled amortisation. However, there is currently a positive development, on average.



Munich, 8 June 2026

Dr Sebastian Brandis

Benjamin Freiberg

Independent auditor's report

To the Menschen für Menschen Foundation –
Karlheinz Böhms Äthiopienhilfe, Munich

Report on the Audit of the Annual Financial Statements and the Management Report

Audit Opinions

We have audited the Annual Financial Statements of the Menschen für Menschen Foundation – Karlheinz Böhms Äthiopienhilfe, Munich – consisting of the balance sheet as at 31 December 2025 and the profit & loss statement for the fiscal year from 1 January to 31 December 2025 – and the notes, including a description of the accounting and valuation policies. We also audited the Management Report of the Menschen für Menschen Foundation – Karlheinz Böhms Äthiopienhilfe, for the fiscal year from 1 January to 31 December 2025.

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

- the enclosed Annual Financial Statements comply in all material aspects with German commercial law as applicable to stock corporations and, in accordance with the German principles of regular accounting, convey a true and fair view of the Foundation's assets, liabilities and financial situation as at 31 December 2025 and its financial performance in the fiscal year from 1 January to 31 December 2025; and
- the enclosed Management Report conveys a true and fair view of the Foundation's situation. In all material respects, this Management Report is consistent with the Financial Statements, complies with German legal regulations and accurately represents the opportunities and risks of the future development.

In accordance with Sec. 322 (3), sentence 1 of the HGB, we declare that our audit did not give rise to any objections against the compliance of these Financial Statements and the Management Report.

Basis for the audit opinion

We conducted our audit of the Annual Financial Statements and the Management Report pursuant to Sec. 317 of the HGB, by observing the generally accepted German principles of proper audits of financial statements, as promulgated by the German Institute of Public Auditors in Germany (IDW). Our responsibility under these regulations and principles is further described in the section "Auditor's responsibility for the Audit of the Annual Financial Statements and the Management Report" of our auditor's report. In accordance with German commercial law and professional regulations, we are independent of the Foundation

and have fulfilled our other German professional obligations in accordance with these requirements. We are of the opinion that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit assessments on the Financial Statements and the Management Report.

Responsibility of the Executive Board and the Supervisory Board for the Financial Statements and the Management Report

The Executive Board is responsible for drawing up the Financial Statements, which must comply in all material respects with the provisions of German commercial law applicable to corporations, and for ensuring that the Financial Statements give a true and fair view of the net assets, financial position and results of operations of the Foundation in accordance with the German financial accounting principles. Furthermore, the Executive Board is responsible for the internal controls that they have determined to be necessary in accordance with the German financial accounting principles to enable the preparation of Financial Statements that are free from material misstatements due to fraudulent acts (i.e. manipulation of accounting and damage to assets) or errors.

When preparing the Financial Statements, the Executive Board is responsible for assessing the Foundation's ability to continue its operation as a going concern. Furthermore, they are responsible for stating matters associated with the going concern assumption, insofar as that is necessary. In addition, they are responsible for preparing the Financial Statements on the basis of the going concern principle, unless factual or legal circumstances prevent this.

In addition, the Executive Board is responsible for preparing the Management Report, which must generally provide a true and fair view of the Foundation's overall situation and be consistent with the Financial Statements in all material aspects, must comply with German legal regulations and accurately represent the opportunities and risks of the future development. Furthermore, the Executive Board is responsible for arrangements and measures (systems) which they deem to be necessary to allow for the preparation of a Management Report in accordance with the applicable German legal provisions 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 Foundation's accounting process for the purpose of preparing the Financial Statements and the Management Report.

Auditor's Responsibilities for the Audit of the Financial Statements and the Management Report

Our aim is to obtain reasonable assurance that the Financial Statements are, as a whole, free from material misstatements – whether due to fraud or error – and that the Management Report as a whole provides a true and fair view of the Foundation's situation, is in all material respects consistent with the Financial Statements and with the findings made during the audit, complies with German legal regulations and accurately represents the opportunities and risks of future development. Another objective is to issue an audit report containing our audit opinions on the Financial Statements and the Management Report.

Reasonable assurance is a high degree of certainty, but is not a guarantee that an audit conducted in accordance with Section 317 of the HGB and in compliance with the German principles for the proper audit of financial statements promulgated by the Institute of Public Auditors in Germany will always detect a material misstatement. Misstatements can arise from fraudulent acts or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of the addressees taken on the basis of these Financial Statements and Management Report.

During the audit, we exercise due discretion and maintain a critical attitude. In addition,

- we identify and assess the risks of material misstatement due to fraudulent acts or errors of the Annual Financial Statements and the Management Report, design and perform audit procedures as a reaction to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our audit assessments. The risk that an essential misstatement resulting from fraudulent activity will not be detected is higher than the risk that a material misstatement resulting from errors will not be detected, as fraudulent activities may involve collusion, forgery, intentional omissions, misleading representations, or the overriding of internal controls.
- we obtain an understanding of the internal controls relevant to the audit of the Annual Financial Statements and of arrangements and actions relevant to the audit of the Management Report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of those internal controls of the foundation or these arrangements and actions.
- we assess the appropriateness of the accounting methods used by the Executive Board as well as the acceptability of the estimated values and related disclosures presented by the Executive Board.
- we draw conclusions on the adequacy of the going concern accounting principle applied by the Executive Board and, on the basis of the audit evidence obtained, whether an essential uncertainty exists in connection with events or situations which might raise serious doubts about the Foundation's ability to continue to exist as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in the auditor's report to the related disclosures in the Financial Statements and the Management Report or, if such disclosures are inadequate, to modify our respective audit opinions. We draw our conclusions on the basis of the audit evidence obtained until

the date of our auditor's report. Future events or situations might, however, result in the Foundation no longer being able to continue its business activities.

- we assess the overall presentation, structure and contents of the Financial Statements, including the additional information and whether the Financial Statements present the underlying transactions and events such that the Financial Statements, in consideration of the German principles of proper accounting, convey a true and fair view of the Foundation's assets, liabilities, financial position and financial performance.
- we assess the consistency of the Management Report and the Financial Statements, its compliance with the law and the view it conveys of the Foundation's situation.
- we perform auditing procedures regarding the forward-looking statements in the Management Report presented by the Executive Board. On the basis of sufficiently suitable audit evidence, we reproduce, in particular, the significant assumptions underlying the forward-looking statements made by the Executive Board and assess whether the forward-looking statements have been properly derived from these assumptions. We do not express an independent assessment on the forward-looking statements or the underlying assumptions. There is a significant unavoidable risk that future events may differ materially from the forward-looking statements.

With those responsible for governance, we discuss, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in the internal controls that we identify during our audit.

Other legal and regulatory requirements

Note on the expansion of the audit of the Annual Financial Statements pursuant to Section 16 (3) of the Bavarian Foundation Act (BayStG) in conjunction with the Ordinance on the Execution of the Bavarian Foundation Act (AVBayStG)

Audit Opinions

We reviewed the preservation of the Foundation's core assets as of the balance sheet date 31 December 2025 and the proper use of the Foundation's funds in accordance with the Charter in the fiscal year from 1 January to 31 December 2025.

In our opinion, the core assets of the Foundation were preserved in all material respects as of the balance sheet date 31 December 2025, and the funds of the Foundation were used in accordance with the purpose set out in the Charter in the fiscal year from 1 January to 31 December 2025.

Basis for the audit opinion

We conducted our audit on the basis of Section 16 (3) BayStG in conjunction with Article 4 of the AVBayStG in observance of the International Standard on Assurance Engagements (ISAE) 3000 (revised). In carrying out the engagement, we have complied with the independence and quality assurance requirements of the national statutory regulations and professional pronouncements, in particular the Professional Code of Conduct for German Public Auditors and Chartered Accountants and the IDW Quality Management Standard: Requirements regarding the quality management in auditing practice (IDW QMS 1(09/2022)). 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 under those regulations and principles is described in more detail in the "Auditor's Responsibilities for the Audit of the Financial Statements" section of our auditor's report. 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.

Responsibility of the Executive Board for the preservation of the Foundation's core assets and the use of the Foundation's funds in accordance with the Charter

The Executive Board is responsible for the preservation of the Foundation's core assets and the proper use of the Foundation's funds in accordance with the purpose set out in the Charter as well as for the precautions and measures (systems) that they have deemed necessary for this purpose.

Responsibility of the auditor for auditing the preservation of the Foundation's core assets and the use of the Foundation's funds in accordance with the Charter

Our objective is to obtain reasonable assurance that the assets of the Foundation have been preserved, in all material respects, as of the balance sheet date and that the core assets of the Foundation were used in accordance with the Charter in the fiscal year, and to issue a statement containing our audit opinions with regard to the preservation of the assets of the Foundation and the use of the core assets of the Foundation in accordance with the Charter. During the audit, we exercise due discretion and maintain a critical attitude.

Munich, 9 June 2026

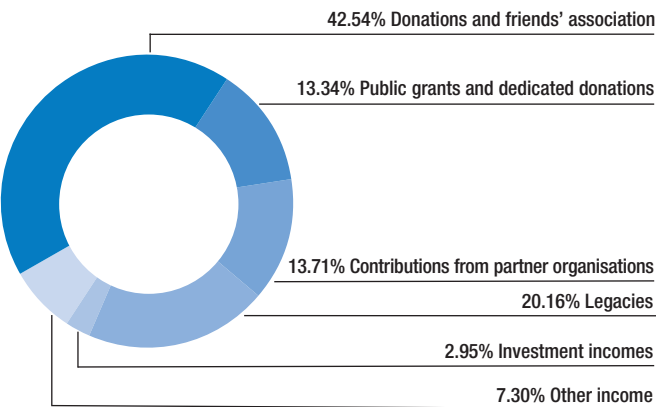
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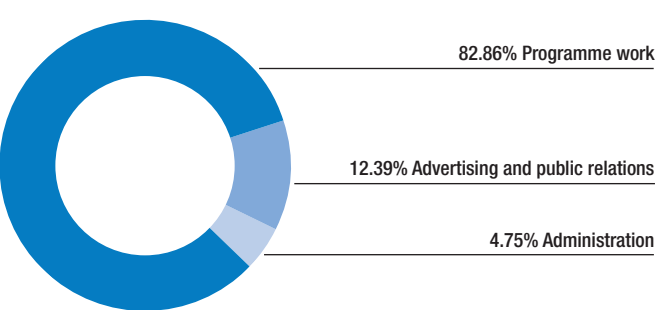
Sources of funds

Sources of funds in 2025

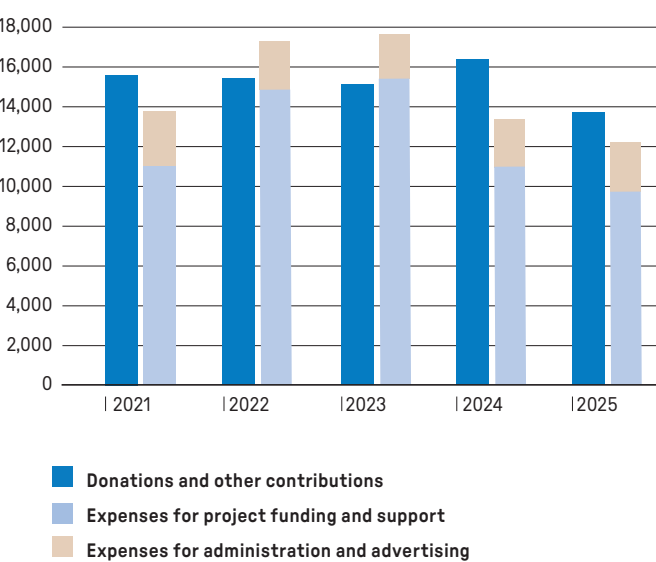


Allocation of funds

Allocation of funds in 2025



Development of contributions and expenses 2021 to 2025 in € thousand



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

DZI distribution 2025

Expenditure in €	Total costs	Programme work	Advertising and public relations	Administration
Communications work	1,475,724.84	304,608.47	1,112,855.74	58,260.63
Press work	57,121.49	27,916.21	27,916.21	1,289.08
Donor support and finances	119,497.32	0.00	11.63	119,485.69
Committees, IT, Purchasing	295,712.87	140,103.53	49,217.90	106,391.44
Subtotal	1,948,056.52	472,628.20	1,190,001.47	285,426.84
Cost of office space	156,663.23	71,078.10	32,758.28	52,826.85
Other general expenses (e.g. office material)	86,157.70	39,089.75	18,015.58	29,052.38
Subtotal of other operating expenses	2,190,877.45	582,796.05	1,240,775.33	367,306.07
Personnel costs in Germany	1,979,096.60	994,324.61	632,915.09	351,856.90
Total expenditure in Germany	4,169,974.05	1,577,120.66	1,873,690.42	719,162.96
Project work in Ethiopia	8,141,126.73			
Personnel costs in Ethiopia	2,815,919.46			
Total expenditure in Ethiopia	10,957,046.19	10,957,046.19	0.00	0.00
TOTAL EXPENDITURE IN GERMANY AND ETHIOPIA	15,127,020.24	12,534,166.85	1,873,690.42	719,162.96
Percentage distribution of DZI criteria	100.00%	82.86%	12.39%	4.75%

Additional notes on expenses

Programme work: Project funding and support

The programme work includes all expenses on 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. 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 raise awareness of 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). According to such guidelines, administration includes accounting, IT support, human resources management and expenditure for the executive management.

Personnel expenses and remuneration

The annual remuneration of the appointed Executive Board members in 2025 was €250,000. No individual salaries are published for reasons of data protection. Given the small number of employees working in Germany, three different salary levels can essentially be distinguished. Salaries are based on the responsibility assumed by the individual, their competence and performance, their professional experience as well as their years of service in the organisation. The following table shows the salaries, converted to one twelfth of the annual total:

Clerk (Junior/Senior)	2,000 to 3,500
Speaker (Junior/Senior)	3,500 to 6,000
Executive	6,000 to 9,000