MFC Annual Report



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FOREWORD





Katarzyna PawlakMFC CEO



Ewa Bańkowska MFC Deputy Director

Dear MFC Members,

We have audited the financial statements for the year ended December 31, 2022. In addition to our audit, we have also evaluated MFC's 2022 programmatic activities for the Framework Partnership Agreement with the European Commission. The purpose of this evaluation was to provide feedback and recommendations to MFC's Management and Council on the effectiveness of implementing the 2022 workplan and to suggest areas for improvement.

Based on the audit and assessment, we are pleased to announce that despite economic uncertainty and political turmoil in Europe and Central Asia, MFC has demonstrated a strong commitment to its mission and vision by offering a significant number of activities that have supported the microfinance sector during this challenging time period. At the same time MFC maintained a very solid financial position, while our membership increased to 105 organizations.

One of our key strategic priorities in 2022 was to continue leveraging digitalization to improve our Members' efficiency, effectiveness, and customer experience. Through the Technology Action Group and new partnerships, MFC offered opportunities to enter new partnerships and discuss ways support to develop public digital infrastructure.

As a response to new waves of migration in Europe, MFC has engaged in extensive research to assess the gaps in serving

migrants with the purpose of developing recommendation for the increased public support for migrant entrepreneurs. This important work will continue in 2023.

A third strategic priority of MFC is to support microfinance institutions in developing partnerships and increasing their visibility. MFC has actively participated in discussions with the European Commission to design new support programmes for microfinance in the Balkans. The discussions resulted in offering a package of funding and technical assistance opportunities for the sector. Together with country-level microfinance associations, MFC has also engaged in advocacy to improve regulatory frameworks for microfinance in Romania. We are also very pleased to report that the MFC's prime networking & learning events – MFC annual conference in Istanbul and the Social Finance Vibe, virtual conference attracted almost 800 participants!

We appreciate the opportunity to serve our Members, whom we commend for their achievements and contributions to transforming their communities into more inclusive and sustainable spaces.

We look forward to continuing our work with you

Sincerely,

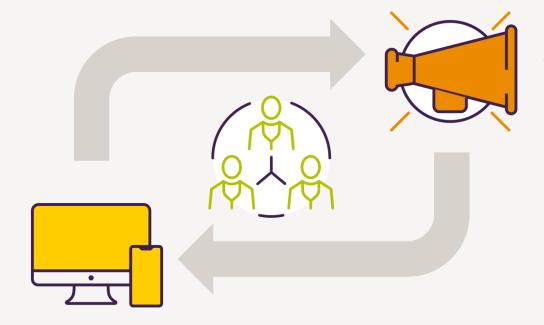
MFC Management Team Katarzyna Pawlak and Ewa Bańkowska

MFC STRATEGY 2022 - 2025



STRONG NETWORK

- o Provide opportunities for sharing and promoting experience and knowledge within the network
- o Continue promoting members' good practice and sector trends
- o Identify opportunities for developing new partnerships
- o Strengthen our internal capacity including developing new skills, broadening the capacity and adopting digital solutions and tools.



Advocacy for sector VISIBILITY

- o Develop new narratives to enhance sector visibility and attractiveness among stakeholders
- Support national associations in their advocacy efforts
- o Expand the relationship with EU institutions, funders and new sector partners

Partnerships for

TECHNOLOGY

- o Facilitate partnerships for digitalization processes for MFIs and their clients
- o Encourage digital service providers to offer cost- effective digital solutions to MFIs
- o Explore partnerships for new technological opportunities to create synergies among network members



SUMMARY



























Social Inclusive Finance **Technical Assistance** (SIFTA) Program

MFIs and social economy finance providers can benefit from a variety of tailored capacity building services and open enrollment webinars and workshops- all free of charge.

Learn how to apply for SIFTA serices



In 2022, MFC delivered 12 webinars.

WATCH THE RECORDINGS





















Partners:















CLIENT FOCUS

EaSI Technical Assistance Programme

In the last months of this 4 year programme (which ended in June 2022), MFC members, financial providers and other stakeholders could benefit from



50 webinars, attracting 524 participants



28 tailored trainings



26 Code of Good Conduct



20 workshops



3 peer to peer visits



3 investment readiness trainings



3 study visits















GRAMMES WFRINARS



151 participants attended 5 webinars that informed microfinance sector about the funding opportunities within EU programmes and about EU policies impacting the microfinance:

Social Economy Action Plan and the role of MFIs was explained. Pact for Skills was decoded to reveal how it can be used to upskill and reskill MFIs' staff, while Erasmus+ was discussed as an opportunity to develop staff.

WATCH THE RECORDINGS











Partners:









CIENT FOCUS

Learn about Social Finance Providers priority needs

in capacity building and selected solutions from the paper MFC prepares based on

4 rounds of feedback

from members, partners and consultants. The paper includes the mapping of both MFIs and social economy finance providers needs. The work will be continued in 2023.

To learn more, contact Joanna@mfc.org.pl

SOCIAL FINANCE PROVIDERS

CAPACITY BUILDING NEEDS AND SOLUTIONS FOR SOCIAL FINANCE PROVIDERS IN EU 27

This paper presents the work in progress of MFC and its partners in identifying capacity building needs of social finance providers and addressing them.

FEEDBACK FROM MFC MEMBERS AND PARTNERS

MFC aims at building capacity of members and partners for mission driven, sustainable microfinance, concerned with climate protection issues, fostering social and digital inclusion. Over the year 2022, MFC used its interactions with members and partners to map the needs of social finance providers and to identify viable solutions. It has been achieved through the following activities:

- Meetings, interviews, and emails exchange within the MFC Capacity Building Action Group, which gathered MFIs, Social Enterprise Finance Providers, Investors, support organizations, associations and consultants providing services to MFIs and social enterprise finance providers.
- Technology Action Group, which discussed specifically the capacity building needs in digitalization
- Trends, Good Practice and Clients Needs Action Group provided inputs for the financial providers gaps related to providing training and advice to microentrepreneurs.

 Advisors Action Group, which provided inputs focused on understanding of the major trends and best practices influencing the work of MFC

Based on the above, MFC identified a wide range of capacity building services to be delivered to the sector within the next year. This is work in progress and it will be continued in 2023.

We group the needs into the following categories:

1. DIGITALIZATIO

Digitalisation of social finance providers remains one of the most important topics. It goes hand in hand with digitalization of micro and small business. Based on MFC/EMN mapping survey, 63% of MFIs report as the main challenges to digitalization the low digital capability of their clients; similar number of MFIs report the excessive cost of introducing digital solutions. 16% of MFIs do not currently have any digital solutions for clients.

READ ONLINE









CT OF WAR



2 Webinars examining refugee access to finance in countries neighbouring Ukraine and impact of war on financial providers attracted 105 participants.

WATCH THE RECORDINGS







Partners:







NETWORKING

More than 400 professionals from

40 countries participated in the 24th MFC ANNUAL

CONFERENCE: MICROFINANCE INVESTING

THROUGH UNCERTAINTY

4 plenary sessions and 5 spotlights with

30 speakers and 16 investors and partners were held

during the 1,5 conference days.





Conference clip (YouTube

Conference photo r

Strategic Sponsor:













































PARTNERSHIPS ACTION GROUP



MFC initiated 4 virtual meetings of Partnership Action Group, which has strategic advisory role to MFC activities.

Under EU programme, group of **7 advisors**, which play key role in EU based microfinance joined four Partnership Action Group meetings. Their input has been instrumental for MFC strategic activities organized during 2022 as well as those planned for 2023. After discussions MFC implemented given recommendations on how to increase visibility of the microfinance sector via a new toolkit to be utilized for Borrow Wisely campaign; topics to be tackled at Social Finance Vibe; recognition of activities of social economy finance providers in green dimension rewarded with Green Inclusive Finance Award as well as sector capacity building needs.























EU NETWORKS



MFC cooperates with the major EU and global access to finance networks multiplying the EU

and global outreach to social investors, technology providers and social finance providers and (indirectly) to their clients. MFC undertook six joint initiatives with other European networks in order to advocate for microfinance, social economy and green finance. These provided the leverage of MFC

activities to reach out to an extended network of 433 organizations (as cumulative membership of all those networks), meaning increased outreach to their staff, clients and partners.

The initiatives included:

A joint a joint letter of MFC, FEBEA, EVPA and EMN on Sustainable Finance Taxonomy issued to Members of the European Parliament ahead of the crucial European Parliament vote on the sustainable finance taxonomy.

MFC – EMN joint letter to Commissioner Nicolas Schmit and Commissioner Paolo Gentiloni on supporting programmes to social economy entities in accessing countries (read more under Western Balkan Advocacy)















MAPING OF AKEHOLDERS



With Social Economy Action Plan launched, MFC identifies relevant stakeholders of social economy, in order to build partnerships and facilitate new connections for its members. The ongoing work has been documented in Social Finance Mapping







MICROFINANCE TRENDS AND CLIENTS NEEDS

SOCIAL FINANCE VIBE 2022: TOWARDS A RESILIENT FUTURE

262 people participated live and 515 enjoyed

the recordings of 23 sessions and Talks with Leaders delivered

by 55 speakers during the 2 day virtual event. This learning event focused on social economy, its actors and mega trends in microfinance.



Strategic Partner:



Content Partners:











































FRENDS AG

The Trends and Good Practices Action

Group consisted of **6 representatives** of European networks, national networks and investors active in social finance.

The Group met virtually 4 times during the year to discuss the latest trends and developments and to select good practices worth highlighting during the webinars, conferences and in the publications.

At the end of the year, a paper summarising the 2022 trends and good practices was published and is available at:



DECEMBER 2022

SUSTAINABLE AGRICULTURE

SCORING INNOVATIONS

Floods. Droughts. Pests. Rising input costs. Agriculture is a risky business—not just for farmers, but for the banks investing in them. So how can we de-risk agricultural lending, especially in a highly fragmented marketplace such as Romania? In contrast to most other countries where large agribusiness has captured the market, Romanian smallholdings (offest shan to hectares) account for 98% of all farms and 40% of the land under cultivation. Smaller ticket sizes mean lower profits and more risks for lenders—which perhaps explains why smallholder farmers have historically poor access to traditional banking products in Romania.

Patria Credit (Romania) offers an interesting innovation that limits its exposure to risk while expanding financial access to farmers. Launched in 1996 (originally as part of the World Vision family), Patria offers financial services to small agricultural enterprises and rural businesses. Over the decades, it has collected a wealth of data about farmers and their livelihoods. Based on this, Patria developed a loan scoring tool that combines a traditional financial analysis methodology with its rich in-house database of agricultural production information. As a result, the organisation can project potential future income based on an applicant's region. Iown, greenhouse square meterage and croo

READ ONLINE





MEMBERSHIP

MFC closed the year 2022 with 105 members

from 37 countries.

MFC expanded its outreach by welcoming

12 new members, including 7 members

from EU countries and 2 member from candidate countries. MFC's local contacts in the membership countries have been the backbone of the MFC work and enabled marked impact in the countries where MFC works.

NEW MEMBERS

Germany





Uzbekistan



UK



North Macedonia



Mongolia



Italy



Poland



Bulgaria



Luxembourg



Belgium



Bosnia and Herzegovina





MFC MEMBERS (as of December 2022)



Albania

AMA **BFSA Fund**

FED invest

Agro & Social Fund

NOA Sh.a.

Armenia

AREGAK

FINCA Armenia

Farm Credit Armenia

CARD AgroCredit

UCORA

Austria

ERSTE Group Bank AG

Azerbaiian

AMFA

Finca Azerbaijan

Belgium

CoopEst SA **INAISE**

European Microfinance Network

EVPA

Eurocrowd

Bosnia & Herzegovina

MIKROFIN

LIDER

EKI LOK

PARTNER

SUNRISE

MI-BOSPO **AMFI**

MKD FinCredit

Bulgaria

Mikrofond AD Maritza Invest SIS Credit

Software Group

USTOI

BDB Microfinancing EAD Balkan Economic Development

Fund

Croatia Oradian

Estonia

Impactiive

France

ADIE

Georgia

Crystal **CREDO**

Georgian Microfinance Association Latvia MSC Micro Business Capital

Germany

Finance in Motion

Frankfurt School of Management AFC/GOPA Consulting Group

Greece **KEPA**

Hungary

Local Enterprise Agency **Heves County**

Italy

Banca Popolare Etica Labins S.C. Impresa Sociale

Kazakhstan

AMFOK Arnur Credit

KMF Asian Credit Fund

Kosovo

Agency for Finance in Kosovo

KEP Trust KosInvest **AMIK**

Kyrgyzstan

AMFI Frontiers

Kompanion Bank Bank Bai-Tushum

Debitum

Lithuania

Noviti Finance

Luxembourg

GLS Alternative Investments SICAV European Microfinance Platform

LuxFLAG

Foundation Credit Agricole

Moldova

Microinvest **Smart Credit** Mongolia

Mongolian NBFI Association Ard Credit NBFI JSC

Montenegro

MONTE CREDIT Alter Modus

Netherlands

Triple Jump Cash to Grow

Poland

Polski Zwiazek Funduszy

Pożvczkowych

ZPB

Romania

OMRO Patria Credit VITAS Rocredit

BCR Social Finance

FAER

Romanian Microfinance Association

Republic of North Macedonia

Foundation HORIZONTI Savings House MOZNOSTI

PCFS doo

Alliance of Microfinance Organizations of Macedonia

Aspekt Doo

Serbia

Agroinvest 3 Bank JSC

Slovakia

Habitat for Humanity ECA Region

Spain

ACAF

Switzerland

responsAbility Investments **Business & Finance Consulting**

Tajikistan

AMFOT

IMON International

MICROCREDIT FUND "IMON"

Ukraine

Hope Ukraine

Ukrainian Association

of Finance Companies

United Kingdom

Singlify

BCRS Business Loans

Responsible Finance

The Microfinance Association

USA

SMF Finance Forum

Uzbekistan

Imkon Finans

PARTNERSHIPS FOR TECHNOLOGY



CLIENTS ALIZATION

MFC with 8 microfinance institutions tested the early ideas on helping microentreprenerus develop their digital skills to enhance their business. Over 300,000 of clients were reached.

MFC prepared two kinds of tools - Quiz and Navigator, which were adapted by microfinance institutions and made available to the clients. A quiz under the title "How digitized is your company?" allows micro-entrepreneurs to quickly diagnose the level of digitization and finally gives access to the Navigator - an educational platform with video materials or a tutorial on the available digital tools.

The project is implemented as part of the partnership between Mastercard Center for Inclusive Growth and Microfinance Centre for a new international support programme for small businesses and microfinance institutions in Europe and Central Asia.





Center for

Inclusive Growth





Check how you can utilize online tools to improve your business!















PARTNERSHIPS FOR TECHNOLOGY



ALISATION WEBINARS



3 webinars related to digitalization in MFIs were delivered, with 68 participants.

WATCH THE RECORDINGS







PARTNERSHIPS FOR TECHNOLOGY



TECHNOLOGY CTION GROUP

Representatives coming from $17\,\text{MFC}$ Member Institutions convened at $4\,\text{Action}$ Group meetings to discuss the participating MFI needs in the digital transformation process and ways of entering

meetings to discuss the participating MFI needs in the digital transformation process and ways of entering a mutually beneficial cooperation with Mastercard. The meetings resulted in Mastercard commitment to support selected MFIs in launching a customized card product in their institutions.









































































AG IN ROMANIA

ADVOCACY FOR SECTOR VISIBILITY



y finance Romania

MFC supported Romanian Microfinance Association

to advocate for recognition of microfinance

sector as important actor in increasing social inclusion.

4 meetings of Working Groups consisting of local

stakeholders led to organization of 1 Policy Forum

with 44 stakeholders, including European
Commission representatives, central, regulatory and supervisory authorities, financiers, representatives of the social economy sector, and associations of small and medium-sized enterprises. The event succeeded in facilitating the exchange of information and best practices in the area of the European microfinance and social enterprise financing programs implementation. It contributed to Romanian Microfinance Association action plan aiming to increase social inclusion, educate and develop business community.









N BALCANS ADVOCACY

MFC is proud of successful efforts that have been put in place in order to create

new opportunities for Western Balkans microfinance.

These new paths were opened thanks to the advocacy work conducted with the European Parliament, the Commissioner Cabinet, DG Near and DG EMPL that will result in concrete funding instruments to be deployed in 2023 and dedicated TA facility for Western Balkans.

MFC together with EMN addressed the letter to the Commissioner Nicolas Schmit and the Commissioner Paolo Gentiloni with the intention to support the programmes to social economy entities in accessing countries in March 2022. Both MFC and EMN raised the issue of continuity of EU supporting programmes to social economy actors including microfinance in the Western Balkan countries after the EaSI programme transition into the InvestEU programme, available only in the EU countries.

The answer from the Commissioner Paolo Gentiloni's office, underlined the fact that supporting microfinance and social entrepreneurship in the Western Balkans is a key priority, as captured in the Economic and Investment Plans for the Western Balkans and the Eastern Neighbourhood countries. The EU designed blending and guarantee instruments under EFSD+ from scratch with this ambition in mind, also in view of replicating for partner countries the support provided by InvestEU to the microfinance and social entrepreneurship sectors inside the EU.







SUPPORT ADVOCACY

The already 10th edition of the report on the status of microfinance in Europe, compiled by the European Microfinance Network and the Microfinance Centre. The study covered

156 institutions from 30 countries and captured financial and social performance of MF sector for the years 2020-2021.











This policy paper on digitalization

is intended as a guide to explain what financial and non-financial support is available for the microfinance sector in Europe to adapt their business models to better respond to post COVID-19 recovery efforts through digitalizing their operations and supporting their clients in this transition. The paper also highlights the policy recommendations and findings resulting the Microfinance Centre's project "Supporting MFIs in Overcoming the COVID-19 Crisis".

MFC held a number of meetings with European Commission representatives and other stakeholders in Brussels to advocate for support in digital transformation of MFIs.



HOW TO SUPPORT MICROFINANCE INSTITUTIONS (MFIS) AND THEIR CLIENTS TO DIGITALIZE IN THE POST COVID-19 ENVIRONMENT

The COVID-19 pandemic has had a profound impact on all sectors of the This policy paper is intended as a guide that explains what financial and effects of the economic downturn. The pandemic has also highlighted a sectors, including MFIs, were forced to fundamentally rethink their traditional customer value proposition, operating and business models to COVID-19 Crisis" fit into the new, digital reality.

The crisis has heightened the importance of MFI digitalization and served as an accelerator for adopting digital solutions. Many have moved perations online and implemented smart working methods to continue serving their clients during lockdowns and to overcome other disruptions.

rethink their business models to adapt to the changing world and remain competitive. Digital transformation is not a choice it has become a necessity. However, in a lot of cases, pre-COVID-19 barriers to digitalization such as access to infrastructure, a lack of data culture and digital awareness - internal skills gaps as well as high costs to transform emain. This holds even stronger for microenterprises, representing the Digital Europe Programme (DIGITAL)[1] has been set up as a central majority of MFI clients, as they lacked skills, resources and abilities for

economy. Governments and international organizations across the globe non-financial support is available to the microfinance sector in Europe to have been introducing recovery measures to help overcome the negative adapt their business models to respond better to the post COVID-19 recovery efforts through digitalizing their operations and supporting their central role that digital technology plays in our everyday life and forced companies to react in agile and decisive ways. Businesses across all recommendations and findings resulting from the conclusion of the Microfinance Centre's project "Supporting MFIs in Overcoming the

> The future will largely be shaped by those firms that are able to anticipate tomorrow while delivering on the priorities of today. Therefore, MFIs constraints and bridge their longer-term capability gaps

EU Funding opportunities already available

The following section provides an overview of existing EU funding opportunities for Europe-based MFIs. It is important to understand the interconnection between microfinance and the various policy frameworks and programs for the EU for the Multiannual Financial Framework MFF









Strategic partnership with UNHCR has contributed to increase use of microfinance and MFIs in promoting financial inclusion among refugees in Europe, with the focus on building the capacity of MFIs to serve this vulnerable

population. Through 5 working group meetings, the partnership has mapped

current initiatives and good practices of 10 MFIs. The partnership has also enabled MFC to identify key policy barriers and advocate for their removal, such as addressing the lack of legal identity documents and regulatory frameworks that prevent refugees from accessing financial services.



Check out dedicated website space to gather information about refugees financial inclusion









ANTS AND REFUGEES

25 MFIs participated in the 5 meetings of Action Group

to discuss solutions on how to ensure financial inclusion for migrants

and refugees, particularly in light of the changing context of the war in Ukraine. The group also explored ways to address the specific challenges faced by migrants and refugees, such as legal barriers to accessing financial services and the lack of identification documents. They discussed strategies for building partnerships between microfinance institutions, NGOs, and government agencies to better support this vulnerable population.



WATCH THE SELECTED RECORDINGS







REFUGEES



J.P.Morgan

In the last months of the year MFC has launched a support and referral program aimed at providing knowledge and tools to support entrepreneurship routes for refugees in Poland.

The program comes as a result of witnessing increasing numbers of Ukrainian refugees who wish to start their own entrepreneurial activity but lack the knowledge and tools to do so. As the Polish organizational network lacks the knowledge and tools needed to support them in this, the program aims to:

- design a comprehensive online platform inclusive of all information entrepreneurial refugees in Poland need to support them in starting their own businesses and build a network of small business and entrepreneurship organizations interested in designing a program focused on supporting entrepreneurial refugees;
- 2) connect and train consultants who will continue working in refugee organizations and support them in referring 200 unemployed female Ukrainian refugees to entrepreneurship support services, and
- 3) share findings with international organizations looking to deepen their support for entrepreneurial refugees in Europe and Central Asia.



COMMUNICATIONS



Throughout the year, we want our members to stay well informed!









(*) based in EU countries

105 in

76 **f**

editions of newsletter in 3 local languages



101 🛩

MOVING TO A NEW OFFICE



To increase effectivness of our annual budget, we have moved to a new, 5 times smaller office.

ul. Żurawia 47/49 00-680 Warsaw, Poland Mobile: +48 789 355 261 microfinance@mfc.org.pl

We work in hybrid mode, which allow us to have team members located in Brussels, Slovakia and Poland.





MFC COUNCIL





Brunilda Isaj MFC Chairwoman (since June 2022), Secretary General at AMA, Albania



Archil Bakuradze
MFC Council Member,
Chair of Supervisory Board at
JSC MFO Crystal, Georgia



Alisher Akbaraliev MFC Council Member, Executive Director at AMFI, Kyrgyzstan



Elma Zukić MFC Council Member, President of the AMFI, Bosnia & Herzegovina



Gabriele Giuglietti
MFC Council Member,
Director in Charge of
International Development
Activities of Banca Etica,
President of Cresud, Italy



Sami Lahoud MFC Council Member (since 2022) Co-founder and CEO of EMpact, USA



Martina Grigorova MFC Council Member (since December 2022), CEO at SIS Credit Bulgaria



Sanavbar Sharipova MFC Council Chair (till June 2022), Founder of IMON Tajikistan



Paul Kalinauckas MFC Council ViceChair (till July 2022), Founder Chief Executive BCRS Business Loans, UK

MFC TEAM





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Nina Bąk Senior Policy Officer



Karol Kwietniewski Event & Capacity Building Officer karol@mfc.org.pl



Bartosz Piechowicz Project Manager



Grzegorz Galusek MFC expert

ANNUAL ACCOUNTS



PROFIT & LOSS

	12 months ended	12 months ende
	31 December 2022	31 December 202
arned revenue		
Membership fees	156 699	148 50
Program revenue	1 692 120	2 069 33
Other operating income	17 787	53 13
Total revenue	1 866 605	2 270 97
rogram expenses		
Staff expenses	547 046	433 76
Non-staff expenses	657 124	927 30
Total program expenses	1 204 170	1 361 07
dministrative expenses		
Staff expenses	112 004	430 76
Non-staff expenses	370 680	434 96
Other operating expenses	107 133	56 26
Total administrative expenses	589 817	921 99
Total expenses	1 793 987	2 283 07
ESULT FROM OPERATING ACTIVITIES	72 619	(12 103
Finance income	603 148	365 26
Finance costs	(18 501)	(47 04
Net finance income	584 647	318 219
rofit before income tax	657 266	306 116
Income tax expense	(54 255)	(24 62
let result after tax	603 011	281 49
Other comprehensive income	8	
OTAL COMPREHENSIVE INCOME	603 011	281 49

ANNUAL ACCOUNTS



	BALAN	BALANCE SHEET	
	2022	2021	
ASSETS			
Non-current assets			
Property, plant and equipment	1 775	5 326	
Right-of-use assets	102 940	182 574	
Deferred tax assets	-	<u> -</u>	
Total non-current assets	104 715	187 900	
Current Assets			
Accounts receivable	933 767	962 153	
Cash and cash equivalents	15 911 657	14 858 200	
Total current assets	16 845 424	15 820 353	
TOTAL ASSETS	16 950 139	16 008 253	
EQUITY			
Own Funds			
Founding capital	2 100	2 100	
Retained earnings	15 272 404	14 669 393	
Total own funds	15 274 504	14 671 493	
Total Funds attributable to equity holders of the Fundation	15 274 504	14 671 493	
Liabilities			
Accounts payable	141 345	246 062	
Accruals	1 386 210	873 827	
Lease liabilities	102 940	182 574	
Deferred tax liabilities	45 140	34 297	
Total Accounts Payable and Accruals	1 675 635	1 336 760	
TOTAL LIABILITIES	16 950 139	16 008 253	