

REPORT



2 GENERAL

On July 5, 2021 the Cooperative was converted into a foundation, the articles of association were amended and the name was changed from the Coöperatieve Circle Economy U.A. to Stichting Circle Economy.



3 RESULTS

DEVELOPMENT OF INCOME AND EXPENSES

As presented in the income statement, the net result for 2021 amounts to € -66,283 (2020: € -61,197).

	2021		2020	
	€	%	€	%
Net revenue	3,453,268	100.0	3,436,238	100.0
Other operating income	223,240	6.5	203,652	5.9
Gross margin	3,676,508	106.5	3,639,890	105.9
Employee benefits	3,483,144	100.9	3,378,168	98.3
Amortisation, depreciation and impairment				
Depreciations of tangible assets	7,440	0.2	11,164	0.3
Other operating expenses				
Accommodation costs	98,354	2.8	94,555	2.8
Sales related expenses	41,664	1.2	110,448	3.2
Office related expenses	53,179	1.5	58,783	1.7
General expenses	68,987	2.0	64,730	1.9
Sum of expenses	3,752,768	108.7	3,717,848	108.2
Operating result	-76,260	-2.2	-77,958	-2.3
Financial income and expense	-3,878	-0.1	-1,588	0.0
Income tax expense	13,855	0.4	18,349	0.5
Result	-66,283	-1.9	-61,197	-1.8

RATIOS RESULTS

Revenue and margin

	2021	2020	2019	2018
	%	%	%	%
Turnover (index)	100.5	100.0	111.9	82.7
Gross margin (gross margin / net revenue)	106.5	105.9	100.0	100.0
Net margin (net result / net revenue)	-1.9	-1.8	2.9	4.4
Employees				
	2021	2020	2019	2018
Costs in % sales (employee benefits / net revenue)	101	98	79	85



4 FINANCIAL POSITION

WORKING CAPITAL

A statement of the working capital has been prepared based on the above summary. Working capital is defined as all current assets less current liabilities. The amount of working capital provides information on the liquidity position of the company.

	31 December 2021	31 December 2020
	€	€
Construction contracts (assets)	385,106	209,348
Receivables	325,068	366,178
Cash and cash equivalents	664,639	185,801
Current assets	1,374,813	761,327
Current liabilities	1,380,554	694,716
Working capital	-5,741	66,611

RATIOS FINANCIAL POSITION

Liquidity

The liquidity – defined as the ratio of current assets divided by current liabilities – shows to what extent the company is able to settle its financial liabilities in the short term. The ratios presented below provide insight into the company's liquidity.

	2021	2020	2019	2018
	key figure	key figure	key figure	key figure
Current ratio (current assets / current liabilities) Ouick ratio (current assets minus inventories / current	1.00	1.10	1.21	1.05
liabilities)	0.72	0.79	0.94	0.85

Solvency

The solvency – defined as the ratio of the equity divided by the liabilities or, alternatively, the ratio of equity divided by the sum of equity and liabilities – shows the resilience of the company.

General principles for the solvency level are not available, as this depends on the nature of the company. The ratios presented below provide insight into the company's solvency.

	2021	2020	2019	2018
	%	%	%	%
Solvency ratio I (equity / equity and liabilities)	2	12	21	7
Solvency ratio II (equity / liabilities)	2	14	27	8



5 FISCAL POSITION

TAXATION FINANCIAL YEAR

The tavable	amount can	he calc	hatelu	ac follows	٠.
THE LAXABLE	amount can	De Calc	ulateu	as ronows	s.

Calculation taxable amount	2021
	€
Result before tax	-80,138
Fiscal result	-80,138
Tax non-deductible portion of the costs	2,465
Loss available for set-off (Carry back)	-77,673

INCOME TAX EXPENSES

The taxation according to the income statement can be calculated as follows:

Specification tax burden	2021
Calculated tax payable	-
Movement in provision for deferred taxes	-11,651
Adjustments for prior years	-2,204
Income tax expense in P&L	-13,855

POSITION IN BALANCE SHEET

The tax payable can be specified as follows:

Net tax payable / (receivable) in B/S	-5,956
Provisional assessments	- 5,956
Calculated tax payable	-
Period	
	€
Specification tax position	2021

31 December

The assessments imposed are final through fiscal year 2019.

Amsterdam, June 22, 2022

Horlings Accountants & Belastingadviseurs B.V.

N.C.G. Kuipers Registeraccountant **DIRECTORS' REPORT**

1 DIRECTORS' REPORT

ORGANISATION AND BOARD

Goal, strategy and activities

We are a global impact organisation with an international team of passionate experts based in Amsterdam. We empower businesses, cities and nations with practical and scalable solutions to put the circular economy into action.

Composition Board Supervisory board

- 'Robert-Jan van Ogtrop (Chairman)
- 'Andrienne d'Arenberg (Board member)
- 'Lorenzo Gribnau (Board member)
- 'Louise Vet (Board member)
- 'Herman Wijffels (Board member)

Executive Board

- 'Martijn Lopes Cardozo (CEO)
- 'Ivonne Bojoh (COO & Director Digital)
- 'Hatty Cooper (Director Government & Institutions)
- ·Marc de Wit (Director Strategic Partnerships)

ACTIVITIES FINANCIAL YEAR

Activity results

Decision makers have knowledge to access circular strategies

- 'Switching Gear: Toolbox Published + 4 x Textiles Brands Launch Circular Pilots
- ·168k social media followers / 34% growth on LinkedIn / 50k Website Visitors
- ²⁵ Reports published in 2021 and over 200+ International press mentions

Evidence and tools are available through digital platforms

- '50k annual users of the Knowledge Hub
- 'UNEP 100 Cities Mapping Circular Jobs Global
- 'Circle Lab for Cities Pilot Phase in 10 US Cities

Circle Scans completed for business, cities and nations

- Business x 7- Action, Mattoni, Hempel
- 'Cities x 8 inc. Mattaro, Toronto, Montreal
- ·Nations x 5 inc. Quebec (Can), Croatia, Lithuania, Peru, Victoria (Aus)

The actual revenues and costs of the year 2021 are lower than the budget of 2021.

The results are marginally negative inspite of the NOW subsidies and the EMERGENCY SUPPORT COVID-19 which is received from MAVA Foundation.

Note: for more details refer to the publicly available 2021 impact report

NEXT FINANCIAL YEAR

Board intentions and decisions

Our vision is an economic system that ensures all people and the planet can thrive. Our goal is to double global circularity by 2032.

Summary budget

Budget 2022	Amount / €
Total revenues	4,500,000
Total costs	- 4,356,100
Operational costs	-100,000
Net results	43,900
Amsterdam, d.d	

Signature

M.E. Lopes-Cardozo

Name director

Martijn Lopes Cardozo (Jun 22, 2022 16:27 GMT+2)

M.P de Wit

Marc (Jun 29, 2022 22:30 GMT+2)

Hatty Cooper

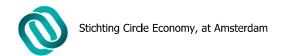
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Ivonne Bojoh

Ivonne Bojoh (Jun 29, 2022 22:01 GMT+2)



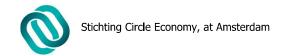
FINANCIAL STATEMENTS 2021



1 BALANCE SHEET AS AT DECEMBER 31, 2021

ASSETS

(after profit appropriation)		31 December 2021		31 December 2020
	€		€	€
Non-current assets				
Property, plant and equipment		15,245		20,827
Financial assets		19,757		8,106
Current assets				
Construction contracts		385,106		209,348
Receivables				
Trade receivables	208,288		273,432	
Tax receivables	5,956		<u>-</u>	
Other receivables	54,100 56,734		50,900	
Accrued income	56,724		41,846	
		325,068		366,178
Cash and cash equivalents		664,639		185,801
Total		1,409,815		790,260
EQUITY AND LIABILITIES				
•				
		31 December		31 December
(after profit appropriation)		2021		2020
	€		€	
(after profit appropriation)	€	2021	€	2020
	€ 29,261	2021	€ 95,544	2020
(after profit appropriation) Equity				2020 €
(after profit appropriation) Equity		2021		2020
(after profit appropriation) Equity Other reserves				2020 €
(after profit appropriation) Equity				2020 €
(after profit appropriation) Equity Other reserves Current liabilities			95,544	2020 €
(after profit appropriation) Equity Other reserves Current liabilities Payables to banks Trade payables Taxes payable and social security	29,261 - 46,691		95,544 4,079 116,772	2020 €
(after profit appropriation) Equity Other reserves Current liabilities Payables to banks Trade payables Taxes payable and social security contributions payable	29,261 - 46,691 366,569		95,544 4,079 116,772 142,732	2020 €
(after profit appropriation) Equity Other reserves Current liabilities Payables to banks Trade payables Taxes payable and social security contributions payable Other payables	29,261 - 46,691 366,569 475,822		95,544 4,079 116,772 142,732 222,034	2020 €
(after profit appropriation) Equity Other reserves Current liabilities Payables to banks Trade payables Taxes payable and social security contributions payable	29,261 - 46,691 366,569		95,544 4,079 116,772 142,732	2020 €
(after profit appropriation) Equity Other reserves Current liabilities Payables to banks Trade payables Taxes payable and social security contributions payable Other payables	29,261 - 46,691 366,569 475,822		95,544 4,079 116,772 142,732 222,034	2020 €
(after profit appropriation) Equity Other reserves Current liabilities Payables to banks Trade payables Taxes payable and social security contributions payable Other payables	29,261 - 46,691 366,569 475,822	2021 € 29,261	95,544 4,079 116,772 142,732 222,034	



2 STATEMENT OF INCOME AND EXPENDITURE 2021

	Budget 2021	2021	2020
	€	€	€
Net revenue	4,838,706	3,453,268	3,436,238
Other operating income	-	223,240	203,652
Operating income	4,838,706	3,676,508	3,639,890
Employee benefits			
Wages and salaries	4,311,488	2,306,381	2,188,588
Social security contributions	-	387,010	376,299
Pension costs	-	99,337	106,523
Other employee benefits	-	690,416	706,758
Amortisation, depreciation and impairment			
Depreciations of tangible assets	-	7,440	11,164
Other operating expenses			
Accommodation costs	475,033	98,354	94,555
Sales related expenses	-	41,664	110,448
Office related expenses	-	53,179	58,783
General expenses	-	68,987	64,730
Operating expenses	4,786,521	3,752,768	3,717,848
Operating result	52,185	-76,260	-77,958
Financial income and company			
Financial income and expense Interest expenses and related expenses		-3,878	-1,588
Therest expenses and related expenses		-5,676	-1,566
Result from ordinary activities before tax	52,185	-80,138	-79,546
Income tax expense	-	13,855	18,349
Result	52,185	-66,283	-61,197
Result allocation			
Nesalt direction			
Allocated result		-66,283	-61,197



5 NOTES TO BALANCE SHEET

PROPERTY, PLANT AND EQUIPMENT

Machinery € € Total 15,245 20,827 Movements in other fixed assets during 2021 can be broken down as follows: Machinery € Carrying value January 1, 2021 Machinery € Cost or manufacturing price 61,197 Accumulated amortisation and impairments 40,370 Movements 2021 1,858 Depreciation 7,440 -5,582 Carrying value December 31, 2021 Cost or manufacturing price 63,055 Accumulated amortisation and impairments 47,810 Depreciation rate (average) 20.0 Disclosure 15,245 The rate of depreciation for other fixed assets is 20%. 15,245		31 December 2021	31 December 2020
Total 15,245 20,827 Movements in other fixed assets during 2021 can be broken down as follows: Machinery / € Carrying value January 1, 2021 \$61,197 Cost or manufacturing price 61,197 Accumulated amortisation and impairments 40,370 Movements 2021 \$1,858 Depreciation 1,858 Depreciation 7-7,440 -5,582 -5,582 Carrying value December 31, 2021 \$63,055 Accumulated amortisation and impairments 47,810 Depreciation rate (average) 20,0 Disclosure \$15,245			
Movements in other fixed assets during 2021 can be broken down as follows: Machinery € Carrying value January 1, 2021 61,197 Cost or manufacturing price 61,197 Accumulated amortisation and impairments -40,370 Movements 2021 320,827 Additions 1,858 Depreciation -7,440 -5,582 -7,440 Cost or manufacturing price 63,055 Accumulated amortisation and impairments -47,810 Depreciation rate (average) 20.0 Disclosure	Machinery	15,245	20,827
Carrying value January 1, 2021 € Cost or manufacturing price 61,197 Accumulated amortisation and impairments -40,370 Movements 2021 -40,817 Additions 1,858 Depreciation -7,440 Cost or manufacturing price 63,055 Accumulated amortisation and impairments -47,810 Depreciation rate (average) 20,025 Disclosure 20,025	Total	15,245	20,827
Carrying value January 1, 2021 € Cost or manufacturing price Accumulated amortisation and impairments 61,197 −40,370 Movements 2021 20,827 Additions 1,858 Depreciation 1,858 −7,440 Carrying value December 31, 2021 −7,440 Cost or manufacturing price Accumulated amortisation and impairments 63,055 −47,810 Depreciation rate (average) 20.0 Disclosure 20.0	Movements in other fixed assets during 2021 can be broken down as follows:		
Carrying value January 1, 2021 Cost or manufacturing price 61,197 Accumulated amortisation and impairments -40,370 Movements 2021 Additions 1,858 Depreciation -7,440 Carrying value December 31, 2021 Cost or manufacturing price 63,055 Accumulated amortisation and impairments -47,810 Depreciation rate (average) 20.0 Disclosure Disclosure			Machinery
Cost or manufacturing price 61,197 Accumulated amortisation and impairments -40,370 Movements 2021 Additions 1,858 Depreciation -7,440 Carrying value December 31, 2021 Cost or manufacturing price 63,055 Accumulated amortisation and impairments -47,810 Depreciation rate (average) 20.0 Disclosure			€
Cost or manufacturing price 61,197 Accumulated amortisation and impairments -40,370 Movements 2021 Additions 1,858 Depreciation -7,440 Carrying value December 31, 2021 Cost or manufacturing price 63,055 Accumulated amortisation and impairments -47,810 Depreciation rate (average) 20.0 Disclosure	Carrying value January 1, 2021		
Movements 2021 Additions 1,858 Depreciation -7,440 Carrying value December 31, 2021 Cost or manufacturing price 63,055 Accumulated amortisation and impairments -47,810 Depreciation rate (average) 20.0 Disclosure			61,197
Movements 2021 Additions 1,858 Depreciation -7,440 Carrying value December 31, 2021 Cost or manufacturing price 63,055 Accumulated amortisation and impairments -47,810 Depreciation rate (average) 20.0 Disclosure	Accumulated amortisation and impairments		- 40,370
Additions Depreciation Carrying value December 31, 2021 Cost or manufacturing price 63,055 Accumulated amortisation and impairments -47,810 Depreciation rate (average) Disclosure			20,827
Additions Depreciation Carrying value December 31, 2021 Cost or manufacturing price 63,055 Accumulated amortisation and impairments -47,810 Depreciation rate (average) Disclosure	Movements 2021		
Depreciation -7,440 Carrying value December 31, 2021 Cost or manufacturing price 63,055 Accumulated amortisation and impairments -47,810 Depreciation rate (average) 20.0 Disclosure			1.858
Carrying value December 31, 2021 Cost or manufacturing price 63,055 Accumulated amortisation and impairments -47,810 Depreciation rate (average) 20.0 Disclosure			
Carrying value December 31, 2021 Cost or manufacturing price 63,055 Accumulated amortisation and impairments -47,810 Depreciation rate (average) 20.0 Disclosure			- 5,582
Cost or manufacturing price 63,055 Accumulated amortisation and impairments -47,810			·
Accumulated amortisation and impairments -47,810 15,245 Depreciation rate (average) 20.0 Disclosure			62.055
Depreciation rate (average) 20.0 Disclosure			
Depreciation rate (average) 20.0 Disclosure			
Disclosure			15,245
	Depreciation rate (average)		20.0
The rate of depreciation for other fixed assets is 20%.	Disclosure		
	The rate of depreciation for other fixed assets is 20%.		
FINANCIAL ASSETS	FINANCIAL ASSETS		
31 December 31 December		31 December	31 December
2021 2020			
€		€	€
Deferred tax assets	Deferred tax assets		
Available tax losses 11,651 -		11,651	-
Other receivables 8,106 8,106	Other receivables	8,106	8,106
Total 19,757 8,106	Total	19,757	8,106



CONSTRUCTION CONTRACTS

	31 December 2021	31 December 2020
	€	€
Actual project costs		
Other projects Adessium Foundation	295,819	122,681
Goldschmeding Foundation	22,730	60,321 -
MAVA IV	319	26,346
MAVA - CL4C 2.0	66,238	
Total construction contracts classified as assets	385,106	209,348
RECEIVABLES		
	31 December 2021	31 December 2020
	€	€
Trade receivables, gross	208,288	273,432
Tax receivables		
Corporate income tax	5,956	-
Other receivables	54,100	50,900
Accrued income	56,724	41,846
Total	325,068	366,178
CASH AND CASH EQUIVALENTS		
	31 December 2021	31 December 2020
	€	€
Bank credits	664,639	185,801
Total	664,639	185,801
EQUITY		
·	31 December	31 December
	2021	2020
	€	€
Total	29,261	95,544



CURRENT LIABILITIES

VAT 22,112 46,667 Wage tax and social security 344,457 87,118 Other payables De Hoge Dennen 17,838 - MAVA Foundation 28,171 31,914 C&A Foundation 613 16,926 Redevco Foundation 39,392 - Goldschmeding Foundation 106,000 123,087 Laudes - 50,107 UNIDO SWITCH 216,434 - CGR BE 37,374 - Other 30,000 - Accruals 17,800 - NOW-5 payable 17,800 - Accrued expenses 31,615 26,551 Pre-invoiced revenue 438,674 182,548 Salary payable 3,383 - 491,472 209,099 Total 1,380,554 694,716	Payables to banks Trade payables Taxes payable and social security contributions payable Corporation income tax	31 December 2021 € - 46,691	31 December 2020 € 4,079 116,772
Other payables De Hoge Dennen 17,838 - MAVA Foundation 28,171 31,914 C&A Foundation 613 16,926 Redevco Foundation 39,392 - Goldschmeding Foundation 106,000 123,087 Laudes - 50,107 UNIDO SWITCH 216,434 - CGR BE 37,374 - Other 30,000 - Accruals 475,822 222,034 NOW-5 payable 17,800 - Accrued expenses 31,615 26,551 Pre-invoiced revenue 438,674 182,548 Salary payable 3,383 - 491,472 209,099		•	·
Other payables De Hoge Dennen 17,838 - MAVA Foundation 28,171 31,914 C&A Foundation 613 16,926 Redevco Foundation 39,392 - Goldschmeding Foundation 106,000 123,087 Laudes - 50,107 UNIDO SWITCH 216,434 - CGR BE 37,374 - Other 30,000 - Accruals - 475,822 222,034 Accruals 17,800 - NOW-5 payable 17,800 - Accrual expenses 31,615 26,551 Pre-invoiced revenue 438,674 182,548 Salary payable 3,383 - 491,472 209,099	vvage tax and social security	3 44,4 5/	8/,118
De Hoge Dennen 17,838 - MAVA Foundation 28,171 31,914 C&A Foundation 613 16,926 Redevco Foundation 39,392 - Goldschmeding Foundation 106,000 123,087 Laudes - 50,107 UNIDO SWITCH 216,434 - CGR BE 37,374 - Other 30,000 - Accruals 475,822 222,034 NOW-5 payable 17,800 - Accrual expenses 31,615 26,551 Pre-invoiced revenue 438,674 182,548 Salary payable 3,383 - 491,472 209,099		366,569	142,732
De Hoge Dennen 17,838 - MAVA Foundation 28,171 31,914 C&A Foundation 613 16,926 Redevco Foundation 39,392 - Goldschmeding Foundation 106,000 123,087 Laudes - 50,107 UNIDO SWITCH 216,434 - CGR BE 37,374 - Other 30,000 - Accruals 475,822 222,034 NOW-5 payable 17,800 - Accrual expenses 31,615 26,551 Pre-invoiced revenue 438,674 182,548 Salary payable 3,383 - 491,472 209,099	Other navables		
MAVA Foundation 28,171 31,914 C&A Foundation 613 16,926 Redevco Foundation 39,392 - Goldschmeding Foundation 106,000 123,087 Laudes - 50,107 UNIDO SWITCH 216,434 - CGR BE 37,374 - Other 30,000 - Accruals 475,822 222,034 NOW-5 payable 17,800 - Accrual expenses 31,615 26,551 Pre-invoiced revenue 438,674 182,548 Salary payable 3,383 - 491,472 209,099	• •	17.838	-
Redevco Foundation 39,392 - Goldschmeding Foundation 106,000 123,087 Laudes - 50,107 UNIDO SWITCH 216,434 - CGR BE 37,374 - Other 30,000 - Accruals 475,822 222,034 NOW-5 payable 17,800 - Accrued expenses 31,615 26,551 Pre-invoiced revenue 438,674 182,548 Salary payable 3,383 - 491,472 209,099			31,914
Goldschmeding Foundation 106,000 123,087 Laudes - 50,107 UNIDO SWITCH 216,434 - CGR BE 37,374 - Other 30,000 - Accruals 17,802 222,034 NOW-5 payable 17,800 - Accrued expenses 31,615 26,551 Pre-invoiced revenue 438,674 182,548 Salary payable 3,383 - 491,472 209,099	C&A Foundation	613	16,926
Laudes - 50,107 UNIDO SWITCH 216,434 - CGR BE 37,374 - Other 30,000 - 475,822 222,034 Accruals NOW-5 payable 17,800 - Accrued expenses 31,615 26,551 Pre-invoiced revenue 438,674 182,548 Salary payable 3,383 - 491,472 209,099	Redevco Foundation	39,392	-
UNIDO SWITCH 216,434 - CGR BE 37,374 - Other 30,000 - 475,822 222,034 Accruals 17,800 - NOW-5 payable 17,800 - Accrued expenses 31,615 26,551 Pre-invoiced revenue 438,674 182,548 Salary payable 3,383 - 491,472 209,099		106,000	
CGR BE 37,374 - Other 30,000 - 475,822 222,034 Accruals 17,800 - Accrued expenses 31,615 26,551 Pre-invoiced revenue 438,674 182,548 Salary payable 3,383 - 491,472 209,099		-	50,107
Other 30,000 - 475,822 222,034 Accruals T7,800 - NOW-5 payable 17,800 - Accrued expenses 31,615 26,551 Pre-invoiced revenue 438,674 182,548 Salary payable 3,383 - 491,472 209,099			-
Accruals 17,800 - NOW-5 payable 17,800 - Accrued expenses 31,615 26,551 Pre-invoiced revenue 438,674 182,548 Salary payable 3,383 - 491,472 209,099			-
Accruals 17,800 - NOW-5 payable 17,800 - Accrued expenses 31,615 26,551 Pre-invoiced revenue 438,674 182,548 Salary payable 3,383 - 491,472 209,099	Other	30,000	-
NOW-5 payable 17,800 - Accrued expenses 31,615 26,551 Pre-invoiced revenue 438,674 182,548 Salary payable 3,383 - 491,472 209,099		475,822	222,034
NOW-5 payable 17,800 - Accrued expenses 31,615 26,551 Pre-invoiced revenue 438,674 182,548 Salary payable 3,383 - 491,472 209,099	Accruals		
Pre-invoiced revenue 438,674 182,548 Salary payable 3,383 - 491,472 209,099	NOW-5 payable	17,800	-
Salary payable 3,383 - 491,472 209,099	Accrued expenses	31,615	26,551
491,472 209,099	Pre-invoiced revenue	438,674	182,548
	Salary payable	3,383	-
Total 1,380,554 694,716		491,472	209,099
	Total	1,380,554	694,716

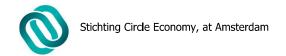
CONTINGENT LIABILITIES

Payments to obtain usage rights

Office rent agreements

For the rent of the office at Mauritskade 64 in Amsterdam a rent agreement has been signed. The office rent amounting to \in 70,677 per year will be valid until March 31, 2022. After the expiration of the said period, this agreement is continued for a subsequent period of one year.

The service costs amount to € 20,034 per year.



6 NOTES TO INCOME STATEMENT

REVENUE AND GROSS MARGIN

	2021	2020
	€	€
Net revenue		
Revenues Memberships	3,358	22,884
Revenues Private Partnerships	640,512	809,666
Revenues Trust and Foundations	1,660,334	1,876,749
Revenues Public Partnerships	1,139,173	704,411
Revenues Other income	9,891	22,528
	3,453,268	3,436,238
Other operating income	223,240	203,652
Operating income	3,676,508	3,639,890
Gross margin	3,676,508	3,639,890

Other operating income

Due to the corona crisis, Stichting Circle Economy has claimed a compensation for temporary emergency bridging measure for sustained employment (*Tijdelijke Noodmaatregel Overbrugging voor Werkbehoud NOW 5*) for the months of April, May, and June 2021. (2021: NOW 2)

EMPLOYEE BENEFITS

	2021	2020
	€	€
Wages and salaries		
Salaries and wages including holiday allowance	2,380,837	2,182,776
30% Allowance (Extraterritorial costs)	20,752	43,094
Sickness benefit	-95,208	-37,282
	2,306,381	2,188,588
Social security contributions	387,010	376,299
Pension costs	99,337	106,523
Other employee benefits		
Cost of subcontracted work	556,406	605,667
Other employee benefit	134,010	101,091
	690,416	706,758
Total	3,483,144	3,378,168

Disclosure

During 2021, on average 50.2 employees were employed on a full-time basis (2020: 48.0).



Income tax expense

AMORTISATION, DEPRECIATION AND IMPAIRMENT

	2021	2020
		€
Depreciation of tangible assets Result of sale of tangible assets	7,440 -	8,226 2,938
Total	7,440	11,164
OTHER OPERATING EXPENSES		
	2021	2020
	€	€
Accommodation costs Sales related expenses Office related expenses General expenses	98,354 41,664 53,179 68,987	94,555 110,448 58,783 64,730
Total	262,184	328,516
FINANCIAL INCOME AND EXPENSE		
	2021	2020
	€	€
Interest expenses other parties	-3,878	-1,588
Financial income and expense	-3,878	-1,588
TAXATION		
	2021	2020
	€	€
Income tax expense from current financial year Income tax expense from previous financial years	-11,651 -2,204	-13,758 -4,591

-13,855

-18,349