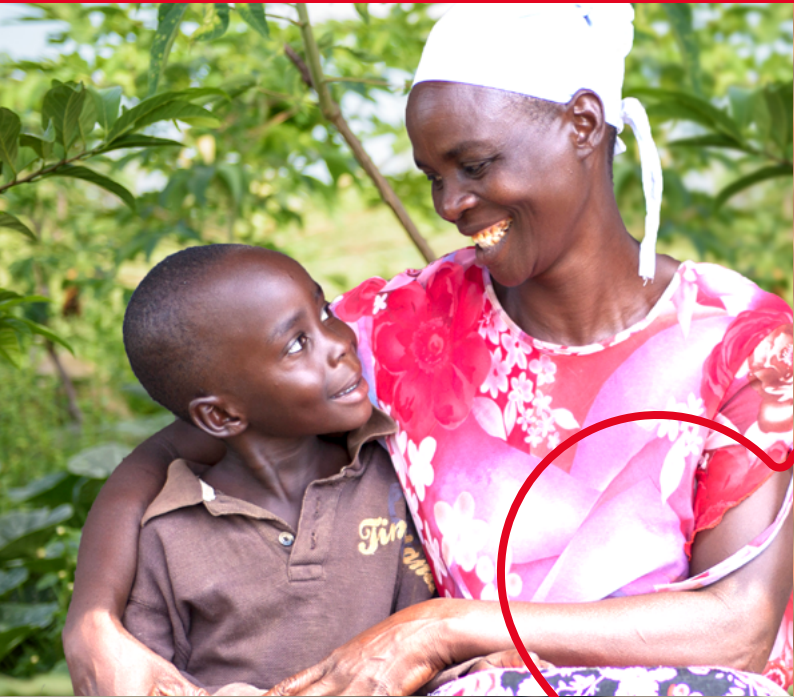


For all that is love

ANNUAL REPORT 2022



SOAIDS
Nederland

 **aidsfonds**

Foreword

Before you is the annual report 2022 of Aidsfonds- Soa Aids Netherlands. This is the first annual report in which we report on our new strategy “For All that is Love”!

This strategy is based on a so-called Theory of Change (ToC). A ToC is a framework within which activities are linked to strategic objectives in a clear manner. You can thus see at a glance the building blocks needed to achieve our goals. First of all, it is a good tool to remain focused on our goals, but because we have drawn up clear indicators for each goal, it also makes reporting on our work more transparent. And more transparent. By using a ToC, we not only organize our work better, we can also see more clearly what works well and what does not and can therefore adjust more quickly on the basis of lessons learned and new insights and developments.

“For all that is love.”

Thus, use of a ToC provides not only structure but also adaptability; both essential elements for successfully working toward our goals. After all, static and completely modellable our work will never be. Agility and an open attitude with room for quick action remain required. Especially when working with vulnerable groups and under unpredictable circumstances. We are proud that the interests of the people for whom we do it are paramount in all our projects. We strive to do as much of our work as possible together with those who are most affected by HIV, STIs, discrimination and exclusion. We strengthen their voice and support them with information, knowledge and funding. Because this is the only way we can achieve our mission: a world where no one dies of AIDS anymore and where people are sexually healthy. So that everyone can love freely and without fear.

For all that is love!



Mark Vermeulen
Director
Aidsfonds – Soa Aids Nederland



Lucas Vos
Chairman ad interim supervisory board
Aidsfonds – Soa Aids Nederland

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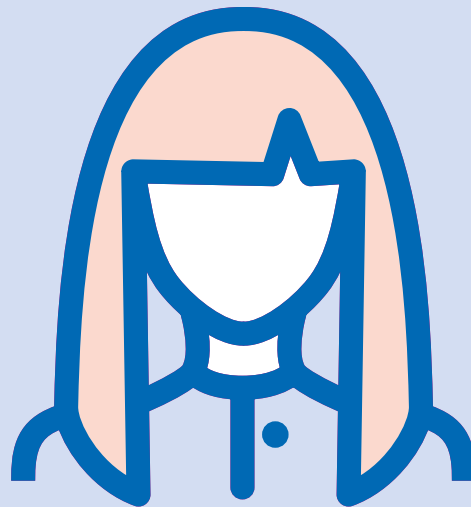
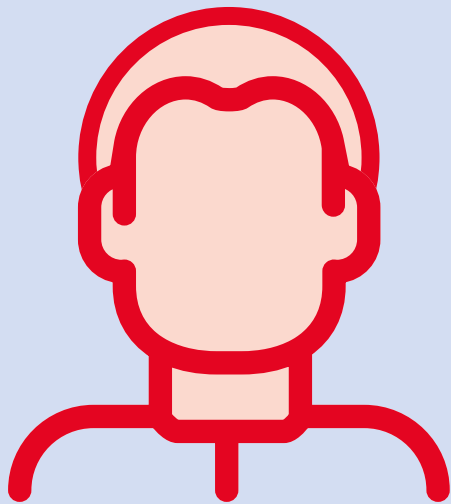
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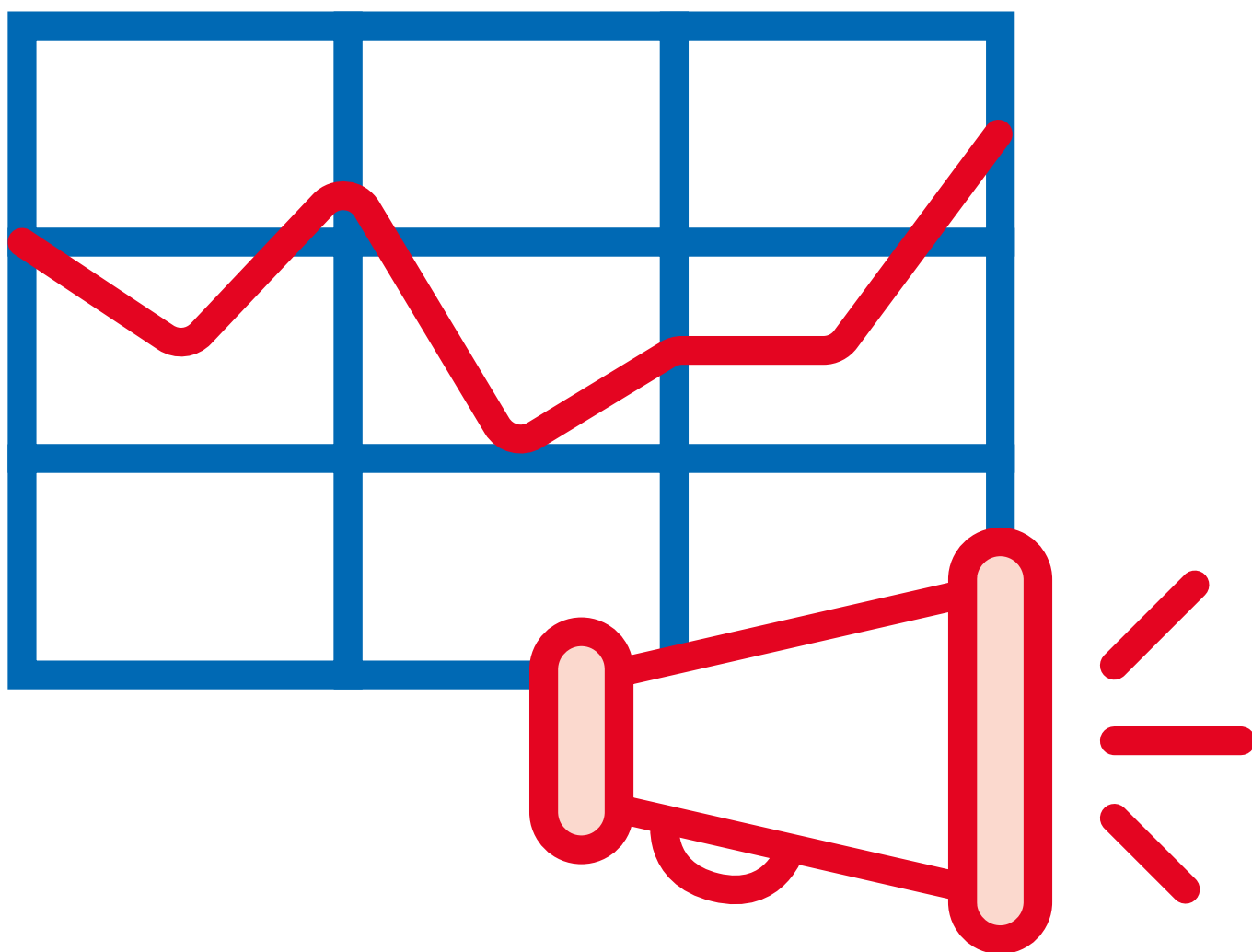
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A. MANAGEMENT REPORT



1. Goals and outcomes



1.1. The mission of Aidsfonds – Soa Aids Nederland

We strive for a world where there are no longer any deaths from AIDS and where people enjoy good sexual health. A world in which everyone can love freely and without fear. We do this by working together with the people who are hit hardest by HIV, STIs, discrimination and exclusion. We strengthen their voice and support them with information, knowledge and funding. For all that is love.

Everyone has the right to proper prevention, treatment and care. No matter who you love, who you have sex with, how old you are, what color your skin is, whether you are male, female, trans person or non-binary. This belief is at the heart of our strategy.

The facts

The HIV epidemic should be long over after 40 years, but instead it is increasing in magnitude. In large and densely populated regions of the world, the number of new HIV infections is growing dramatically. In Eastern Europe, Central Asia, the Middle East and North Africa, the HIV epidemic has grown structurally over the past 10 years. In 45 countries around the world, more people contracted HIV than the previous year. This brings the global fight against the HIV epidemic to a halt.

Last year saw another **1.5 million** people newly infected with HIV. Over **650,000** people died from AIDS, just a fraction less than the previous year. With available drugs and science, these deaths are unnecessary because they are completely preventable. Of all the people living with HIV in the world, now **38.4 million** people, about 75% are receiving treatment. Still **10 million** people are not being reached with life-saving drugs.

In the Netherlands, the end of the HIV epidemic is in sight. Last year there were only **427** new HIV

diagnoses. The downward trend continues. The large drop in HIV is especially noticeable among men who have sex with men, thanks in part to the use of the HIV prevention drug PrEP. Behind this good news, however, lies a tragedy: at least 48 people contracted HIV while they wanted to use PrEP but were denied access to it. The strain on their lives and the cost of lifelong treatment for HIV could have been avoided if they had been given timely access to PrEP. Although **94%** of all people living with HIV in the Netherlands are on treatment, there are still an estimated **1,700** people who have HIV but do not know it. Late HIV diagnoses unfortunately still occur, especially among people over **50 and more** among straight men and women than gay men. Some people have already developed AIDS by then. Last year, 13 people died of AIDS in the Netherlands.

Our challenge

Over 10 million people living with HIV still do not receive life-saving medications. Despite all efforts, the number of new HIV infections is increasing rapidly in some parts of the world. As long as some lives are worth more than others, hundreds of thousands of people die each year from deaths that could have been prevented. Every day, one million people around the world contract an STI. Many of them do not feel free to talk about it or seek help, resulting in unnecessary suffering, illness and physical and psychosocial strain. HIV and STIs are not

only transmitted through sex. Inequality, poverty, sexism, homophobia and discrimination drive the HIV epidemic and transmission of STIs.

Other places in the world are doing relatively well. In the Netherlands, for example, reaching zero new HIV infections is really coming into sight. We have the drugs, we know exactly what is needed for an effective STI approach and to stop the HIV epidemic for good. Good treatment ensures that you can grow old healthy with HIV and prevents you from transmitting the virus. We also now have the HIV prevention pill PrEP. Making PrEP widely available remains a challenge in the Netherlands. With our work on a breakthrough in HIV cure research, we are starting a new chapter, so that people will soon be able to live without HIV.

Our working method

Together with courageous activists, communities, health care providers, scientists, donors and other donors, we work to make HIV and STI care accessible to all. We always do this evidence-based, based on the best available knowledge and experience from science, healthcare providers and communities. Standing up for human rights is our greatest motivation. We do this from three roles:

- As **advocates**, we work with communities and amplify their voices to motivate governments, scientists and donors to improve the health and rights of communities
- As **experts**, we work evidence-based and provide everyone with reliable information. We build on existing knowledge and experience from communities, scientists, healthcare providers and the general public
- As an **engaged fundraiser & donor**, we invest in cutting-edge research and innovative approaches that put communities at the center.

We believe that no decision should be made in the fight against HIV and AIDS without people living with HIV themselves having a voice to influence policy. Inequality can only be overcome by helping people living with HIV to make themselves heard.

1.2. Our Theory of Change

Together with people living with HIV, groups at higher risk for HIV and STIs, health care providers, donors and supporters, scientists and other collaborative partners, we developed a Theory of Change. With this model we describe how we want to achieve our three dream goals as an organisation and increase our impact. The Theory of Change also describes how we work towards our goals (pathways) and what concrete results (outcomes) we want to achieve as an organisation in the period 2022-2025 to contribute to these goals.

These are our three dream goals:

- 1. No one dies of AIDS anymore and no new HIV infections**
- 2. Sexual health and rights for all**
- 3. Cure available for all people living with HIV**

East and Southern Africa remains the most HIV-affected region in the world. We therefore focus our work on the following countries in addition to the Netherlands: South Africa, Mozambique, Nigeria, Tanzania, Indonesia, Uganda, Zambia, Zimbabwe, Malawi and Kenya. We also focus on the two regions of the world where the HIV epidemic continues to grow rapidly: Eastern Europe/Central Asia and Middle East/North Africa. We also explore what is needed in the Caribbean part of the Kingdom of the Netherlands.

We support groups of people at increased risk of HIV, such as sex workers, LGBTQI+ individuals, people who use drugs, young women and their male partners, youth, people in prisons and migrants. We help them stand up for their rights.

Our Theory of Change: turning dreams into reality



MISSION

We strive for a world where people no longer die from AIDS and where everyone enjoys their full sexual health and is free to love fearlessly. We do this together with the people who are most affected by HIV and STIs because of discrimination and exclusion. We strengthen their voice and we support with information, knowledge and financing. For all that is love!

DREAM GOALS

1 No one dies of AIDS and no new HIV infections

2 Sexual health and rights for all

3 Cure available for all people living with HIV

OUTCOMES (2022-2025)

Capacitated communities influence the reduction of intersecting inequalities, gender injustices, stigma & discrimination and criminalisation

Increased access and uptake of more effective prevention-, treatment- and care options

Communities increasingly access quality and sex-positive health and rights education on HIV and STIs

Other funders involve communities in funding decisions

Support is mobilized among other funders and governments for community-led responses and inclusive HIV cure research.

We raise and we fund community solutions and inclusive HIV cure research

Groundbreaking cure research with community ownership is funded and put into use

Increasingly capacitated communities are working in coalitions in increasingly open civic space.

Increased collaboration among communities, professionals and governments to develop innovative solutions in relation to HIV, STIs and sexual health.

Communities co-decide on our funding decisions

Communities are involved in and educated on HIV cure research

Our pathway to
EQUAL RIGHTS

Our pathway to
SEXUAL HEALTH AND RIGHTS

Our pathway to
FUNDING AND SUPPORT

Our pathway to
FINDING A CURE

ROLES

We collectively work with communities. We do this in three roles:

As an **advocate**, we raise our voice and join others to move governments, scientists, and funders to improve the rights and health of communities and scale up innovative solutions.

As an **expert**, we work evidence-based and we built on the knowledge and experiences of communities, health professionals and the public to increase their knowledge and agency.

As an **involved fundraiser & funder**, we support inclusive HIV cure research and innovative community solutions.

To do all this, we connect communities, supporters, health professionals, governments, scientists, funders. In all our efforts, we focus on the difference we can make on the life of an individual and on reducing inequalities in society.

About this model

Together with communities, caregivers, donors, scientists and other collaborative partners, we have developed this Theory of Change. This model describes our three dream goals and how we as an organisation contribute to them. We build on the Sustainable Development Goals of the United Nations, the strategy of UNAIDS and the National Action Plan on STIs, HIV and Sexual Health.

What we mean by communities

By communities we mean organisations, members of a community, target groups or individuals. The focus is on people living with HIV and groups at higher risk of HIV and STIs, such as sex workers, LGBT people, people who use drugs, children, young women, girls and their male partners, young people, people living in poverty, people in prisons and migrants.

1.3. Our figures: 2022 in brief

Data plays an increasingly important role in everything we do. Continually measuring, daring to adjust and

substantiating our approach is essential to increasing our impact. That's why we report in the annual report on progress toward our goals, the results we are achieving, and what we have learned and adapted. Highlighted below are some key figures from 2022.

Our results

6,599,632 people from communities had access to HIV, STI and sexual health services.

For example:



7,101
Refugee
Ukrainians living
with HIV received
life-saving care



45,062
Children
were tested

43,253
Mothers
were tested



3,826,496
Youth in the
Netherlands
and other
focus countries
received access to
information and
peer support



31,452
Sex workers
gained access
to information,
health and testing
services



8,532
Professionals
increased their
expertise to
provide accessible
services

22

Policy and
legislative
changes took
place to promote
equal rights



Our funding:

€ 54.7 million
in total income

137,000
donors



Our spending:

€ 47.8 million
spent on objectives



€ 3.5 million
spent on management and
administration

€ 3.2 million
spent on recruitment costs

€ 0.2 million
Other: result and
financial charges

Our organisation:

**1 OFFICE IN THE
NETHERLANDS**
121.4 fte of employees

We worked with:

160 PARTNERS
We conducted
151 organisational projects
and 243 partner projects

1.4. Progress of our organisational indicators

We measure our impact in different ways: reach figures, stories about the changes we have contributed to, doing research and regularly reflecting and adjusting. We think it's important to show in these ways what we do with the money.

In 2021, we developed a number of organisational indicators and conducted a baseline measurement for these. These indicators measure whether we actually achieve the results (outcomes) we

have defined in our Theory of Change during the period 2022-2025. Moreover, this allows us to show each year who and what we have achieved. As an organisation, we consciously choose to communicate about this transparently.

The figures below show the numbers by year. It is true that sometimes this is more and sometimes less than the previous year. For example, often a change in a law to which we have contributed is prepared for a whole year and does not take place until the following year. We then count this only in the number of the year in which the actual law was approved or blocked.

Our organisational indicators

	Zero measurement (2021)	Annual figures (2022)
We have established 5 indicators to monitor what results are achieved with our support or contribution. These are mostly projects of partners with whom we work.		
1. The number of organisations that influence decision-making on addressing STIs and HIV with our support.	61	75
2. The number of organisations that, with our support, have become more collaborative or are forming coalitions to lobby.	125	127
3. The number of policy and legislative changes on addressing STIs and HIV that come about with our support.	6	22
4. The number of people from communities accessing prevention, testing and treatment around HIV, STIs and sexual health with our support.	4,936,224	6,599,632
5. The number of stakeholders with increased knowledge and experience about making prevention, testing and treatment accessible to communities.	2,197	8,532
We have established six indicators to monitor the results of work directly from our organisation.		
6. The amount we raise for community interventions and including HIV cure research.	47.6M	54.7M

7. The percentage of our direct investments by goal, by outcome, by focus country and by community.

Our Annual Report 2022 shows how much money was invested per goal. In our Annual Report 2025, we want to be fully transparent about investments by goal, result area, focus country and community.

8. The percentage of our projects that we develop with communities and stakeholders.

In our strategy, we have set the target to involve communities and relevant other stakeholders in all projects we develop. We are currently implementing this in our organisational processes. We will report on this indicator halfway through our strategy (2024).

9. The percentage of our direct investments that we decide on with communities.

In our strategy, we set the target to do all decision making on our funding with communities. We are currently implementing this in our organisational processes. We will report on this indicator halfway through our strategy (2024).

10. The percentage of HIV cure research that is groundbreaking.

The purpose of this indicator is to show the results of the research we fund. Some examples are shown in this annual report under dream target 3.

11. The percentage of HIV cure research that is inclusive of communities.

This indicator aims to visualize the involvement and participation of communities in the Global South in HIV cure research. We will report on this indicator halfway through our strategy (2024).

Finally, we have established 2 so-called learning & development indicators. These measure internal processes that we consider crucial to achieving our results well. Progress on these is measured, among other things, through the employee satisfaction survey (MTO).

12. The process toward diversity and inclusion in our organisation.

In 2022, a baseline measurement was conducted by an external consultant on how diverse and inclusive the organisation is perceived. Based on this, concrete actions were formulated. Chapter 2.1. Personnel and Organisation is an overview of what was done in 2022.

13. The process toward learning and adaptation within our projects.

By 2022, all employees have been trained in the project-based creation methodology and in servant leadership.

1.5. Our results in 2022

Results that contribute to dream goal 1:

NO ONE DIES OF AIDS AND NO NEW HIV INFECTIONS

We have all the tools to ensure that people living with HIV can live healthy and long lives. Inequality, stigma, criminalization and discrimination stand in the way of access to proper prevention, treatment and care. We are working hard to remove these barriers. We can only achieve this by working intensively with the people who are most affected. In the Netherlands and abroad. Together with communities, governments, scientists, donors and other donors, we want to ensure that no new HIV infections occur and that no one else dies of AIDS.

Our approach to equal collaboration and decision-making with communities

Introduction

Our organisation has always put communities first and wanted to take meaningful engagement a step further with new initiatives in 2022, in line with the three outcomes in our organisational Theory of Change for 2022-2025:

- More equal collaboration with community partner organisations.
- Moving toward 100% co-decision making over our funding.
- Philanthropic advocacy to inspire other donors.

The problem we want to solve

Meaningful community participation can be defined as people's involvement in projects, alliances and decision-making about solutions to challenges that affect their lives. Community members or organisations get involved because they know best what they need and everyone benefits when they drive change to improve their lives. By communities,

we mean people living with HIV and groups at high risk for HIV and STIs. The people hardest hit by stigma, discrimination and criminalization are often the most vulnerable to HIV and STIs, yet their voices and expertise are often ignored. We want their voices to be heard when programs are designed, funding decisions made, evaluations conducted and recommendations made.

The organisation's approach

Community participation has always been in the DNA of Aidsfonds. "Nothing about us without us" has been and continues to be a guiding principle in program development. It contributes greatly to movement building, project ownership, empowerment, trust between partners and to achieving our goals of ending HIV. In 2022, we took "communities first" a step further and began to embed community participation into our organisational structures and procedures. Throughout our organisation, we took inspiration from the Robert Carr Fund (RCF). RCF is the world's leading international fund dedicated to funding regional and global networks led by and involving and serving inadequately served populations (ISPs). RCF is also a grant maker with years of experience in participatory grantmaking processes and approaches. At RCF, the International Steering Committee consists of donors and civil society representatives who make funding decisions together. In the Love Alliance partnership, UHAI-EASHRI inspired other alliance members with their best practices in participatory funding in East Africa. In our national chapter, our teams were already experimenting with project co-creation, meaningful youth participation and partner dialogues. Community-led organisations were our key allies in the previous PITCH and Bridging the Gaps partnerships.



Photo: Copper Rose Zambia | Making A Difference In The Lives Of Women & Girls

The change we realized

This led to community participation and co-determination becoming a priority in our four-year strategy (theory of change) developed in 2021 with many stakeholders and community members. We then deployed capacity to mainstream community participation across the organisation, including the creation of a Co-Determination Working Group. Two tools were developed, the Heart of Participation and the Heart of Decision Making, to track progress to date and to help scale up participation and co-decision in programs and projects. This involves project co-creation, project fund decisions and shifting fund management to grant makers in the countries where we work. We have developed a vision document on co-decision and equal cooperation, and participatory principles are embedded in our key organisational procedures such as recruitment policies, budgeting, resource allocation and project development.

“We value the relationship with Aidsfonds because, compared to other donors, Aidsfonds makes more effort to involve us in processes as a youth-led organisation, takes our opinions and experience seriously, which is reflected in the decisions we make together regarding the You(th) Care project; it feels more like an equal partnership. Another element that has made our collaboration so satisfying is Aidsfonds’ communication style and flexibility in the type of platform and frequency with which we meet. This makes the relationship less formal and makes mandatory tasks such as mid-year and year-end reporting less stressful.”

Natasha and Faith, 2 young founders of the youth-led organisation Copper Rose Zambia.

Overall, we see that when our organisation follows participatory principles and provides space for community participation and leadership, the relationship with communities changes. Although it is a complex process, we also see more trust, ownership and community involvement in shared outcomes. Some examples of changes we are seeing:

- The supervisory board of Aids Fund - Soa AIDS Nederland has been enriched with two new members from Botswana and Kenya.
- The HIV Alliance in the Netherlands is an example of civil society organisations working together to develop a funding proposal, decide on objectives and allocate the budget.
- The Love Alliance, an international partnership of community-led organisations, jointly developed its proposal in 2020 and transferred key positions to members of the alliance in 2022. As part of this alliance, our organisation began participatory grantmaking and then shifted grantmaking to allies in the South African region and the EECA region who are committed to participatory grantmaking. By 2022, seventy percent of grant decisions are made with communities. As a result, our funds have become more accessible to smaller and diverse community-led organisations, reaching more disadvantaged groups within the HIV response and enabling inclusive SRHR advocacy in those countries.
- The right information and services in the right place, at the right time, delivered by the right digital solution or person to meet the specific needs of young people. That's what Stepped Care is all about. The innovative and holistic self-care model for sexual and reproductive health is created with a strong participatory voice of young people from the beginning. In 2022, we developed the youth-friendly website Vibrações in Mozambique using this approach.

- We raise funds for inclusive HIV Cure research and financial support to community organisations by promoting co-decision in our funding proposals to donors. This includes working more equally with institutional donors and sharing funding opportunities with community organisations.

Selection of results by work of our organisation (4)

Ukrainians receive aid thanks to donors emergency fund

Because of the war in Ukraine, we started an emergency fund with the support of Giro 555. Ukraine is one of the hardest-hit countries by HIV in Europe. 260,000 people with HIV in the country depend on life-saving medicines, due to the war many of them are without. The Emergency Fund provides assistance to Ukrainians living with HIV. Thus, we provided psychological support, access to medicine and basic necessities. We have so far been able to provide help to over 7,000 Ukrainians living with HIV. The 30th edition of the Amsterdam Dinner in 2022 raised 1.27 million euros. Among other things, this year's proceeds will go to the emergency fund. In 2023, emergency aid will continue with support from giro 555. [Thousands of Ukrainians receive aid thanks to donors emergency fund | Aidsfonds](#)

Call to make PrEP widely available

The provision of the HIV prevention pill PrEP in the Netherlands is stalled. We presented a manifesto to members of the Lower House Committee on Public Health, calling for PrEP to be made generously available as a matter of urgency. [Manifesto: Stop the waiting lists for HIV prevention pill PrEP | Aidsfonds](#) That this was a much-needed action was confirmed later in the year by figures published by Stichting HIV Monitoring on HIV in the Netherlands. These show that at least 48 people contracted HIV while wanting to use PrEP but were denied access to it. [HIV figures Netherlands: effect of PrEP seen, but access to HIV prevention pill insufficient | Aidsfonds](#)

Better information available to sex workers

In early 2022, we launched a new website for sex workers with information on (sexual) health, safety, work and regulations. An important part of the website is the Complaints Desk. From now on, sex workers can come here with a question or complaint about authorities, such as the police or the tax authorities. [New website for sex workers | STI AIDS Netherlands](#) In 2022, the new online platform Ugly Mugs was also launched. From now on, sex workers can use this platform to warn each other about dangerous clients. In the first year, more than 15,000 warnings were issued and 112 reports of assault were made. Being able to work safely is a prerequisite for safe sex and the prevention of STIs and HIV. [Online platform for sex workers Ugly Mugs NL live | Soa Aids Netherlands](#)

Support among Dutch public: end of AIDS begins with equal treatment

We ensure support for the fight against AIDS among the Dutch public and politicians by drawing attention to it in the media. With campaigns we make it clear to the Dutch public and politicians that HIV and AIDS are still the order of the day. We also drew attention to this during the Pride in 2022. The end of AIDS starts with equal treatment. We carried this message during the Canal Parade at Pride in Amsterdam. The number of new HIV infections among people most at risk has increased worldwide. This is due to criminalization and discrimination in an increasing number of countries. With this message we fell in the prizes. Out of all 81 boats, our boat – The Equal Treatment Club – received 1st prize in the category ‘Best Design’ and 3rd prize in the category ‘Best Campaign/Statement’. The Canal Parade also generated € 9,730 in donations to support our work. [Pride boat Aidsfonds wins prizes | Aidsfonds](#)

Selection of results made possible by contribution from Aidsfonds-Soa Aids Netherlands (4)

Thousands of children and mothers brought into care

In Nigeria, the Lafiyan Yara project was established to reduce mother-to-child HIV transmission. Originally planned for three years, the project was expanded this year with additional investment from ViiV Healthcare. This will certainly allow the project to continue for several more years. [Lafiyan Yara project in Nigeria continues for three more years | Aidsfonds.org](#) Finally, we provided a child-friendly HIV medicine. Thanks to years of lobbying, children with HIV no longer have to take adult pills. We rolled out the drug in Zimbabwe in 2022 and in 2023 we will help [5 other African countries with this. 5 African countries start rollout of children's drug | AIDS Fund](#)

New project to boost use of Dapivirine vaginal ring

In 2022, we campaigned with partners in Uganda, Kenya, Tanzania and Rwanda to introduce the Dapivirine vaginal ring. The ring is an excellent HIV prevention tool for women and girls. Zimbabwe and South Africa became the first African countries to introduce the ring as part of their HIV prevention package. In doing so, they are giving hope to adolescent girls and young women in Sub-Saharan Africa. [Zimbabwe and South Africa first in approval of Dapivirine Vaginal Ring | AIDS Fund.org](#)

The National Action Plan STI, HIV and Sexual Health 2023 – 2027

At the National Congress on STI*HIV*Sex, the update of the National Action Plan on STI, HIV and Sexual Health for the period 2023-2027 was presented. With firm ambitions, clear goals and concrete actions, the action plan provides clear direction and guidance for all professionals working to promote a healthy sexual life for everyone living in the Netherlands. The initiators of this update (RIVM, STI AIDS Netherlands, Rutgers) each take responsibility for one or more pillars and will involve field parties in the further elaboration or sharpening of the actions. [The National Action Plan STI, HIV and Sexual Health 2023 – 2027 | STI AIDS Netherlands](#)

Netherlands contributes extra to global fund to fight AIDS

The Global Fund to Fight HIV/AIDS, Malaria and Tuberculosis announced in 2022 that the organisation needs more than \$18 billion over the next three years to address those three epidemics worldwide. Our organisation called on the Dutch government to make a generous contribution. Later in the year, it was announced that the Netherlands will contribute a total of € 180 million to the Global Fund over the next three years. That is 15 percent more than the contribution three years earlier. [The Netherlands contributes extra to Global Fund to fight AIDS | AIDS Fund](#)

Outcomes contributing to dream goal 2: SEXUAL HEALTH AND RIGHTS FOR ALL

Sex and STIs are of all times. Every day over 500 people in the Netherlands contract an STI. Many of them do not feel free to talk about it or seek help, resulting in unnecessary suffering, illness and discomfort. Normalizing STIs and countering stigma is at least as important as detecting and treating infections. This way, people feel freer to discuss their problems, can enjoy sex and get the information and help they need. That is why we are making an extra effort for target groups and communities that have less easy access to prevention, care and treatment. We are exploring how we can apply expertise built up in the Netherlands internationally.

Our data-driven approach helps provide evidence for our work

Introduction

Inequality, poverty, sexism, homophobia and discrimination reduce communities' access to appropriate care and treatment. These groups are often underrepresented in data. Which makes this poor starting point difficult to prove. Together with communities we want to strengthen this evidence base. Because communities themselves collect

relevant data for this, this contributes directly to their lobby and position improvement.

What problem do we want to solve?

Sex work is a legal profession in the Netherlands. Overregulation of sex work is a growing problem. Excessive regulation makes it almost impossible for sex workers to comply with the rules. Sex workers who then do practice their profession thus work by definition unlicensed. When they experience violence, they often do not dare go to the police or social services. This makes them more vulnerable to abuse, exploitation and violence. In most other countries, sex work is criminalized. This means it is prohibited by law and therefore punishable. This makes reducing violence against sex workers and ensuring proper prevention and care very difficult. Both in the Netherlands and internationally, there was a lack of reliable data to inform parties such as the police, local authorities, media and national policy makers about the need to change laws and policies to promote sex workers' rights and health. This lack of evidence also made it difficult to develop good interventions. Therefore, interventions previously did not focus on community-centered issues. By ensuring reliable data from and for sex workers, interventions are now being developed that focus on what is really needed.

Our organisational approach

We started working with communities to close the existing data gap, systematically collecting data on human rights violations against sex workers. In this way, sex workers themselves have become meaningfully involved in doing these studies, and the resulting insights contribute directly to the positioning of their work. We believe that a robust evidence base on human rights violations taking place is crucial to working effectively to reduce violence against sex workers. This is not there overnight. In 2015, the international Hands Off program began a major study on sex workers and violence in five countries in southern Africa. Sex workers and partner organisations were involved in designing questionnaires and trained as interviewers. In the Netherlands, a large study was conducted on stigma and violence in 2019 and on corona and sex work in 2021. Participatory research in which sex workers are part of the research team as community researchers.

Both in Southern Africa and the Netherlands, this has made a crucial difference in the development of programs by and for sex workers. Interventions have been developed based on what is really needed, driven by research findings obtained by the community. These interventions are led by sex worker networks together with relevant parties such as health professionals, ministry and police people.

Relevant data collection has not stopped, indeed its documentation has continued and strengthened. This leads both in Southern Africa and in the Netherlands to a strong evidence and lobbying movement against

human rights violations and violence and for position improvement of sex workers.

What change have we realized

In addition to building a database of evidence for and by sex workers, the first phase of Hands Off (2015-2019) led to several other groundbreaking results. One example is in South Africa. Research during that period showed that 71% of sex workers in South Africa have experienced violence by police. The survey showed that 33% of sex workers had experienced sexual violence in the past 12 months. By being able to prove these facts, it succeeded in making the

“We can now talk about an issue and not only talk about it, but also present evidence. So that what we say has an effect.”

Hands Off partner, Zimbabwe.



Photo: Reimaginingsexwork

police an ally. Police training was developed on the rights and health status of sex workers and other vulnerable groups such as LGBTQI+ people and people who use drugs. In this way, the police have taken a direct role in reducing violence against sex workers. These strong results led to the extension of the Hands Off program. In the second phase (2020-2024), documenting human rights violations against sex workers has been further professionalized and is done through an online tool. An annual report is released to bring violence against sex workers to the attention of policy makers and the media and to address it.

In 2009, HOYMAS was founded, a community-based organisation in Nairobi dedicated to promoting sexual health and rights for young gay men. With our support, HOYMAS launched the first-ever community-led health clinic in Kenya in 2016. By collecting and monitoring relevant data and evidence for this work, HOYMAS was able to lobby the Global Fund (the Global Fund to Fight HIV/AIDS, Tuberculosis and Malaria) strongly in 2022. This led to a financial investment from the Global Fund that will allow HOYMAS' successful approach and activities to be scaled up to other counties in Kenya.

In the Netherlands, participatory research has resulted in the creation of the Sex Work Destigmatization Alliance (SWAD). This is an alliance uniting a diverse group of (sex work-led) organisations. SWAD represents an innovative approach that involves sex workers at all levels in the projects that revolve around them. Consider, for example, more nuanced storytelling about sex work for the general public through training media and journalists.

Selection of results by work of our organisation (4)

Mpox in the Netherlands

The Mpox virus (formerly monkeypox) is in Europe extremely rare. Normally, the virus is found only in Western and Central Africa. In the Netherlands, there were more than 200 people with the virus in early 2022. They were mostly men having sex with men. Our organisation made sure that good information was quickly available. An information campaign for high-risk groups was developed and vaccinations started in the summer. Cooperation was sought with healthcare and the hospitality industry because both parties proved indispensable in dealing with the Mpox outbreak. [Cooperation between healthcare and hospitality industry indispensable in tackling mpox outbreak | STI AIDS Netherlands](#)

Understanding the impact of Sense.info: a roadmap to evidence

Sense.info is a national sex education website with reliable sexuality information and assistance for young people. In 2021 and 2022, we conducted a study with Maastricht University to evaluate existing elements of Sense.info. This helps us gain insight into what is and is not working well with our Sense approach. This knowledge can also be used in the development of other websites. The research was funded by ZonMw. [Making sense of the impact of Sense.info: roadmap towards appropriate evidence | ZonMw Projects](#)

Sex under your 25e

In 2022 Sex under your 25th started: the major research on the sexual health and rights of young people in the Netherlands. Aidsfonds – Soa Aids Nederland and Rutgers are conducting this in collaboration with GGDs, RIVM and CBS. Tens of thousands of young people aged 16 to 25 will receive an invitation at home to complete the online questionnaire. It is the fourth survey after editions in 2017, 2012 and 2007. Results will be released at the end of 2023. [Sex under age 25 \(soaids.nl\)](#)

Campaign calls attention with fictitious health insurance company

Selectivia – a fictitious health insurance company that would supposedly select on the basis of gender, orientation and background – turned out to be part of a campaign by our organisation. Selectivia fortunately does not exist, but for millions of people living with HIV or at risk of HIV elsewhere in the world, exclusion from care is the reality. Purely because of who they are, where they live or who they love. [Aidsfonds calls attention to global exclusion from care with fictitious health insurer | Aidsfonds](#)

Selection of results made possible by contribution from Aidsfonds-Soa Aids Netherlands(4)

You(th) Care: a new self-care program for young people

In 2022, a new project for young people started : You(th) Care 2022-2025. Implemented in Kenya, Tanzania and Zambia, You(th) Care will support youth aged 10-25, especially girls and other vulnerable adolescents, to advocate for themselves and take care of themselves. They advocate for better access to (digital) self-care services and products, which can increase their independence. [You\(th\) Care: a new self-care youth program | Aidsfonds.org](#)

Handbook to protect human rights

The Love Alliance, a coalition of HIV civil society organisations including our organisation, has produced the first handbook to protect human rights. It is a useful tool for high-level negotiations within the United Nations and is especially designed to advocate for the right to access health care and sexual and reproductive health (SRHR). The handbook was presented at the International AIDS Conference, AIDS2022, Montreal Canada. [HIV Language Compendium Launched to Protect Rights-Based Responses | AIDSFund.org](#) Within the Love Alliance, work has additionally begun to develop the first Gender Affirming Care Guidelines for trans and gender diverse people.

Neighborhood-based approach to sexual health: De Schilderswijk in

Not everyone finds their way to good sexual health care and information easily. Language, culture, education or lack of knowledge about our health care system result in the very people who need it most not receiving proper sexual health care. In 2022, we launched the SHIFT project. Together with GP practices and community center the Mussen, we will enter the Schilderswijk in The Hague with education and referral to the right care. The district-oriented approach of the SHIFT project focuses on the sexual health of people over 45. [District-oriented approach to sexual health | Soa AIDS Nederland](#)

Two new youth platforms on sexual health launched

On SabaLovin, young people get answers to questions about sex, love, relationships, contraception, STDs and knowing your limits. The approach creates an open conversation about sexual health among Saban youth and makes sex education accessible to them. In 2022, the website was developed by us together with the Public Health Service. It is the first website on sexual health for young people aged 12 to 25 in the Dutch Caribbean. [SabaLovin website for youngsters ... – Public Entity Saba | Facebook](#) In Mozambique, Vibrações was developed: the youth platform for sexual health. Young people can go there for online education and remote help. Both websites were developed with our Stepped Care Model model and based on the Dutch example of Sense.info. [Mozambique launches youth platform for sexual health | Aidsfonds](#)

Results contributing to dream goal 3: CURE AVAILABLE FOR ALL PEOPLE LIVING WITH HIV

We firmly believe that a cure for HIV is possible, but it requires a lot of research and therefore time and money. So before there really is an HIV cure that is widely applicable, we are years away. We look forward to the day when everyone has access to a cure. That's why we are joining forces. From top researchers, communities, other donors and anyone else who wants to support the pursuit of a cure. Curing HIV means that people will no longer need daily medication, will no longer need hospital check-ups and the stigma around HIV will disappear for them forever.

Our approach to maximizing the impact of funding

Introduction

From competition to collaboration to maximize the impact of available funding.

In 2022, we strengthened our role as a leading HIV funder globally by taking on a role as an agenda-setter and thought leader in the Eastern Europe and Central Asia region, respectively. Among other things, through this approach, we ensured that people living with HIV in Ukraine and neighboring countries could still access treatment.

“It was very good to work with donors around a specific, focused issue. The technical side of the peer review has been particularly useful and helps everyone around the table see how their contribution fits with others. This allows us to maximize the impact of our funding. This is a new approach for us.”

Quote from EECA working group member



Photo: Aidsfonds

We also implemented this organisational approach in the area of HIV cure research. By seeking collaboration with other funders, we have used our own resources to mobilize resources from other donors. By doing so, we hope to reach our dream goal of finding an HIV cure even faster.

The problem we are trying to solve

We often see that there is a scarcity of funding for community-led organisations, that funding does not quite match the needs of communities, and that the development sector as a whole is disconnected with much competition between both funders and organisations applying for funding. This is not only ineffective, but also hinders the impact we can have on our dream goals. Therefore, we have determined that we can have a greater and more meaningful impact if we join our own limited resources with other funders in a more coordinated funding approach.

The organisational approach

In early 2022, we launched a roundtable for the few funders still active in the Eastern Europe and Central Asia (EECA) region to discuss a strategic investment agenda to mobilize resources to address the rapidly growing HIV epidemic in the region. With the active support of Funders Concerned About AIDS (FCAA), we approached other donors and brought them together in a space where we could strategize and share information, while ensuring that communities were also at that same table. When war broke out in Ukraine, the conversation quickly turned to how we as funders could collectively respond to the most pressing needs. Drawing on our expertise, existing networks and a fund that our organisation was already managing in the region, other donors in the group decided to invest in an emergency pooled fund led by us and responsive to the needs of our community partners. By bringing our own funds to the table, we invited other stakeholders to follow our lead. In this way, we were able to ensure that funds could flow as quickly as possible directly to the communities where they could make the most impact.

Later in the year, we took a similar approach to achieve our dream goal of finding an HIV cure: to bring together the highly competitive and

fragmented academic research environment, we collaborated with the Netherlands Research Council (NWO) and other stakeholders to fund a collaborative project created by different research teams with community involvement and a focus on turning research into practice. Using a sandbox approach, we invited a group of researchers from different disciplines to a week-long pressure cooker workshop to facilitate innovative and impact-oriented ideas, with the main outcome being a joint funding proposal for HIV cure research. In the future, we hope to involve more researchers from low- and middle-income countries in such collaborations to ensure that we can achieve treatment that works for all people living with HIV.

The change we realized

To maximize the impact of our funding, we positioned ourselves not as an “ask” party, but as a thought leader and peer among other donors, recognizing the fact that we are in the top 5 HIV-specific donors in the world. We took the lead and set the agenda rather than following the priorities of others. We led by example by demonstrating how we enable meaningful community participation in our funding decisions. We saw the opportunity to improve an existing situation and dared to share our vision, ideas and solutions and asked other funders to co-invest in our programs. This allowed us to leverage our own resources and use them more strategically while fostering collaboration among academics and among donors. Taken together, this contributed to our organisational dream goals, as well as the results related to strengthening community engagement and mobilizing and influencing other funders. What we did practically:

- Offered and initiated cooperation where previously there was little or none, with a donor working group for EECA now fully established and supported by FCAA
- Facilitate the exchange of best practices on how to fund communities in participatory, meaningful and impactful ways.
- With the sandbox, we facilitated the development of an interdisciplinary and collaborative research proposal on HIV treatment with a strong focus on impact.

- With the pooled relief fund for Ukraine and surrounding countries, we ensured that more money flowed to communities in the EECA region. We leveraged our own initial funding of € 500,000 to launch the emergency fund, awarding 65 small grants by 2022 and scaling it up to a total of more than € 4 million with support from other funders, allowing us to award more and larger grants in the region over the next three years. With this, 7,101 Ukrainians fleeing HIV received life-saving care. In addition, we ensured the provision of basic needs, among others: food, baby milk, blankets, medicine; shelters; transportation costs to reach people to deliver food packages, ART medication to them, to relocate some community members; psychosocial support to 'key people (peer consultants, psychologists in shelters and online).

Selection of results by work of our organisation (3)

New grant call 'HIV cure for all'

Meanwhile, forty years of scientific research have already produced major breakthroughs in the treatment and prevention of HIV. There is now effective medication that suppresses the virus and prevents transmission. Important steps are being taken in the treatment of HIV, but the real breakthrough is not yet there. Together with NWO, we want to change this by funding research consortia for the widely accessible cure of HIV. In 2022 we launched a new grant call 'HIV cure for all'. With this we bring scientists from the HIV field together with scientists from less obvious fields of research. Because it is precisely this interdisciplinary collaboration that can lead to groundbreaking, new insights. [Use your expertise to help with a global challenge: HIV cure | Aidsfonds](#)

New global research strategy to cure HIV

In order to achieve faster HIV cures, it is important that organisations in the HIV research field establish common goals. Having previously set up NL4Cure in our country for this reason, we have now also been involved in drafting the international strategy to find HIV cures. [New global research strategy to cure HIV | Aids Fonds – Soa Aids Nederland](#)

Open letter to University of Amsterdam (UvA) on honorary doctorate for vaccine developers BioNTech

An honorary doctorate was awarded at the University of Amsterdam in early 2022 to two scientists from pharmaceutical company BioNTech. While this company has made significant contributions to the development of mRNA vaccines against COVID-19, it refuses to share knowledge about the vaccine, creating vaccine inequality around the world.

Together with Médecins Sans Frontières, Oxfam Novib, Stichting Farma ter Verantwoording, Universities Allied for Essential Medicine Netherlands and Wemos, we sent an open letter to the UvA to draw attention to this. [Open letter to UvA about honorary doctorate for vaccine developers BioNTech | Aidsfonds – Soa Aids Nederland](#)

Selection of results made possible by contribution from Aidsfonds-Soa Aids Netherlands (3)

Researchers make important discovery about 'dormant' HIV

HIV hides in cells where your immune system can't find it. In research we funded, an important discovery has now been made about that hiding, dormant HIV: a large part of it turns out to be defective. But it does put your immune system to work constantly, and that is harmful. This is knowledge that is important for finding a cure for HIV. The research, which was made possible in part by our donors and the Amsterdam Dinner, was conducted by virologist Anne Wensing of UMC Utrecht and her team. [Researchers make important discovery about 'dormant' HIV | Aidsfonds – Soa Aids Nederland](#)

How will the lives of people living with HIV change if HIV can be cured?

Cure is currently something people with HIV can only dream of. But what will change in the lives of people with HIV when there is a cure? Scientists at University Medical Center Utrecht conducted research into this with our support. They discovered, for example, that people with HIV only see the complete removal of HIV from the body as a cure. So suppressing the virus without the need for medication does not. The study helps health care providers prepare for when healing from HIV becomes possible. The study has now been published in a scientific journal. [How will the lives of people living with HIV change if HIV can be cured? | AIDS Fund](#)

Participants in Friends Lottery play nearly 6 tons together

This year, the Friends Lottery made a contribution of 134 million euros to Dutch charities in the field of culture and welfare. The participants who played along for our organisation provided a fantastic contribution of 577,810 euros. With this we can invest more in pioneering research into curing HIV. [Participants in the Friends of the Lottery raised almost 6 tons for the Aids Fund | Aidsfonds – Soa Aids Nederland](#)

1.6. Selection of challenges and lessons learned in 2022

As an organisation, we believe it is important to celebrate both our successes and our learning moments. By regularly reflecting on our work, we gain timely insight into what adjustments may be needed. In this way, we maximize our impact and that of others. After all, what would the world be without guts, without accidental discoveries and without the opportunity to learn from what went wrong? In this annual report, we share three learning experiences from 2022.

Mpox

When the first cases of Mpox (formerly Monkeypox) became known in the Netherlands in 2022, our main goal was to reduce the burden on sexual health due to Mpox. We did this by increasing knowledge and awareness among high-risk groups, encouraging preventive action, increasing access and use of prevention and care (testing and vaccination), increasing community engagement and initiative, and strengthening sex-positive and non-stigmatizing policies.

As an organisation, we had a strong influence on the response to the Mpox virus in the Netherlands. For example, we were able to prevent the closure of sex venues and convinced policy makers to engage with the community on what was needed. Based on a survey we initiated, we were able to show that the invitation criteria for the Mpox vaccination was too limited. The group of men at risk was actually larger. Partly because of this, we advised the minister to invite men based on their own risk assessment in the next round of vaccination. Our Mpox webinar with 800 registrations from professionals was the first of its kind in the Netherlands and has inspired others. With our support, the community organized their own webinar to keep everyone well informed. We were able to prevent stigma by repeatedly reminding RIVM (National Institute for Public Health and the Environment), GGDs (National Public Health Service) and media of the need to communicate carefully about Mpox.

The outbreak took us by surprise; if we had been more pandemic ready, we would have seen this coming. We are incorporating this as a new focus in our work and in national policy. We initially took up this new challenge through the Rapid Response Team approach. First we thought that we could do Mpox directed work by temporarily dropping other things, but we ran into limits through this manner of working. So we switched to a more project-based approach because the work was increasing rapidly. This allowed us to tightly formulate what we need for next year to continue doing Mpox work well.

From competition to collaboration for maximum impact

The transition from competition to collaboration is not easy. It requires a change in mindset, willingness to compromise and time to build trusting relationships. Working with the FCAA (Funders Concerned About AIDS) network in the EECA region was helpful because they were seen as a neutral player who could open the door to other funders. Although we all identified as funders, we experienced power dynamics and ethical dilemmas in that some members of the EECA donor working group were significantly larger than others, and in some cases directly funded other members in the group. Aligning different due diligence requirements, funding procedures and grant criteria, as well as ensuring meaningful community participation took time and will continue to be a focus for us in the future.

An important lesson for the future is that we also need to strengthen our own structures and capacity to absorb resources: the emergency fund in Ukraine increased eightfold in a short period of time, so we had to rapidly increase our grant management staff.

We are now trying to make these initiatives sustainable: the challenge is to make this way of working together a sustainable collaboration. This includes creating equal partnerships, addressing power dynamics and strengthening peer-learning. We will also continue to leverage our own funding to mobilize more funders to invest in HIV Cure and in EECA, and continue to advocate for collaboration in all our work.

Equal collaboration and decision-making with communities

Our organisation has initiated an important shift toward meaningful engagement, but needs to make it structural and consolidate community participation and co-decision in all its policies and structures. We see that there are still outdated and undesirable power dynamics in our work.

Power is the ability to influence decision-making, mobilize resources and implement decisions. Power is an indispensable asset to make an impact. We believe that power is intangible in many ways and therefore we must first become aware of the existing dynamics, discuss within partnerships what our ambition is and finally develop a plan to get there.

Therefore, our organisation commits to actively work to dismantle structural racism and economic inequality in partnerships; understand how gender and sexual identity, disability and marital status exacerbate systems of racism and economic inequality; and increase our knowledge and awareness of power differences, inclusivity and intersectionality.

Thank you!

Every investment is of lasting significance. Whether it is pioneering research to cure HIV, tracking children living with HIV or supporting groups that are excluded. We would like to thank the Dutch public and the nearly 137,000 donors in 2022 for their support and trust. Together, we will continue to make a difference.

1.7. Dealing with our stakeholders

Aidsfonds – Soa Aids Nederland is the marshal in the network of stakeholders in the HIV and STI response. The stakeholders enable us to do our work to achieve our goals. On the one hand, we are funded by donors, sponsors, lotteries, governments and others who feel closely involved in our work, and on the other hand, our collaborative partners, networks and others who receive a financial contribution ensure that the necessary work is carried out. In addition, we collaborate with a range of organisations and we participate in various umbrellas. In various ways, direction is given in dealing with our stakeholders.

We pay great attention to listening to and involving our donors in the HIV response. We have a donor panel to ensure that donors can participate in a structural way in our activities and communications. We also conduct various surveys to measure, for example, the appreciation of our new donor magazine, the effect of our campaigns and the loyalty of our supporters.

Furthermore, there is the possibility via the website, social media, by phone or by email to inform us to make requests, questions or complaints. We also have a complaint policy. We attach great importance to transparency. We do this with example projects that give a clear picture of the spending and by communicating about bottlenecks, actions, results and milestones. Naturally, the public is informed about the annual work plan and spending via the website.

1.7.1. Codes of conduct

We work according to the codes of conduct of Samenwerkende Brancheorganisaties Filantropie, the Society for Fundraisers, the Dutch Dialogue Marketing Association (DDMA) and the sector association Goede Doelen Nederland. We hold the gold label of the DDMA Privacy Guarantee that guarantees that our marketing complies with

applicable privacy regulations. The organisations holding the Guarantee are audited annually for compliance with legislation and self-regulation.

1.7.2. Privacy and data security

The organisation is constantly working on privacy and data security. The main parts of the organisation comply with the General Data Protection Regulation. The organisational parts that work with private and sensitive data, such as donor data, e-health and online information have been reviewed by an external agency and adjusted if necessary. The classification of the personal data in daily work was completed in 2020. In the areas where the greatest risks exist, analyses were conducted and plans of action were drawn up. This work was continued in 2022. Security measures consist of technical security, system design and internal processes, and user awareness and culture. The organisation has a processing register. In 2021 we further developed the security policy and realized concrete applications, such as awareness (e.g. phishing mail tests). In 2022, no data breach was reported to the Personal Data Authority.

1.7.3. Meaningful involvement of people living with HIV

Our organisation subscribes to the principle of full involvement of people living with HIV in policy making and implementation at all levels, known as MIPA (Meaningful Involvement of People living with HIV). Our executive director is living openly with HIV. There is a statutory secured seat on the supervisory board for a person who has support from organisations and networks of people living with HIV. Employees living with HIV are intentionally involved in developing programs and activities related to living with HIV and combating HIV and other STIs. In addition, we strive for inclusion and diversity at all levels of the organisation.

1.7.4. National Congress of STI * HIV * Sex

Every year, in close cooperation with key cooperation partners and professionals, Aidsfonds – Soa Aids Nederland organizes the National Congress STI * HIV * Sex. Due to its interactive character, this congress not only provides a platform for the exchange of knowledge and experiences, but is also the occasion where the public debate between stakeholders on important themes in STI and AIDS control and sexual health takes place. The congress was held at the Jaarbeurs in Utrecht in 2022. It was followed by a series of webinars based on the original workshops that attracted hundreds of participants.

1.7.5. Partner meetings

Once a year – and for smaller projects once every two years – we meet with our international cooperation partners during the Aidsfonds' partner meetings. These meetings are organized in the regions where we work and serve to align and consult on key strategic themes, such as co-decision and scaling up. In the Love Alliance, the annual partner meeting sets the direction of the program and determines the opportunity and need for financial incentives. In 2022, an exchange between partners in South Africa and Nigeria led to the South African government's decision to test our system of viral load determination in children in two states.

1.7.6. Memberships

In addition to the sector association Goede Doelen Nederland and the Dutch Dialogue Marketing Association (DDMA), our organisation is also a member of the association Samenwerkende Gezondheidsfondsen (SGF), association Partos, the Landelijk Overleg Thema-instituten and Funders Concerned About AIDS (FCAA). Being a part of these organisations enables us to maintain communication and collaboration with peer organisations, ensuring that we stay connected and synchronized. This allows us to actively participate in the latest industry advancements both at the national and international levels.

1.7.7. Corporate partnerships

Our organisation values sponsorship of our activities. Not only does additional funding allow additional efforts to be made, but it also gets the business community more closely involved in the fight against HIV and STIs. Our organisation requires that sponsors cannot exert any substantive influence and also establishes this as a resolute condition in sponsorship contracts. The organisation has "Guidelines for Partnerships with Business" that apply to all forms of cooperation with business. These are posted on our websites.

1.7.8. Justification

Through publication of our annual report we are held to account in accordance with the Council for Annual Reporting Guidelines for Fundraising Organisations (Guideline 650). The organisation values being able to account to society in a broader historical perspective as well. The organisation has entered into an agreement with the National Archives for the transfer and preservation of its archives.

1.7.9. CBF recognition

The foundation has been recognized as a charity by the Central Bureau on Fundraising (CBF). This means that we have been positively assessed by the CBF in the areas of governance, policy, fundraising, expenditure and reporting. The continuous improvement of the effectiveness and efficiency of the expenditure and the optimization of the relationship with volunteers are also part of the assessment. The reassessment in 2022 again resulted in a positive outcome without any comments or deviations.

1.7.10. Complaints, appeals and objections

The foundation has a general complaints procedure. Additionally, for Aidsfonds, there is an appeal procedure regarding the granting of financial contributions. Complaints and appeals that lead to a structural adjustment of the working method are evaluated in the following year.

Complaint Procedure

The complaints procedure is a powerful tool in the organisation's quality system. The threshold has deliberately been kept very low so that interested parties can easily express their complaints – by telephone, internet, email or letter. This does lead to a higher number of complaints, but mostly of a less serious nature. In principle, the complaint is resolved where it originated. The number of complaints in 2022 was 215 complaints (in 2021: 250 and in 2020: 223).

All but six of these complaints were related to fundraising activities, and through regular consultation, the findings are used to improve our fundraising efforts. Complaints are taken into account in shaping follow-up actions, using the donor's wishes as a starting point.

Profession

Aidsfonds has an appeals process regarding board decisions on applications for financial contributions and an independent appeals committee. The appeals committee considers appeals and any withdrawn appeals are also submitted for subsequent review. No appeals were received in 2022. Petitioners are always given the opportunity to discuss their appeal with the board before it is considered.

1.8. Future plans

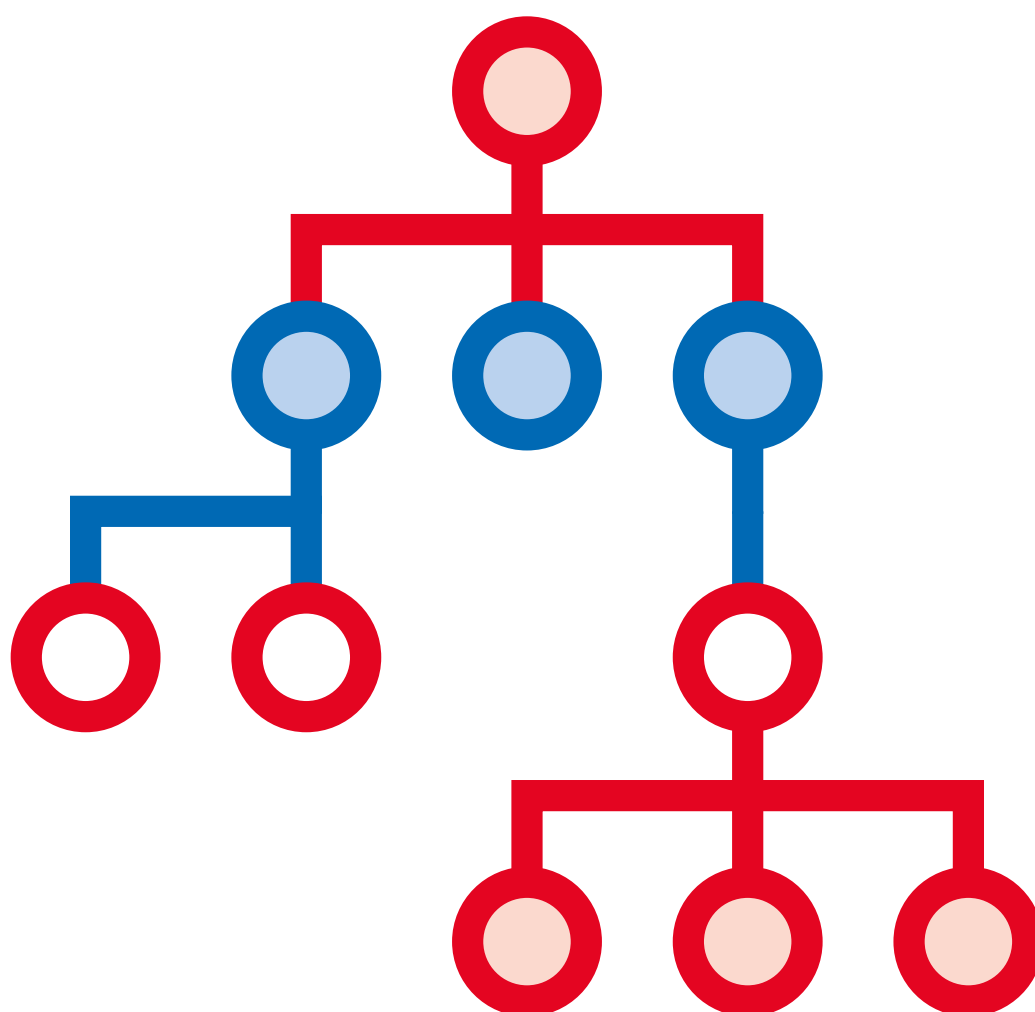
In our international work, we have multiple proven models that contribute to the prevention of HIV and AIDS-related deaths. In our efforts to scale up this work, we will have a clear focus on making the additional funding raised more accessible to communities. We will continue to invest in capacity development of organisations to facilitate co-deciding on this funding. We see the human rights situation deteriorating in many countries, especially for LGBTQI+ people. In 2023, our advocacy focus includes supporting pushback against conservative anti-rights movement and advocating for integrating HIV and AIDS care into global health care.

In 2023, we continue to work on the final steps to zero new HIV infections in the Netherlands. These steps are the most difficult. We can accelerate that by wider access to PrEP, but also by better access to HIV testing and rapid treatment. Developments like corona and mpox have allowed us to strengthen our link to infectious diseases. We will integrate a sex-positive approach into all our activities because we believe this is the key to achieving better outcomes. This means that people are able to enjoy sex without fear and on their own terms.

We also plan to explore new partnerships and create new funding opportunities. With the upcoming "HIV Cure for All" grant call, we are bringing scientists from the HIV field together with scientists from less obvious areas of research. Because it is precisely this interdisciplinary collaboration that can lead to groundbreaking new insights about curing HIV.

The 2023 budget is included as Appendix 2 to the 2022 financial statements. Total spending will decrease to € 49.8 million from € 54.7 million realized in 2022.

2. Organisation and governance



2.1. Personnel and organisation

Organisation

In 2022, the implementation of the new strategy 2022-2025 For All that is Love began. No further adjustment took place in the organisation.

Social plan

The agreed ongoing social plan together was extended as of January 1, 2022 until January 1, 2025. The continuing social plan applies to one or more employees who are redeployed or made redundant as a result of a reorganisation.

Leadership

In the context of leadership, we held six meetings with the leadership group, including one two-day meeting. This took a further step in developing a more shared leadership style based on Servant Leadership. We continued to develop servant leadership knowledge and skills with the leadership group in 2022, which also included employees through online training and peer review.

Travel Safety

With support from the Center for Safety and Development, the Safety & Security Management Framework was created and adopted after approval by the Works Council. In a number of workshops, international colleagues were briefed on the content.

By 2022, international travel has been resumed. The principle remains that all employees who travel internationally should have completed safety training and then also keep the knowledge current by attending repeat training. This continued in 2022 as well.

HR Department

Human Resources focuses on creating the most positive employee experience possible in all phases of the career that is passed through the organisation and contributes to creating the ideal organisation to achieve our goals and enjoy doing our work. In 2022, the Strategic HR Policy 2021-2024 was further implemented and we renewed the interview cycle, terms of employment, policy for personal growth and development and recruitment & selection policy.

The foundation of this policy lies in the belief that our objectives can only be accomplished when all colleagues derive satisfaction from their work, have the opportunity to fulfill their goals, leverage their talents, and foster personal growth. With a strong commitment to diversity and inclusion, our aim is to progressively shape our organisation into an ideal entity over the upcoming years.

Aidsfonds – Soa Aids Nederland is a diverse and inclusive organisation where we work together on the basis of appealing goals and clear roles. In doing so, we have a high degree of ownership and flexibility that allow us to change and prioritize our work. We work together in various projects in which we make and comply with clear agreements. We do this by communicating and addressing each other in a connecting way. We can expect project leaders and supervisors to listen, to be transparent in their considerations, to allow room for error and to dare to make decisions. All this ensures that we enjoy our work and deliver quality. In this way we contribute together to a world where no one dies of AIDS anymore and where people are sexually healthy.

Staffing

- In 2022, we employed an average of 153 employees (2021: 145). Converted to full time employment, this averaged 121.4 FTEs (2021: 121.7 FTEs).
- Of all employees, 28% had full employment of 36 hours per week (2021: 22%) and 72% worked part-time.
- The average length of employment at December 31, 2022 was 9.15 years (2021: 8.4) and the average age is 45 years (2021: 45). In 2022, 14 employees moved on to other or changed positions (2021: 20).
- Absenteeism in 2022 is 5.2% (2021: 6.4%).
- Attrition in 2022 was 21% (2021: 17%) of the average number of employees.

Employment

For salaries, we follow the salary scales of the central government. As of July 1, 2022, the salaries of national civil servants have been increased by 2.5 percent + € 75 per month and this increase has been applied. The other terms and conditions of employment are derived from the Nursing, Nursing Homes, Home Care and Youth Health Care Collective Bargaining Agreement (CLA VVT) amended 2022.

A budget of 2 percent of the wage bill is available for education and training. This budget is spent on individual and group education, training and coaching.

Volunteers

Aidsfonds loves having volunteers who invest their time in our causes. We have a volunteer policy, which clearly outlines the rights and obligations of volunteers. A total of about 5 volunteers were available in 2022 to commit to events and a single volunteer in the office.

ISO 9001- Partos certification

Our organisation is ISO 9001-Partos certified and thus complies with the international quality standard with the sector-specific application of ISO 9001 developed by industry association Partos. The ISO standard pays attention to current quality themes such as context analysis, managing opportunities and risks, application of relevant laws and regulations and knowledge management. Our organisation has been certified against the new standard requirements since 2017. An ISO 9001 recertification audit took place

in 2020 and our certificate was successfully extended through the end of 2023. During the interim audit in June 2022, it was determined that we retain the certificate. The next interim audit is scheduled for March 2023.

Integrity Policy

Aidsfonds – Soa Aids Nederland has a code of conduct for board and all employees: “Integrity Policy, Codes of Conduct and Procedures for Good Employer and Employee Conduct.” This policy contains a number of preventive as well as corrective rules of conduct. To strengthen employees’ understanding of the concepts of integrity and moral judgment, the “Moral Judgment” training is offered. Some 75 employees have now attended the training.

We also have an external confidential advisor and a whistleblower policy so that employees are free to report wrongdoing among colleagues. No reports of wrongdoing were received in 2022.

Trustee

For the situations in which an employee cannot or does not want to discuss a matter with a colleague, a manager or with HR, there is the possibility of talking to the external confidential advisor. Conversations with the confidential advisor take place outside the organisation, on neutral ground. There is no substantive feedback to the organisation. The confidential advisor was consulted once in 2022 (in 2021 it was four times).

Diversity and Inclusion

In the field of HIV and STI treatment, we know better than anyone else that racism, discrimination and violence make a substantial difference to access to information, prevention and care. In the world and also in the Netherlands, the attention for racism and discrimination has increased. We believe it is important to create space within our organisation to engage with each other. The goal is to shape diversity and inclusion together and make this part of how we work together in the new organisational structure.

A Diversity & Inclusion project leader was appointed in 2022, who, together with an internal working group, achieved the following results in 2022:

- Diversity statement for Aidsfonds – Soa Aids Netherlands: English and Dutch versions have been finalized and are online.
- Accountability on D&I: The reports now include the following information regarding the progress of D&I in the organisation: Within the organisation: reporting by project leader and department managers; in partnerships: reporting by Manager National and Manager International and in external communications: reporting by Manager Marketing and Communications.
- Employee satisfaction surveys deliver that further progress in departments is now understood and reported.
- Onboarding for new non-Dutch colleagues: welcome letter with resources completed and shared with all incoming new non-Dutch colleagues.
- New HR policy on various appointments: final version being reviewed by MT, estimated to be implementable from Q1 2023 after advice from works council

To realize our ambition of bilingualism (Dutch and English) by providing language training and all communications to employees will always be bilingual. Also, our IT systems will have to work bilingually and have activities on Diversity Day.

Sustainability

In terms of sustainability, the organisation focuses on the areas of attention: minimizing environmental impact and energy costs building, transport and organisational processes, choosing partners and suppliers who deal responsibly with people and the environment, and taking care of the well-being of our employees. We will introduce a CO2 budget in 2023.

The current housing invites better collaboration and transparency, as we are now in an uncluttered office.

In 2022, travel resumed and there were 143 travel days. There were no trips in 2021 due to the lockdown caused by the covid-19 pandemic.

2.2. Governance and oversight

In the statutes of the Aidsfonds Foundation – Soa Aids Netherlands, the functions of ‘supervision’, ‘management’ and ‘implementation’ are clearly separated. The foundation is managed by the board of directors. The supervisory board supervises the board of directors and critically monitors the organisation and its results and ensures the adoption or approval of plans. Three internal committees assist the supervisory board in this regard: the audit committee, the remuneration committee and the impact committee. From the perspective of co-determination, the works council makes its contribution. The chairs of the supervisory board and the works council and the director meet twice a year in the “governance triangle”.

The relationship between the Board of Directors, the Supervisory Board, the Audit Committee and the Remuneration Committee, is set out in the Articles of Association and in the “Supervisory Board – Board of Directors Regulations. These also describe the responsibilities and duties. The works council has its own regulations.

The supervisory board and the Board of Directors adhere to the three principles of good governance for charities. Namely: the separation of functions between execution, management and supervision, the continuous improvement of effectiveness and efficiency in achieving the objective and the optimization of relationships with stakeholders.

2.2.1. Supervisory Board

The Supervisory Board performs the statutory task of supervisor. It critically monitors the foundation and its results and must give its approval to plans and justifications. The Supervisory Board appoints the external auditor, who reports to the Supervisory Board and the Executive Board. Once every four years, the Supervisory Board and the Executive Board evaluate the performance of the external auditor. From its advisory role, the supervisory

board thinks more actively with the board of directors about important, strategic questions of the organisation.

Profile

The profile of the supervisory board is the starting point for its composition. The size is a minimum of five and a maximum of seven members. Given the objective of the foundation, the supervisory board must include expertise related to the following social sectors 1. business, 2. Dutch politics and governance, 3. human rights, 4. public health, 5. sexual health, 6. communications and media, 7. fundraising and marketing and 8. diversity, gender and inclusion. In addition, the supervisory board finds that the following lived experiences (attributions) are present at the organisation:

1. at least one member is openly living with HIV;
 2. at least one member shall be under thirty years of age;
 3. a minimum of two members from the Netherlands;
 4. a minimum of two members from the regions in which we work and
 5. at least one member is trusted by (organisations/networks) of people living with HIV.
- The latter is statutory and dates back to the days when HIV infection was fatal. This will be amended in line with the Greater Involvement of People Living with HIV (GIPA) principle when the next bylaws are amended so that living with HIV becomes an attribution.

Supervision

The supervisory board met six times in 2022 and additionally once for the “year start” meeting and the 24-hour “onboarding” meeting with the supervisory board in its new composition.

The Executive Board attends the meetings of the Supervisory Board. Fixed items on the agenda in 2022 are the development of the multi-year strategic policy for the period 2022-2025, the covid pandemic, the second and third phases of the organisational setup and inclusion and diversity. The audit committee reports on its oversight of financial matters at the meeting. The board always receives for information all quarterly reports

from the management team. The board informs the supervisory board in the interim through newsletters.

On January 10, 2022, an additional meeting is called due to the vacancy for the chairmanship created by the departure of Eric van der Burg in connection with his appointment as Secretary of State for Justice and Security. The council decides to suspend recruitment for the two vacancies arising July 1, 2022, and immediately prioritize the recruitment and selection of a chairman.

On Feb. 23, 2022, the board of trustees will meet for the “year start”. In this meeting, the board of directors presents the main objectives for the new year. The managers, assisted by one or more employees, explain outlines of work on the development of strategic objectives for the next four years, for which they are responsible. In this way, the supervisory board is enabled to participate more actively during the year, in its advisory capacity, in thinking about important, strategic questions of the organisation.

The April 21, 2022 regular meeting will be used to discuss nominations for the chairmanship and to continue the recruitment of two members for the regular vacancies effective July 1, 2022. On May 16, 2022, Mieke Baltus will be appointed president.

A regular meeting of the supervisory board will then follow on June 9, 2022, during which the annual report with the 2022 financial statements will be approved. The board will also discuss the audit report with BDO’s auditors. Finally, the strategic HR policy will be discussed.

The supervisory board will discuss progress on the inclusion and diversity file on Oct. 31. It will also discuss the results from the employee satisfaction survey and the resulting steps for the next 100 days.

Over the weekend of November 26 and 27, the supervisory board met in its new composition in a 24-hour “onboarding” meeting, attended in part by the director. Given that at that time half of the supervisory board consists of newly appointed

members, a self-evaluation using the online system of Stichting Intern Toezicht Goede Doelen (ITGD) is waived this year. Following this, another short meeting of the supervisory board takes place, in which classification of members among the three committees (audit committee; remuneration committee and impact committee) is determined and the director is appointed for a second term.

On December 12, 2023, the council approves the 2023 work plan and budget. The organisation’s sustainability policy is also discussed.

Audit Committee

The Audit Committee of the Supervisory Board, chaired by the finance portfolio holder of the Supervisory Board, monitors the financial affairs and fundraising within the foundation and tests the operation of the internal control of the administrative organisation, in particular that of the payment organisation. Fixed part of the meeting are the management reports and the reports in the context of the policy on corruption, fraud and mismanagement. The audit committee consists of Lucas Vos (chairman) and, until July 1, 2022, Henry de Vries (member). He has been succeeded by Leonard Bakenya (member). The board of directors and the manager of Management & Services attend all audit committee meetings. The chairman of the audit committee informs the supervisory board of the main points.

At the March 21, 2022 meeting, the audit committee will discuss the Management Letter 2021 in the presence of BDO’s external auditors. Furthermore, the investigation of investment opportunities and a fraud case with an external party will be discussed.

On June 8, 2022, the audit committee will discuss the 2021 audit report, the 2021 financial statements and the 2021 board report with the auditor. The audit committee advises the supervisory board positively. The June 17 meeting discussed the board’s risk analysis and fraud risks.

On Oct. 7, the audit committee will discuss the 2023 budget system. It is agreed that the 2023 budget will be discussed in writing.

Remuneration Committee

The Remuneration Committee handles personnel matters with respect to the Executive Board and Supervisory Board. An important element is the employer's role with respect to the Executive Board, including the remuneration and remuneration policy, the annual assessment and approval of declarations and use of credit cards. The committee consists of Eric van der Burg (chairman) until January 1 and Yolanda Weldring (member) until July 1, 2022. They will be succeeded by Mieke Baltus and Harriet Birungi. The main activities of the remuneration committee, in addition to reviewing the director, are the annual evaluation of the board of directors and developing a vision for oversight in relation to the 2022-2025 strategic policy, seeking southern leadership, inclusion and diversity. Inclusion and diversity was an important part of the aforementioned 24-hour "onboarding" meeting.

Impact Commission

Following the self-assessment in 2021, it was decided to establish an impact committee in addition to the audit committee and the remuneration committee. The further filling of roles and tasks of this committee has been held over until the supervisory board is back to full strength. The impact committee consists of Mmabatho Motsamai and Anna Zakowicz.

Supervisory board composition

By statute, the supervisory board draws up a retirement schedule. Members of the supervisory board are appointed for a consecutive period of four years, ending on the next July 1. Thereafter, a member may be reappointed once for a period of four years. When a vacancy arises, the supervisory board seeks the advice of the works council and the board of directors for filling it. The board appoints and reappoints after the works council and the board of directors have been given the opportunity to express an opinion on the candidate.

In 2022, we said goodbye to three members of the Supervisory Board. Eric van der Burg ended his chairmanship on January 1, 2022 due to his appointment as State Secretary for Justice and Security.

Henry de Vries and Yolanda Weldring left the supervisory board on July 1, 2022, due to reaching the end of their second terms.

The supervisory board decided to prioritize the recruitment and selection of a the president and was pleased to appoint Mieke Baltus as president effective May 16, 2022. Meanwhile, international recruitment ensured that Harriet Birungi and Mmabatho Motsamai were appointed members of the supervisory board effective September 14, 2022.

With these appointments, we have achieved a balanced distribution of seats, including the commitment to southern leadership, the desired inclusion and diversity of "lived experiences" in relation to the 2022-2025 strategic policy. On the board of trustees, 60% are women, which is above the minimum target of 30% women.

Expertise promotion

From our quality policy we invest in the learning ability of the organisation. The members of the council have the opportunity to take advantage of expertise promotion in the area of supervisory leadership. In this way, the council promotes independent, professional and innovative supervision. Supervision that contains these elements is stimulating and therefore makes a positive contribution to good governance and the sustainable future of the organisation.

Members of the supervisory board have access to the "Toolkit Supervision of Charities," a publication of the National Register of Commissioners and Supervisors. This toolkit is intended for supervisors of fundraising organisations and wealth funds and consists of checklists and practical examples from the charity sector. Supervisory board members can also take advantage of the workshop offerings for supervisors from the National Register of Commissioners and Supervisors.

Reimbursement Policy

Members of the supervisory board perform their duties unpaid with the possibility of reasonable compensation for expenses incurred and work performed. In addition, according to CBF Recognition, members may claim non-excessive attendance fees.

Composition of supervisory board as of December 31, 2022

Name	Profile of the seat	Appointed	Term	End of term
Mieke Baltus	Chairman rvt Chairman remuneration committee	16-05-2022, with impediment from 18-01-23	1	01-07-2026
Harriet Birungi	Member remuneration committee	14-09-2022	1	01-07-2027
Leonard Bukenya	Member audit committee	17-09-2019	1	01-07-2024
Mmabatho Motsamai	Member impact committee	14-09-2022	1	01-07-2027
Lucas Vos	Chairman audit committee President ad interim	24-04-2019 from 18-01-23	1	01-07-2023
Anna Zakowicz	Member impact committee Support from (organisations of) people living with HIV	21-10-2015	2	01-07-2024

In 2022, the pursuit of southern leadership, inclusion and diversity in relation to strategic policy 2022-2025 continued to take shape. Recruitment and selection and the 24-hour “onboarding” weekend resulted in higher supervisory costs.

No attendance fees were paid in fiscal year 2022.

Main and ancillary positions 2022

Mieke Baltus is Mayor of the Municipality of Lelystad and a member of the General Assembly of the Amsterdam Metropolitan Region. In addition to other official positions, she chairs KNRM Lelystad, the Lelystad Airport Steering Committee, the NGB Editorial Board and the Festival Sunsation Advisory Committee.

Harriet Birungi is vice president International Programs Division of Population Council Inc. Other positions: member of the Ethics Advisory Board, Children’s Investment Fund Foundation (CIFF); member of the WHO/Geneva Scientific and Technical Advisory Group, Department of Sexual and Reproductive Health and Research; member of the Abortion Research Panel, International Union for the Scientific Study of Population (IUSSP).

Leonard Bukenya is a partner at Aimforthemoon. He is also a member of the Supervisory Board of the Flevoland Art Museum Foundation.

Mmabatho Motsamai is Lead Coordinator of The Afrolutionist and Consultant, Advocacy Support at Urgent Action Fund – Africa. Other positions: Board member of ITU Generation Connect Visionaries Board.

Lucas Vos is President at Stolt Tanker Trading BV. He is also a member of the Supervisory Board of the Jeroen Bosch Hospital and a member of the Supervisory Board of Wagenborg Shipping Ltd. (NL). On Jan. 18, 2022, Lucas was sworn in as a member of the House of Representatives, representing the VVD party “People’s Party for Freedom and Democracy.

Anna Maria Zakowicz is Deputy Bureau Chief and Director of Programmes at the AIDS Healthcare Foundation, European Bureau. Other positions: Member of the WHO Treatment Reference Group (TRG) in Europe, board member of Together Against HIV (Estonia) and board member of the Linda Clinic, Estonia.

Retiring members in 2022

Henry de Vries is professor of skin infections at the University of Amsterdam and directs the outpatient clinic for skin infections at AMC/Dermatology. He also works at the STI outpatient clinic of the GGD Amsterdam. His other positions include: member of the Friends Fund Committee of the AMC Art Collection, representative on behalf of the Netherlands at International Union against Sexually Transmitted Infections (IUSTI) Europe, chairman of the multidisciplinary national working group 'Leprosy in the Netherlands', chairman of the International Society for STD Research (ISSTD), chairman of the SKMS multidisciplinary medical specialist committee to develop a national STI guideline for specialist care, member of the Gastmann-Wichers Foundation for leprosy control in the Netherlands, member of the board of the Bethesda Foundation and chairman of the Centrum voor Beeldende Kunst (CBK) Zuid-Oost Foundation.

Yolanda Weldring is Associate Europe Director at Oxford HR until December 2021 and International Director (Interim) at Practical Action since 2021. She holds management and career/career coach positions as secondary roles.

2.2.2. Board of Directors

The board of directors manages the foundation and is accountable to the supervisory board. Core tasks are: strategic policy, overall coordination and external representation. The board is also responsible for substantive and financial-administrative quality control and personnel policy.

The management team

The management team (MT), consisting of the board of directors and managers, is responsible for steering the organisation, both in terms of content and processes and finances. The MT meets quarterly in this regard. Decisions are recorded in reports and a decision list. Through the MT flash on intranet, the MT informs the organisation of the most important discussions and decisions. In 2020, the MT started meeting transparently. The agenda with documents of the MT is posted on the intranet and for each

meeting an employee can attend the MT meeting as a listener. Immediately after an MT meeting, the director debriefs the entire organisation and the decisions are published on the intranet.

In March 2022, Eva Matze was appointed Marketing & Communications manager. As of December 31, 2022, MT members Febe Deug (Manager National) and Mirjam Krijnen (Manager International) left. They were succeeded by Sally Hendriks and Lynn Werlich.

The MT consists of:

- Mark Vermeulen – board of directors (director)
- Sally Hendriks – manager national
- Lynn Werlich – manager International
- Eva Matze – manager of Marketing & Communications
- Koos Boering – manager of Finance & Services

There is a balanced distribution of seats in the MT between men and women: 40% men and 60% women, and this is above the minimum target of 33% women (in accordance with law Ingroeiquoutum and targets).

Composition of board of directors

As of December 1, 2018, the board of directors is formed by Mark Vermeulen

Evaluation

The remuneration committee evaluates and assesses the board annually. This is done according to the system adopted by the supervisory board in 2019. The basis for this discussion is a self-evaluation on the course of business and the results of the previous period. In addition, the committee uses an internal and external 360° evaluation based on a summary questionnaire. In 2022, the director was appointed for a second 4-year term after a positive evaluation.

Ancillary positions 2022

Mr. Mark Vermeulen's additional position is a board member of the Public Health Lottery Actions Foundation and a board member of Funders Concerned About AIDS (FCAA).

Executive remuneration

The Supervisory Board, on the advice of the Remuneration Committee, adopted the remuneration policy, the level of executive remuneration and the level of other remuneration components. The policy is updated periodically. The last review was in May 2016.

In determining remuneration policy and setting remuneration, we follow the “Regulations on remuneration of directors of charities for boards and supervisory boards.

The regulation gives a maximum standard for annual income using severity criteria. The job was weighted by the external agency Leeuwendaal using the ODRP job evaluation system. This resulted in a so-called BSD score of 465 points with a maximum annual income of € 148,215 (1 FTE/12 months).

For Mark Vermeulen, the actual annual income of the Management Board relevant for the test, against the applicable maximum, was € 116,092 (1 FTE). This remuneration remained within the applicable maximum of € 148,215 per year. The annual income, taxed allowances/additions, the employer’s pension contribution, pension compensation and other long-term remuneration remained for Mark Vermeulen, with an amount of € 143,058 within the maximum amount of € 184,033 per year included in the scheme.

After years in which the covid-19 pandemic and restructuring demanded a lot from all employees, the works council in 2022 paid much attention to job satisfaction in the organisation and the action items linked to the results of the employee satisfaction survey.

The Works Council has been closely involved in the development of a new education and training plan, which includes not only a collective part with a clear offer, but also a personal development budget. This was a long-held wish of the Works Council.

A host of other issues came up in 2022, such as the appointment of the new president and new members of the Board of Supervisors, an updated home work arrangement and regulation of foreign business travel, and a more inclusive definition of parenthood in our terms and conditions of employment.

The OR is very pleased with the fine and constructive cooperation with the board of directors, and is proud to contribute positively in this way to a healthy and pleasant workplace for all colleagues.

2.2.3. Works Council

The works council (OR) represents the interests of and for the employees. Due to the expiration of the Works Council’s three-year term, employees voted to form the new Works Council in May 2022.

Until May 2022, the OR consisted of Haitske van Asten (chair), Dieuwke Bosmans, Sjoerd van Elsen, Bert Herberigs (secretary), Naroesha Jagessar and Jan Perdaems. The new OR consists of Haitske van Asten, Dieuwke Bosmans (secretary), Wouter Huijser, Nathaniel Miller (president), Jan Perdaems, Thirza Stewart and Marvin de Vos.

3. Finances, risks and implementation



3.1. Effectiveness and efficiency

The foundation works with successive multi-year strategic policy plans. These set out the purpose for which the resources from fundraising are intended, how much money is needed for each purpose and in what form the resources will be used.

A work plan with budget is prepared annually, which defines the intended results for each objective. The organisation records the cost percentages for target spending, recruitment and for management and administration. The realization work plan is portrayed in the quarterly reports, annual reports and finally published in the annual report.

The primary goal of the organisation is to realize its objectives to the best of its ability and to raise the necessary funds to do so. Obviously, it is necessary to build up a reserve that guarantees the continuity of the organisation, in accordance with the Directive Reserves Goede Doelen of Goede Doelen Nederland. The organisation manages its funds in a non-risky manner; no use is made of investments.

The organisation continuously works to optimize the use of resources so that effective and efficient work is done to achieve the objective. A project management system ensures systematic monitoring and evaluation. There is a management information system with quarterly and annual reports. Since 2016, we have been contributing to IATI (International Aid Transparency Initiative). This has made information even easier to access, understand and use.

The organisation has conducted a risk analysis, which has established that the funds set aside for the

continuity of the organisation (continuity reserve and other reserves) are sufficient. The organisation is permanently alert to risks in order to respond appropriately. In addition, risk analyses are made for all subsidy relationships and an organisation-wide risk management system has been implemented. For further explanation on the use of financial instruments, see also the financial statements,

3.2. Finance

The expenses on the objectives are allocated on the basis of directly attributable project expenses and the implementation costs of the organisation's own organisation by means of timesheets. When accounting for hours, the hours are linked to the integral cost rate per employee.

The preparation of the financial statements requires the Board of Directors to make judgments, estimates and assumptions that affect the application of policies and the reported values of assets and liabilities, and of income and expenses. Actual outcomes may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to estimates are recognized in the period in which the estimate is revised and in future periods for which the revision affects

3.2.1. Income

Total income in 2022 was € 54.7 million. This is € 9.1 million more than in 2021 and € 5.4 million more than budgeted. The increase is mainly due to higher spending within the programs (EDF).

Income from private donations decreased from € 12.9 million in 2021 to € 11.4 million in 2022, but was € 1.0 million higher than budgeted. In particular, income from inheritances decreased: from € 4.1 million in 2021 to € 2.8 million in 2022, but was € 1.2 million higher than budgeted. Income, donations and gifts are € 0.2 million lower than in 2021, and € 0.2 million lower than budgeted. In a multi-year perspective, income from inheritances shows a slight upward trend, income from donations also shows a slight downward trend. However, income from inheritances is not predictable and can therefore vary significantly from year to year.

Lottery income is € 0.2 million lower than in 2021 and € 0.4 million higher than budgeted.

Income from other nonprofit organisations increased from € 1.6 million in 2021 to € 4.7 million in 2022. We received donations from, among others, Cooperating Aid Organisations (giro 555), Amsterdam Dinner Foundation, Minister of Justice and Security, Bill & Melinda Gates Foundation New Venture Fund, Global Fund and GGD GHOR.

3.2.2. Spending on objectives

On our objectives, we spent € 47.8 million in 2022. This is € 8.7 million more than in 2021 and € 2.2 million more than budgeted. The higher spending relates to the additional contribution received from UNAIDS for the consequences of the covid-19 crisis outbreak (EDF).

Spending on Goal 1 “No one dies anymore of AIDS and no new HIV infections” is € 2.1 million higher than budgeted, rising from € 27.2 million budgeted to € 29.3 million realized.

Objective 2 “Sexual health and rights for all” spending was € 1.6 million higher than budget: € 16.3 million budgeted and € 17.9 million spent .

For objective 3 “Cure available to all people living with HIV” the budget was € 2.1 million and the expenditure € 0.6 million. This is because we entered into a collaboration with NWO in 2021 of € 3 million for the years 2022 and 2023 for funding Scientific Research. NWO is also funding € 3 million in this call.

3.2.3 Other expenditures

We were very careful with our spending on fundraising in 2022. Only due to a change in the allocation of percentages to objectives can we see an increase of € 0.9 million in fundraising costs.

Where we had insufficient confidence in the yield of certain campaigns, we decided to do things differently or not do them at all. For the long term, we assume that there will continue to be pressure on benefits, and that recruitment methods that made enough money in the past may not do so in the future.

Management and administration costs increased from the budget by € 0.6 million to € 3.4 million. This was mainly caused by the increased cost of hiring external staff for hard-to-fill vacancies and increased costs due to inflation. As a result, the percentage of management and administration costs rose from 5.7% to 6.4% compared to 2021. The percentage is thereby above the desired range of 3 to 6%. It is expected that in 2023 this percentage will again be within the bandwidth.

3.2.4. Results and reserves

The result was € 0.1 million positive, while a negative result of € 1.4 million was budgeted. This is due to the fact that the income includes government subsidies of € 3.8 million higher than budgeted. And to the expenses there were higher expenses for the objectives of € 2.2 million.

Every year we form earmarked reserves and earmarked funds for revenues that are specifically labelled and have not yet been spent, or partially spent. Spending these funds in subsequent years results in a negative result, which is then covered again from these earmarked reserves and earmarked funds. This was also the case in 2022. After all agreed additions and withdrawals, a balance of € 0.1 million results. € 0.1 million is added to the continuity reserve, € 0.7 million is withdrawn from the other reserves, € 1.2 million is withdrawn from the earmarked reserves and € 1.8 million is added to the earmarked fund.

3.2.5. Currency risk

Aidsfonds receives various currencies (Euro; Dollar; British Pounds and Norwegian Kroner). These currencies are valued in Euros. Monetary assets and liabilities in foreign currencies are translated into the presentation currency at the rate of exchange at the balance sheet date. Exchange differences resulting from settlement and conversion are credited or debited to the statement of income and expenses. There are no non-monetary assets in foreign currencies.

3.2.6. Key figures

Of total expenses, we spent 87.7% directly on objectives. The spending percentage to total income was 87.4%.

The key figure cost percentage own fundraising has been dropped since 2017 due to the new income classification and the new setup for fundraising costs. Instead, the key figure is stated as a percentage of total income raised. In 2022 this was 5.9% and in 2021: 5,1%.

The cost rate management and administration is 6.4% and was 5.7% in 2021. The organisation uses 3% to 6% of total expenses as its standard for management and administration costs.

The solvency ratio as of December 31, 2022: 32.1% (December 31, 2021: 24.5%) and the liquidity ratio as of

December 31, 2022 is 1.4 (December 31, 2021 1.4). These ratios are sufficient to ensure short- and long-term continuity.

3.2.7. Future

The 2023 budget is included as Appendix 2 in the 2022 financial statements. Total income for 2023 is budgeted at € 49.8 million, down € 4.9 million from 2022. Spending on objectives will decrease slightly to € 47.0 million from € 47.8 million realized in 2022.

The windfall income from inheritances in 2022 we cautiously estimate again for 2023, keeping the budget the same as in 2022. Our awareness-raising activities are mainly aimed at putting HIV/AIDS back higher on the agenda and making people aware of the urgency.

A three-year contract with Robert Carr Fund (RCF) donors has been signed for 2022-2024.

The budgeted costs for management and administration are much lower than the realization in 2022 due to the one-time charges in 2022.

3.3. Risk management

No organisation operates without risk. However, we do strive to minimize the risk of not meeting our objectives. In 2022, our risk appetite was discussed and a ranking was indicated from aversion, limited, cautious, flexible to open. Employees have clear guidance on how to handle risk. We have named our risks, identified preventive and corrective measures and implemented them (in part), both at the organisational level and within our projects. By doing so, we want to enable ourselves to take strategic risks where necessary to achieve our objectives and, within that, to take as many mitigating measures as possible to reduce risks.

A total of 14 strategic risks have been identified at the organisational level, each of which has an owner and is regularly discussed and refined. From these risks, the following key risks have been identified:

- IT environment and security. Risk appetite is limited. By 2022, the Business Information Plan has been further implemented. Measures are taken for identified risks and risks are mitigated. By 2022, office automation has been transferred to an external partner. A new project management system has also been implemented.
- Integrity and fraud. Risk appetite is prudent. Given the nature of the organisation, this is necessary. To mitigate this risk, an integrity and fraud guideline has been established. This makes it clear what steps should be taken from suspicion of integrity violation or fraud. This guideline has been widely communicated within the organisation. Zero tolerance is the starting point here.
- Fundraising – institutional and private. Aidsfonds – STI AIDS Netherlands depends on its income from fundraising. Risk appetite is limited. Mitigating measure is that revenue developments are closely monitored, allowing timely corrective action. Possible impact is that we receive less income, which means we do not fully realize our results.
- Continuity of staffing. This risk will be mitigated through the implementation of the HR strategy, with an important role for our recruitment and selection policy and employer branding.

In addition to these strategic risks, we also analysed our operational risks within our organisation. This showed that our internal control is designed to reduce our risks as much as possible and that we have therefore generally already taken adequate mitigating measures. However, some risks will always be a challenge and we have looked closely at what we can additionally improve there. We also see ourselves as a learning organisation and risk thinking is therefore something that is not separate from our work but is integrated into it.

Risk management is an integral part in the project system called Project-based Creation.

3.3.1. Our benefits

We are constantly at risk of receiving less benefits than anticipated, or of not receiving them until later. This is closely monitored. We also transfer money to partners only after it has been received by us. We are also constantly exploring new options for setting up and financing our organisation and our projects differently.

3.3.2. Our employees

In addition to our financial resources, employees are the organisation's capital. We are committed to a good match between tasks and talents, so that our employees achieve their full potential. To facilitate this, we have translated this objective into a strategic HR policy plan within which an 'employee journey' has been created to provide optimal support to the organisation and employees from start to finish. We pay a lot of attention to internal communication and keep our employees well informed. We also discuss vacancies in the organisation at MT level and look for the best, internal or external, solution.

We see investing in training and development and setting priorities that are in the best interests of the organisation and of individual employees as part of being able to contribute to the best possible match and job happiness of our employees. In addition, in 2022 we continued to focus on developing servant

leadership, both for managers and employees themselves. Working from home has become an important part of our way of working. As a result, we have become more aware that being and staying healthy at work requires constant attention. An example of this is facilitating a good home office and guiding employees in this with care and attention.

3.3.3. Our strategy

In 2021, the strategy with Theory of Change was established for the period 2022-2025 “For the love of all loves” with the mission:

We strive for a world where no one dies of AIDS anymore and where people are sexually healthy. So that everyone can love freely and without fear. We do this together with the people hit hardest by HIV, STIs, discrimination and exclusion. We strengthen their voices and support them with information, knowledge and funding. Out of love for all love!

In doing so, the following three dream goals were established:

- Goal 1: No one dies of AIDS and no new HIV infections;
- Goal 2: Sexual health and rights for all;
- Goal 3: Cure available to all people living with HIV.

Link to strategy <https://aidsfonds.nl/wat-doen-wij/strategie/>

3.3.4. Our partners

We carefully select the organisations we subsidize. We choose to support groups or networks of groups that are vulnerable to HIV and STIs. This is most effective in combating HIV and STIs and in securing sexual and reproductive rights. In many countries, these very groups are often discriminated against and marginalized and therefore hindered in their

organisational development. These organisations are not always mature or strong, and this makes working with them risky.

With our years of experience in the field of providing financial contributions and program support, we have a great deal of knowledge and experience to identify and deal with mismanagement and fraud as early as possible. In close cooperation with the partner concerned, we make timely adjustments where necessary and, in serious fraud cases, we engage an independent auditor to determine whether fraud or mismanagement has actually occurred.

Sometimes the financial records turn out to be correct, but the capacity of the organisation in the financial field is very weak and the financial system used is not adequate. We then help these organisations improve their financial administration. When we see that organisations are not able to achieve sound financial administration themselves, we look for other possibilities in the countries themselves by, for example, engaging a host that performs the administration for them or guides them in maintaining healthy financial management and strengthens their capacity. This still allows us to work with high-risk partners who are often essential to achieving our goals.

In a single case, where there is actual fraud or mismanagement at the organisation we subsidize, we may recover the amount and, if relevant, file a report. In this we maintain a zero-tolerance policy which means we recover the full amount.

3.3.5. Integrity violations

The organisation has the “Integrity Violations Policy,” which covers our external relations. Furthermore, we have codes of conduct regarding human trafficking and child exploitation. Employees undergo training to make effective use of these instruments.

In recent years, we have not discovered any cases or received any reports of exploitation, human trafficking, child labor or sexual misconduct. However, two new whistle-blower reports of a financial nature

were received in 2022. There are also two ongoing fraud cases (from previous years) with two partners, where we are still investigating how to recover damages. Four integrity violation cases were closed in 2022.

3.3.6. Our target groups

We work a lot with groups that are vulnerable and at risk, such as LGBTIQ+ people in countries where homosexuality is a crime, or sex workers, which is punishable in many countries. This means we have to protect the identity of our target groups and partners. At the same time, we want to be transparent. A difficult balance. As of 2016, we publish all our activities according to the IATI standard on the Internet. To protect vulnerable people, we work with guidelines that determine what information can and cannot become public.

3.3.7. Our organisation

We are ISO 9001 2015-Partos (version 2018)-certified and work according to internally agreed ISO procedures to ensure the quality of our work and overcome risks. In 2020, the certificate was renewed for a period of three years.

The organisation complies with all laws and regulations applicable in the Netherlands.

Continuity

There is no material uncertainty about the company's ability to continue its operations. The current liquidity available to the company is sufficient to meet its obligations and fund its ongoing operations.

Effective and efficient use of resources is central to financial policy. It is also necessary to maintain assets to ensure the continuity of the organisation. This concerns both the obligations regarding personnel and organisation and the need to continue financial contributions to third parties.

For the AIDS Fund brand, in 2022 the size of the reserve was again determined based on a risk inventory. This inventory was discussed with the audit committee and the systematics for the level of the continuity reserve was unambiguously defined. On the basis of this risk inventory, the continuity reserve has been brought to level. This means that in 2022 the continuity reserve will total € 3,500,000. For the STI AIDS Netherlands brand, the continuity reserve is formed by the equalization reserve of up to 10 percent of annual costs allowed by the grantor, RIVM. In 2022, there was a withdrawal of € 28,000, bringing the reserve to € 242,000.

3.3.8. Post balance sheet events.

There are no events after the balance sheet date.

4. Statutory and other data



Legal form

The Stichting Aidsfonds – Soa Aids Nederland has its seat in the municipality of Amsterdam. The foundation works from one shared vision, mission and strategy and communicates this through the Aidsfonds and Soa Aids Nederland brands.

Statutory objectives

The foundation's statutory objectives are:

- encouraging and increasing the size and quality of the Dutch contribution to:
 - the national and international fight against HIV/AIDS and other STIs and
 - the support and care of people living with HIV/AIDS or another STI;
- continuing and further developing the objectives of the foundations from which the foundation originated: Stichting Aids Fonds – Soa Aids Nederland, Stichting STOP AIDS NOW! and Stichting Aidsfonds – Soa Aids Nederland (formerly Stichting Aids Fonds – STOP AIDS NOW! – Soa Aids Nederland);
- and furthermore everything that is directly or indirectly related to or may be conducive to the foregoing.

The foundation seeks to achieve its objectives by, among other things:

- advocacy: further develop and promote the implementation of national and international AIDS and STI policies;
- fundraising: develop and implement fundraising activities to finance concrete activities in the field of the national and international fight against HIV/AIDS and other STIs;
- fund spending: provide financial support for activities of organisations in the field of HIV/AIDS and/or STI-related care, prevention and research;
- education: promoting the involvement of Dutch society with people with

- HIV/AIDS and other sexually transmitted infections and its policies through such means as training, counselling and organizing meetings;
- implementation: developing and implementing programs aimed at the public, or specific groups within them, professionals and governments.

Chamber of Commerce registration

The Stichting Aidsfonds – Soa Aids Nederland is registered with the Chamber of Commerce and Industry for Amsterdam under number 41207989.

Ranking Succession Act 1956

The Stichting Aidsfonds – Soa Aids Nederland is designated by the Inspector of Taxes as an Institution for General Benefit (ANBI), as referred to in article 24, paragraph 4 of the Successiewet 1956 (RSIN 008649273).

Affiliated Foundations

The Stichting Aidsfonds – Soa Aids Nederland is the non-natural director of the René Klijn Foundation registered with the Chamber of Commerce and Factories for Amsterdam under number 41212271 (RSIN: 802226188) and of the Stichting NAMENProject Nederland registered with the Chamber of Commerce and Factories for Amsterdam under number 41213531. The NAMENProject Netherlands Foundation is designated by the Inspector of Taxes as an Institution for General Benefit (ANBI), as referred to in article 24, paragraph 4 of the Successiewet 1956 (RSIN 814423255).

Contact

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Telephone: +3120-6262669

B. FINANCIAL STATEMENT



Balance sheet as at December 31, 2022 (after appropriation of result)

<i>(in euro's x 1,000)</i>	Notes	December 31, 2022	December 31, 2021
Assets			
Fixed assets			
Intangible fixed assets	1	318	147
Tangible fixed assets	2	535	707
		853	854
Current assets			
Accounts receivable and other receivables	3	7,817	12,444
Cash and cash equivalents	4	24,513	29,877
		32,329	42,321
Total assets		33,182	43,175
Liabilities			
Reserves and funds			
<i>Reserves</i>			
Continuity reserve	5	3,500	3,393
Designated reserves	6	1,556	2,778
Other reserve	7	3,229	3,881
		8,285	10,052
<i>Funds</i>			
Designated funds	8	2,263	430
		10,548	10,482
Provisions	9	48	-
Debts			
Non-current liabilities	10	2,061	1,994
Current liabilities	11	20,525	30,699
		22,586	32,693
Total liabilities		33,182	43,175

Statement of income and expenditure for 2022

(in euro's x 1,000)		Actual 2022	Budget 2022	Actual 2021
Income				
Income from private individuals	12	11,405	10,350	12,947
Income from companies	13	787	845	648
Income from lottery organisations	14	3,972	3,602	4,160
Subsidies from governments	15	33,743	32,808	26,781
Income from other not-for-profit organisations	16	4,715	1,585	915
Total income raised		54,622	49,190	45,451
Other income	17	106	89	138
Total income		54,728	49,279	45,589
Expenditure				
Spent on objectives				
2022-1. No one dies of AIDS and no new HIV infections	18	29,346	27,151	
2022-2. Sexual health and rights for all	19	17,884	16,347	
2022-3. Cure available for all people living with HIV	20	618	2,121	
Objective 1: Drastic reduction of HIV and other STIs in the Netherlands	21			5,681
Objective 2: Worldwide less than 200,000 HIV infections	21			11,530
Objective 3: Worldwide all people living with HIV on treatment	21			11,530
Objective 4: A cure for HIV	21			4,354
Objective 5: Awareness, support in society and full funding of the AIDS and STI response	21			6,040
		47,848	45,619	39,135
Fundraising costs	22	3,247	2,598	2,335
Management and administration costs	23	3,466	2,486	2,583
Total expenditure		54,562	50,703	44,053
Balance of income and expenditure before financial income and expenditures		166	-1,424	1,536
Balance of financial income and expenditure	24	-100	-	-20
Balance of income and expenditure		66	-1,424	1,516
Appropriation of result				
Addition to/withdrawal from:				
- continuity reserve		107	-	-
- designated reserves		-1,222	-	-319
- other reserve		-652	-1,424	1,606
- designated funds		1,834	-	229
		66	-1,424	1,516

Cash flow statement for 2022

(in euro's x 1,000)		2022	2021
Cash flow from operational activities			
Balance of income and expenditure		66	1,516
Movement legal reserve not via result		-	-54
Movement earmarked funds not via result	8	-	-988
Adjustments for:			
. Depreciation (in)tangible assets	1	288	372
. Mutation Provision	9	48	-227
. Mutation in long-term project commitments	10	67	-2,006
Changes in work capital			
. Change in receivables, prepayments and accrued income	3	4,749	-5,937
. Mutation in debtors		-122	-131
. Mutation in taxes	11	-85	33
. Change in other liabilities, accruals and deferred income		-10,089	15,076
Total		-5,077	7,655
Cash flow from investment activities			
		-	-
Adjustments for:			
Investments in (in)tangible assets	2	-	-24
Divestments in (in)tangible assets		-	52
Investments in intangible assets	1	-288	-
Total		-288	27
Movements in cash and cash equivalents		-5,364	7,682
Position of cash and cash equivalents as at 1 January	4	29,877	22,195
Position of cash and cash equivalents as at 31 December	4	24,513	29,877
		-5,364	7,682

The cash flow statement is determined using the indirect method.

The investment activities relate to the tangible and the intangible fixed assets.

The numbering refers to the notes to the balance sheet as at 31 December 2022.

Explanation of accounting principles

Translation

This is a translated version of the Dutch financial statement. In case of inconsistencies between the Dutch and the English version the Dutch version prevails.

Registered address

Aidsfonds – Soa Aids Nederland has its registered office at Condensatorweg 54 in Amsterdam. The foundation is listed in the commercial register under Chamber of Commerce number 41207989.

Activities

A multi-year strategic plan has been put together for the period 2022-2025 "For all that is love". We are working on the following strategic objectives:

1. No one dies of AIDS and no new HIV infections
2. Sexual health and rights for all
3. Cure available for all people living with HIV

The expenditure on the objectives is divided over these three strategic objectives.

General

The financial statements have been prepared in accordance with Dutch Accounting Standard for Fundraising Organisations (RJ 650). The principles applied for the valuation of assets and liabilities and the determination of the result are based on historic costs (acquisition or manufacturing cost). The balance sheet has been drawn up after appropriation of the result. References are included in the balance sheet, the statement of income and expenditure, and the cash flow statement. These references refer to the explanatory notes.

Comparison with previous year

The accounting principles for valuation and determination of results have remained unchanged compared to the previous year.

Group companies

There are two other foundations of which Aidsfonds – Soa Aids Nederland is the board. These are the following foundations:

- René Klijn Foundation in Amsterdam with the objective of administering the legacy of the music rights of René Klijn and the board is Aidsfonds – Soa Aids Nederland.
- Stichting NAMENProject Nederland in Amsterdam with the objective of providing commemoration for people who have died from HIV and AIDS and the board is Aidsfonds – Soa Aids Nederland.

Exemption from consolidation

The aforementioned group companies are not consolidated with Aidsfonds – Soa Aids Nederland given the negligible interest (in accordance with art. 2:407 of Book 2 of the Dutch Civil Code).

Use of estimates

The preparation of the financial statements requires the Executive Board to make judgments – as well as estimates and assumptions – that affect the application of accounting policies and the reported value of assets and liabilities, and income and expenditure. Actual results may differ from these estimates. The estimates and underlying assumptions are continuously assessed. Revisions to estimates are included in the period in which the estimate is revised and in the future periods affected by the revision.

Currency

The financial statements have been drawn up in euros; this is the presentation currency of Aidsfonds – Soa Aids Nederland. The foundation has 2 functional currencies; euros and dollars. For practical reasons, the average rate of 2022 is used to translate the conversion of income and expense items of the dollars, based on Dutch GAAP art. 122.303. Monetary assets and liabilities in foreign currency are converted into the presentation currency at the exchange rate on the balance sheet date. The exchange differences resulting from processing and translation are credited or debited to the statement of income and expenditure. There are no non-monetary assets in foreign currency.

Going concern

These financial statements have been prepared on the assumption of going concern. The current liquidity over which the foundation disposes of is sufficient to fulfill its obligations and to finance its ongoing activities.

Principles for the valuation of assets and liabilities

Unless otherwise stated, assets and liabilities are included at acquisition price. Fixed assets are valued at purchase value, minus linear depreciation based on the estimated economic life of the asset.

(In)tangible fixed assets

(In)tangible fixed assets are included in the balance sheet when it is probable that the foundation will be entitled to the future benefits of that asset and the costs of that asset can be determined reliably.

Impairment of fixed assets

The foundation assesses at each balance sheet date whether there are indications that a fixed asset may be subject to impairment. If such indications exist, the realisable value of the asset is determined. If it is not possible to determine the realizable value of the individual asset, the realizable value of the cash-generating unit to which the asset belongs is determined. Impairment exists where the book value of an asset exceeds the realisable value; the realisable value is the higher of the net realisable value and the value in use. Impairment is processed directly as an expense in the statement of income and expenditure, while simultaneously reducing the book value of the relevant asset.

Financial instruments

Aidsfonds – Soa Aids Nederland does not use complex financial instruments. Financial instruments only include receivables, cash and cash equivalents, creditors and other payables. They are recognised at fair value upon initial inclusion. After initial inclusion, financial instruments are valued in the manner described below. The fair value approximates the book value.

The interest and cash flow risks are extremely limited. The Foundation has no interest-bearing non-current liabilities. The credit risks are extremely limited as well. All cash and cash equivalents are held by 'systemic banks' in the Netherlands.

Accounts receivables and other receivables

Receivables are valued at the fair value of the consideration at initial processing. After initial processing, the receivables are valued at the amortized cost.

Cash and cash equivalents

Cash and cash equivalents consist of cash and bank balances with a term of less than twelve months. Cash and cash equivalents are valued at nominal value.

Reserves and funds

The limited possibility to use the designated reserves has been determined by the Executive Board and does not constitute an obligation; the Executive Board may elevator this restriction itself. Designated funds are the resources obtained with a specific purpose designated by third parties

Provisions

Provisions are recognized for legally enforceable or constructive obligations that exist at the balance sheet date, where it is likely that an outflow of resources is necessary, and the scope can be reliably estimated. The provisions are valued at the best estimate of the amounts needed to settle the liabilities on the balance sheet date. Provisions are stated at the nominal value of the expenditure expected to be necessary to settle the liabilities, unless stated otherwise.

Debts

Non-current liabilities are stated at fair value at initial processing. Current liabilities are stated at nominal value at initial processing.

Transaction costs that can be directly allocated to the acquisition of the debts are included in the valuation at initial processing. If necessary, debts are valued after initial processing at amortised cost, i.e. the amount received taking into account premium or discount and after deduction of transaction costs. The difference between the determined book value and the final redemption value is recognized as interest expense in the statement of income and expenditure on the basis of the effective interest during the estimated term of the debts.

Principles for determining the result

General

The result is determined as the difference between the realisable value of the performances rendered and the costs and other expenses for the year. The proceeds from transactions are recognized in the year in which they were realized. Income for which no compensation is provided are recognised at the time of receipt or previous unconditional commitment.

Subsidies received

Subsidies received are recognized as income in the statement of income and expenditure in the year in which the subsidized costs were incurred.

Valuation of legacies

Legacy income is recognized in the financial year in which the amount can be reliably determined. Based on the stage reached in the processing of the legacy, a reliable estimate is made of the final amounts of the legacy.

Lottery organisations

Revenue of the lottery organisations are allocated to the year they relate to.

Cost allocation

Costs are allocated to the objective, fundraising, and management and administration costs based on the following standards:

- costs that can be directly allocated are allocated directly;
- the indirect costs of our own organisation are allocated by means of the timesheet linked to an integral hourly rate.

Financial contributions to third parties

Grants are credited to the statement of income and expenditure in the year in which the subsidized costs were incurred or in which the revenues were foregone or the operating deficit occurred. Deferred income (short-term as well as long-term) will be included under accruals and deferred income.

Aidsfonds – Soa Aids Nederland grants subsidies out of funds received from donors (fundraising proceeds) and from lottery organisations. Subsidies granted are included as costs in the statement of income and expenditure at the time the subsidy obligation is entered into, provided that the foundation has actually received the funds intended for this purpose from donors, lottery organisations and other financiers. In practice, this means that subsidy obligations are only entered into if there is sufficient certainty that the necessary funds will be received from donors and lottery organisations.

Vested subsidies are directly charged in full to the year in which they become unconditional. The provisional subsidies are reported in the year in which this subsidy is spent.

In its role as Fund Manager of the Robert Carr Civil Society Network Fund (RCF), Aidsfonds – Soa Aids Nederland makes financial contributions to international networks. On the basis of financial commitments from the funders (donors) of RCF, the foundation enters into provisional obligations with subsidy recipients, subject to the actual receipt of the financial resources from the funders. The obligations entered into towards the subsidy recipients are, therefore, not recognized as costs until the financial resources have been received from the RCF funders.

Financial transfers from government-funded international programmes

Aidsfonds – STI AIDS Netherlands carries out a number of multi-year international programs that are fully or largely financed by governments, including the strategic partnerships with the Ministry of Foreign Affairs. To that end, multi-year agreements regarding objectives and financing have been made between Aidsfonds – Soa Aids Nederland and the relevant governments. For purposes of implementation of these programmes, the foundation concludes multi-year contracts with cooperation partners, including agreements regarding financial transfers from Aidsfonds – Soa Aids Nederland to these partners. These financial transfers are included as costs in the statement of income and expenditure at such time as actual advance funding by Aidsfonds – Soa Aids Nederland to the partner organisations takes place and advance funding has been arranged by the relevant government to Aidsfonds – Soa Aids Nederland.

Indirect costs of our own organisation

Indirect costs of our own organisation include personnel costs, housing costs, office and general costs, including depreciation and amortisation. The allocation of indirect costs of our own organisation among the programs and projects takes place on the basis of the actual hours recorded on the relevant programs and projects.

Employee benefits

Employee benefits (wages, social security contributions, etc.) are not stated in a separate line in the statement of income and expenditure. These costs are included in other parts of the statement of income and expenditure. For a further specification, please refer to the Notes to cost allocation in the financial statements. Wages, salaries and social security contributions are processed in the statement of income and expenditure pursuant to the terms of employment to the extent payable to employees or the tax authorities.

The pension scheme of Aidsfonds – Soa Aids Nederland is administered by Pensioenfonds Zorg en Welzijn. The contributions are recognised as personnel costs as soon as they are due. Prepaid contributions are included as prepayments if this leads to a refund or a reduction in future payments. Contributions not yet paid are included in the balance sheet as a liability. There are no liabilities other than the contribution payments.

Management and administration costs

Management and administration costs are the costs incurred by the organisation for purposes of (internal) management and administration, which are not allocated to the objective of fundraising. Goede Doelen Nederland has drawn up recommendations for the allocation of these costs. Aidsfonds – Soa Aids Nederland follows these recommendations and has included the following components in the management and administration item:

- Management: indirect costs of the directors and managers, to the extent not implemented directly for purposes of the objective, in accordance with the timesheets.
- Operational management: indirect costs of the Services team (facility management, events organisation), to the extent not implemented directly for purposes of the objective, in accordance with the timesheets.
- Finances/controlling: in accordance with the timesheets.

The organisation strives to limit the cost of management and administration to between 3% and 6% of the total costs. The indirect costs of the Human Resources, Automation, Documentation and Quality & Learning departments are allocated to fundraising, in proportion to the staffing of each department.

Rental and/or lease contracts

There may be rental and/or lease contracts under which a large part of the advantages and disadvantages associated with ownership do not lie with the organisation. These contracts are recognised as rental or operational leasing. Rental and lease payments are processed on a linear basis, taking into account reimbursements received from the lessor, in the statement of income and expenditure over the term of the contract.

Financial income and expenditure

Interest income and expenditure

Interest income and expenditure are processed on an accrual basis, taking into account the effective interest rate of the relevant assets and liabilities.

Notes to the cash flow statement

The cash flow statement has been prepared using the indirect method. The funds in the cash flow statement consist of the cash and cash equivalents. Cash flows in foreign currency have been translated at an estimated average exchange rate. Interest income and expenditure are included under the cash flow from operating activities.

Notes to the balance sheet as at December 31, 2022

(in euro's x 1,000)

1 Intangible fixed assets

Movements in the intangible fixed assets are as follows:

	Software
Acquisition value	434
Cumulative depreciation	287
Book value as at 1 January	147
Investments	288
Divestments	
Depreciation	117
Transactions	171
Book value as at December 31	318

Investments in 2022 consist largely of the (integrated) project management system and the transition of the entire company to working in other office automation software.

2 Tangible fixed assets

Movements in the tangible fixed assets are as follows:

	Equipment	Inventory	Hardware	Total
Acquisition value	954	5	145	1,104
Cumulative depreciation	293	2	104	398
Book value as at January 1	662	4	41	707
Investments				-
Divestments				-
Depreciation	136	1	35	172
Transactions	136	1	35	172
Book value as at December 31	526	3	6	535

	Equipment and inventory	Software	Hardware
Depreciation periods:	7 years	5 years	3 years

Tangible and intangible assets relate exclusively to assets intended for business operations. In 2019, the AIDS Fund Foundation – Soa AIDS Netherlands moved to rental premises on the Condensatorweg. The renovation and furnishing of the new rental building have been capitalized as an investment. Aidsfonds received a rent incentive from the landlord for this. At each balance sheet date, the Aidsfonds – Soa Aids Nederland Foundation assesses whether there are indications that a fixed asset may be subject to impairment. If such indications are present, the recoverable amount of the asset is determined. The foundation has determined that there is no impairment at the balance sheet date.

3 Receivables

	31-12-2022	31-12-2021
Lottery organisations	2,542	2,527
Legacies and bequests	2,696	1,568
Project subsidies receivable	1,099	1,932
Accounts receivable	265	144
Prepaid expenses	419	200
Wage tax	-	6
Prepaid financial contributions	700	6,047
UWV	39	-
Other	56	20
	7,817	12,444

Receivables are due for less than one year. The prepaid financial contribution item was lower at the end of 2022 than at the end of 2021 and related mainly to Robert Carr Fund. The grant already received in 2021 and prepaid to partners was spent in 2022.

4 Cash and cash equivalents

	31-12-2022	31-12-2021
ING accounts (incl. US dollar account Robert Carr Fund)	15,946	25,761
ING savings accounts	5,197	748
ABN AMRO accounts	344	360
ABN AMRO savings accounts	3,000	3,000
Cash	25	8
	24,513	29,877

The management of financial resources is risk-averse. Minimising risk means that when saving and/or investing, the principal amount must be kept to a minimum and the risks must be spread. The financial resources are not invested in equities, corporate bonds, government bonds or real estate. Only bank accounts, savings accounts and deposits are used. For reasons of risk-spreading, the funds are placed with at least two banks. When choosing a bank, we weigh up the returns, risks and responsible banking. From 2020 till October 2022, there has been negative interest on cash and cash equivalents both at ING and at ABN AMRO.

The US dollar balance of the Robert Carr Fund has been converted to euro in the financial statements using the exchange rate as of the balance sheet date. All cash and cash equivalents are freely withdrawable.

Reserves

	Balance as at 1 January	Additions	With- drawals	Balance as at 31 December
Continuity reserve	3,393	107	-	3,500
Designated reserves	2,778		1,222	1,556
Other reserves	3,881		652	3,229
2022	10,052	107	1,874	8,285
2021	8,819	2,798	1,565	10,052

5 Continuity reserve

	Balance as at 1 January	Additions	With- drawals	Balance as at 31 December
2022	3,393	107		3,500
2021	3,393		-	3,393

Effective and efficient use of the resources is central to the financial policy. In addition, it is necessary to maintain capital in order to guarantee the continuity of the organisation. This relates to both the obligations towards personnel and organisation and the need to continue the financial obligations towards third parties. Based on the developments in 2022, the size of the reserve will once again be determined for the Aidsfonds brand on the basis of a risk assessment. In 2022, the level of the continuity reserve was determined on the basis of a risk inventory. On this basis, € 0.1 million was added to the continuity reserve in 2022, bringing the continuity reserve to a total of € 3.5 million, which is sufficient to cover the identified risks.

For the Soa Aids Nederland brand, an equalisation reserve of a maximum of 10 per cent of the annual costs is allowed by the subsidy giver, the RIVM. This is included as an earmarked fund, see also item 8 of these notes.

The continuity reserve may – in accordance with the 'Guidelines Financial Management of Charities' outlined by 'Goede Doelen Nederland' and included in the CBF regulations – amount to a maximum of 1.5 times the costs of the operating organisation (indirect costs + purchases and acquisitions for fundraising): € 21,800,000 times 1.5. The current continuity reserve falls well within that maximum.

6 Designated reserves

	Balance as at 1 January	Additions	With- drawals	Balance as at 31 December
Provision of financial contributions and subsidies	2,503		1,143	1,360
Awarded projects STOP AIDS NOW! within the framework of the Investment Fund	274		78	196
2022	2,778	-	1,221	1,556
2021	3,096	1,192	1,511	2,777

The above earmarked reserves are not subject to any obligation. The limited spending capacity has been designated by the executive board.

Provision of financial contributions and subsidies

The executive board has created this earmarked reserve for various spending purposes for a total amount of € 1.4 million.

STOP AIDS NOW! Investment Fund and awarded projects

When the Aidsfonds and the STOP AIDS NOW! brands were merged into the Aidsfonds, the STOP AIDS NOW! Investment Fund was converted into earmarked reserves for projects aimed at youths and young women in developing countries. A total of € 1.7 million was allocated to the following projects: TAFU (Uganda – now TAFU2), FTT4000 (Zimbabwe – formerly TAFZ), and HE Kenya (formerly Victoria Lake project). The Linking & Learning project (a project linking all children's projects in the various countries) was added in 2019. In 2020, for Uganda and Zimbabwe, amounts of € 0.3 million and € 0.5 million respectively, were added to the reserves. As of 31 December 2022, the total available balance remaining for these projects is € 0.2 million.

7 Other reserve

	Balance as at 1 January	Additions	With- drawals	Balance as at 31 December
2022	3,881		652	3,229
2021	2,276	1,606	-	3,881

The addition to the other reserve is the balance of freely disposable resources not yet earmarked.

8 Designated funds

	Balance as at 1 January	Additions	With- drawals	Balance as at 31 December
VWS/RIVM equalisation reserve	270		28	242
Curacao Plons Fund	2	72	67	7
Youth with HIV region of South Holland	43		43	-
Project in Indonesia	100			100
LGBT projects		424	261	164
SAN research orphans		1,134		1,134
Inuka		185		185
Research Erasmus Zambia		151		151
Research HIV		109		109
HIV Cure Academy		75		75
(District) research		33		33
Xandi Buijs Fund Foundation		25		25
Others	15	24		39
2022	430	2,232	399	2,263
2021	1,189	334	1,093	430

The limited spending capacity of the funds has been designated by third parties.

VWS/RIVM equalisation reserve

The equalization reserve relates to funds from the institutional subsidy for Soa Aids Nederland programs that have not yet been spent. This intended to compensate for the differences between actual costs incurred and subsidy amounts. The equalization reserve is that can be used to make good deficits in one year out of surpluses in another year.

Project Curacao Plons Fund

The earmarked fund is formed from earmarked donations for the benefit of projects in Curacao. Spending takes place in consultation with the donors.

Project in Indonesia

This earmarked fund was formed from earmarked bequests, with the destination focused on projects in Indonesia.

LGBT projects

This earmarked fund was formed from earmarked bequests, where the destination should be focused on the LGBT community.

SAN research orphans

This earmarked fund was formed from earmarked bequests, where the destination is for orphans of parents, who died of AIDS.

Inuka

This earmarked fund was formed from earmarked bequests, with the destination being for the Inuka project.

Research Erasmus Zambia

This earmarked fund was formed from earmarked bequests, with the destination being for research in Zambia.

HIV Cure Academy

This earmarked fund was formed from earmarked bequests, with the destination being for an academy set-up to benefit research on HIV.

(District) research

This earmarked fund was formed from earmarked bequests, the destination being for the creation of a neighborhood survey. Xandi Buijs

Xandi Buijs Fund Foundation

This earmarked fund is formed from earmarked gift, where the destination will be established in cooperation with the foundation.

Other earmarked funds

The other earmarked funds are segregated funds that have earmarks with more limited spending options added by third parties. These limited spending options were added in response to earmarks upon receipt of inheritances/legacies and in response to earmarked donations.

9 Provisions

	31-12-2022	31-12-2021
Balance as at January 1, 2021	-	-
Additions	48	-
	48	-
Withdrawals	-	-
Released	-	-
Balance as at December 31, 2021	48	-

As of December 31, 2022, a provision for long-term sick employees has been established for those employees who are long-term sick and who are not expected to return to regular employment, in the amount of the remaining salary costs of illness up to a maximum of 24 months.

10 Non-current liabilities

	31-12-2022	31-12-2021
Committed financial contributions 2-5 years	2,061	1,994
Income received in advance 3-5 years	-	-
	2,061	1,994

Non-current liabilities include liabilities for a term exceeding one year.

No commitments have been entered into for a period exceeding 5 years. There are no material contractual provisions that affect the amount, timing or degree of certainty of future cash flows.

The financial contribution commitments relate to multi-year projects, in particular (scientific) research.

11 Current liabilities

	31-12-2022	31-12-2021
Committed financial contributions and subsidies	7,923	8,498
Subsidies received in advance	10,529	20,465
Creditors	548	695
Personnel expenses	816	740
Taxes – Wage tax	24	-
Taxes – VAT	101	33
Pension contributions	131	6
Other liabilities and accruals	454	261
	20,525	30,699

Current liabilities include liabilities for a term of less than one year.

The decrease in current liabilities is mainly due to prepaid subsidies received regarding the Robert Carr Fund and the Love Alliance programme in 2022. Included here is the obligation to NWO for Research.

Personnel expenses include all related liabilities, including social security contributions, reserves for holiday pay and holidays.

Subsidies received in advance

Robert Carr Fund	5,577	13,274
Love Alliance	2,964	5,319
To Russia with love	300	936
ViiV Breakthrough	442	452
Hands Off!-Project	169	334
EU	359	-
SWAD	331	-
Giro555 – Ukraine	255	-
Other projects	133	150
	10,529	20,465

In 2022, subsidies were received in advance from the Ministry of Foreign Trade and Development Cooperation for Love Alliance and Robert Carr Fund. For the latter, subsidies were also received in advance from NORAD, and the Bill & Melinda Gates Foundation. These subsidies will be spent in 2023. At the end of 2018, a financial contribution of € 2,050,000 was received from the National Postcode Lottery for To Russia With Love programme, of which € 1,113,643 has been spent up to and including 2021. In 2022, a total of € 636,812 has been spent and recognized as income. The remaining € 299,545 has been recorded as income received in advance and is available for 2023.

Off-balance sheet liabilities

	Total	< 1 year	2-5 years	> 5 years
Lease of real estate (business operations)	634	507	127	-
Rental of printers/copiers	21	12	9	-
Lease laptops	60	10	40	10
Multi-year financial liabilities	715	529	176	10
As at 31 December 2022	715	529	176	10

The foundation has been located in an office building on Condensatorweg in Amsterdam since 2019. The lease runs for a term of 5 years until 31 March 2024. After this 5-year period, the lease may be continued for successive periods of 5 years each. The rental price (including advance on service charges), after indexation, amounts to € 124,882 per calendar quarter in 2022. A bank guarantee has been issued for the lease on Condensatorweg for the amount of € 102,341.

Since 25 September 2019, the foundation has had a new rental agreement with a supplier of printers and copiers for a term of 5 years. As of April 1, 2022, we switched to laptops for all employees. These are leased and the current one-year contract has been extended for five years until March 31, 2028.

During the financial year, the state of income and expenditure included:

Total	
Lease of real estate	473,237
Rental of printers/copiers	21,094
Total	484,931

Post-balance sheet date events

There have not been any subsequent events with additional information on the actual situation as at balance sheet date.

Notes to the statement of income and expenditure for 2022

(in euro's x 1,000)

	Actual 2022	Budget 2022	Actual 2021
12 Income from private individuals			
Donations and gifts	8,645	8,750	8,834
Legacies	2,760	1,600	4,113
Total	11,405	10,350	12,947

The result from legacies is higher than budgeted. This explains the higher income from private individuals.

13 Income from companies			
Earmarked income for projects Aidsfonds	785	845	642
Income for various Soa Aids Nederland projects	2	-	6
	787	845	648

Charities Aids Foundation's remaining balance related to the ViiV Healthcare Grant BT Partnership at the end of 2021 amounted to € 451,530 and has been recognized as income in 2022. In 2022, a total of € 714,985 was received and € 724,792 was spent, leaving a balance of € 441,724 carried forward to 2023 as income received in advance. In addition to ViiV Healthcare, amounts of € 45,468 were also received from Elsevier and € 1,949 from the Veltmeijer Group.

14 Income from lottery organisation			
VriendenLoterij earmarked Aidsfonds	585	585	587
National Postcode Lottery Aidsfonds	2,250	2,250	2,250
National Postcode Lottery Aidsfonds (projects)	637	437	890
National Postcode Lottery	2,887	2,687	3,140
Stichting Loterijacties Volksgezondheid (SLV)	501	330	433
Total from lottery organisations	3,972	3,602	4,160

The regular contribution from the National Postcode Lottery is € 2,250,000. In addition, there is an extra contribution to the 'To Russia with love' project. There is a contract with the NPL that the Aidsfonds is beneficial for the period 2021-2025.

	Actual 2022	Budget 2022	Actual 2021
15 Subsidies from governments			
RIVM institutional subsidy	4,238	4,755	3,822
Ministry of Foreign Affairs	11,161	18,181	8,969
Robert Carr civil society Networks Fund	16,788	9,872	12,777
Other government subsidies national	1,555		1,213
	33,743	32,808	26,781

The (government) subsidies received in 2022 from the Minister of Foreign Affairs and the government organisations that finance RCF are of a multi-annual nature and have therefore not yet been definitively determined. The RIVM institutional subsidy 2021 has now been determined. The RIVM institutional subsidy 2022 will be determined in 2023. For the other government subsidies National 2022 will be determined in 2023.

The Robert Carr Fund (RCF) is funded by the following governments:

		Actual 2022	Budget 2022	Actual 2021
RCF income in 2022 in EUR:	USD x 1.000 EUR x 1.000			EUR x 1.000
Norwegian Agency for Development Cooperation (NORAD)	\$ 1,597	1,512		3,134
Foreign, Commonwealth and Development Office (FCDO)	\$ 5,090	4,816		580
Minister for Foreign Trade and Development Cooperation		2,250		1,750
WHO / UNAIDS / PEPFAR	\$ 1,389	1,315		11,772
Bill & Melinda Gates Foundation	\$ 1,000	946		1,695
Received in 2022		10,839		18,932

The exact receipts in 2022 of the RCF from the above governments are as follows: NORAD \$1,597,439, FCDO \$5,089,895, Minister of Foreign Trade and Development Cooperation € 2,250,000, WHO/ UNAIDS/ PEPFAR \$1,388,888 and Bill & Melinda Gates Foundation \$ 1.000.000. These are receipts for multi-year programs, some of these receipts in 2022 have been recorded as advance revenue for 2023. In addition, receipts from 2021 have been recognized as revenue in 2022. As a result, the total receipts of € 10,839,000 differ from the recognized revenue of € 19,627,000. (€ 16,788,000 Government subsidies and € 2,839,000 income Bill & Melinda Gates Foundation).

16 Income from other not-for-profit organisations			
Bill & Melinda Gates Foundation	2,839	847	
SHO – see further annex 2 of financial statements	644		
Amsterdam Dinner Foundation	571	500	51
New Venture Fund	232	235	283
GGD GHOR	215		
St Xandi Buijs	100		
The Global Fund to Fight AIDS, Tuberculosis and Malaria	71		
Elton John AIDS Foundation	-		348
Other income from various organisations	44	3	233
	4,715	1,585	915

Bill & Melinda Gates Foundation is included here and concerns the contribution to the Robert Carr Foundation project.

	Actual 2022	Budget 2022	Actual 2021
17 Other income			
Information material	3	-	14
Income Slinger	-	-	64
Income Heartgallery	8	50	15
Training, workshops, conference and other	94	39	44
	106	89	138

The income from information material and income from training, workshops and conference relate to national activities.

In 2022, a new multi-year strategy "For all that is love" was adopted for the period 2022-2025. In it, three dream goals were defined:

18 Objective 1. No one dies of AIDS and no new HIV infections			
Financial contributions to third parties	20,929	18,379	
Direct costs	3,524	3,959	
Indirect costs of our own organisation	4,894	4,813	
	29,346	27,151	
19 Objective 2. Sexual health and rights for all			
Financial contributions to third parties	11,952	9,797	
Direct costs	2,210	2,621	
Indirect costs of our own organisation	3,722	3,928	
	17,884	16,347	
20 Objective 3. Cure available for all people living with HIV			
Financial contributions to third parties	247	1,411	
Direct costs	79	247	
Indirect costs of our own organisation	292	463	
	618	2,121	

In 2021 there was an additional call for the years 2022 and 2023, together with NWO for € 3 million. Research expenditures were accounted for in 2021 expenditures. As a result, this expenditure is lower than budgeted. After correcting this item, the expenses would come to € 2,118 and be in line with budget.

21 Objectives 1 through 5 policy period through 2021			
The strategy through 2021 had 5 policy objectives, the spending in 2021 was as follows:			
Objective 1: Drastically reduce HIV and STIs in NL			5,681
Objective 2: Less than 200,000 HIV infections worldwide			11,530
Objective 3: Worldwide all people living with HIV on treatment			11,530
Objective 4: A cure for HIV			4,354
Objective 5: Awareness, support in society and full funding of the Aids and STI response			6,040
	-	-	39,135

Objectives 1 and 4 pertained to the National Division; Objectives 2, 3 and 5 pertained to all international projects and programs.

	Actual 2022	Budget 2022	Actual 2021
22 Fundraising costs			
Direct costs	1,859	1,839	1,536
Indirect costs of our own organisation	1,388	759	800
	3,247	2,598	2,335

This concerns activities in the field of marketing focused on fundraising. In 2022 we reassessed the allocation of fundraising costs. This has led to adjustments and higher expenses. The increase compared to the budget relates entirely to the change in this allocation and not to the absolute expenses incurred for fundraising.

Below is the ratio of the fundraising costs as a percentage of the total funds raised:

Total income	54,728	49,279	45,589
Fundraising costs	3,247	2,598	2,335
Ratio of fundraising costs	5,9%	5,3%	5,1%

The organisation strives to limit the fundraising costs below 7% of the total income. The higher than budgeted recruiting costs are not the result of an overrun in expenses, but the result of a different (actual than budgeted) distribution of expenses among the various spending categories.

23 Management and administration costs			
Indirect costs of our own organisation	3,466	2,486	2,583

Management and administration ratio

Below is the ratio of management and administration costs as a percentage of the total expenditure:

Total expenditure	54,562	50,703	44,054
Management and administration costs	3,466	2,486	2,583
Management and administration ratio	6,4%	4,9%	5,9%

The organisation strives to limit the Management and administration costs between 3-6% of the total income. The cost of management and administration came out higher than budgeted because not all price increases of internal costs (due to inflation) were passed on in the hourly rate financed by external subsidies. This was an exceptional situation in 2022. This was an exceptional situation in 2022. As a result there is an overspend on this item. The goal remains to keep the rate below 6%.

24 Balance of financial income and expenditure			
Interest	-53		-105
Unrealised calculation differences	-52		85
Unrealised exchange differences	5		-
	-100	-	-20

Interest is negative instead of positive because until September 2022, banks pass on negative interest on a portion of the total balance on checking and savings accounts. The foreign exchange differences concern the USD-EUR exchange rate: for the Robert Carr civil society Networks Fund, funds are held in a USD account through which liabilities are paid in USD and income received in USD. In 2022, the remaining account differences have been written off which, after the formal completion of the 2016-2018 project period remained on the balance sheet.

Executive remuneration

Name	Mark Vermeulen
Function	Board of Directors
Employment	
Nature of the agreement (term)	indefinite
	1-1-2022
	31-12-2022
Hours per week	36
Part-time percentage	100%
Remuneration 2022 (euros)	
Annual Income	
Gross wage/salary	99,320
Vacation money	7,910
Year-end bonus	8,863
Variable annual income	-
Total annual income	116,092
SV charges (wg part)	10,979
Taxable allowances/additions	-
Pension expense (wg part)	16,086
Pension compensation	-
Other long-term benefits	-
Termination of employment benefits	-
Total remuneration 2022	143,058
Total remuneration 2021	134,442

The actual annual income of the Management Board relevant for the test, against the applicable maximum, was € 116,092 (1 FTE) for the Management Board. This remuneration remained within the applicable maximum of € 148,215 per year. The annual income, taxed allowances/additions, the employer's pension contribution, pension compensation and other long-term remuneration remained within the maximum amount of € 184,033 per year for the Management Board at € 143,058.

Please refer to Chapter 2 of the annual report for an explanation of the executive compensation policy.

Explanation of burden distribution

(in euro's x 1,000)

Specification and distribution of costs by destination

	Objective			Fundraising costs	Management and administration	Total 2022	Budgeted 2022	Total 2021
	1. No one dies anymore from AIDS and no new HIV infections	2. Sexual health and rights for everyone	3. Healing available for all people living with HIV					
Grants and contributions	20,929	11,952	247	-	-	33,077	29,587	25,093
Purchases and acquisitions	3,524	2,210	79	1,859	-	7,723	8,858	6,361
Personnel costs 1)	4,072	3,097	243	1,155	2,138	10,706	10,263	10,516
Housing Costs	284	216	17	81	149	747	690	674
Office and general expenses	537	409	32	152	282	1,412	1,304	1,253
Results FB	-	-	-	-	897	897	-	156
Totaal	29,346	17,884	618	3,247	3,466	54,562	50,702	44,053
Implementation costs	4,894	3,722	292	1,388	3,466	13,762	12,257	12,599

In addition to salary costs, the personnel costs item includes training costs, hiring of non-salaried personnel and costs to recruit new employees. A wage increase was implemented in 2022 in accordance with the salary trend in the central government. The pension plan is an average pay plan. As of October 1, 2022, PFZW pension benefits are indexed by 2.7%. The December 2022 policy coverage ratio is 111.6%.

Result FB item is charged directly to earnings and not allocated to targets. This relates in particular to costs for external hiring on hard-to-fill vacancies in Marketing & Communications Department and Management & Services Department.

Total audit fees for 2022 amount to € 253,627. An amount of € 242,736 relates to BDO, an amount of € 10,890 relates to Deloitte. The charges were taken when the work was performed.

Accounting fees	2022	2021
Audit of financial statements	114,043	89,527
Other audit work	139,594	42,986
	253,627	132,513

	Objective			Fundraising costs	Management and administration	Total 2022	Budgeted 2022	Total 2021
	1. No one dies anymore from AIDS and no new HIV infections	2. Sexual health and rights for everyone	3. Healing available for all people living with HIV					
Personnel costs								
Wages and salaries	2,796	2,126	167	793	1,468	7,349	7,797	7,698
Employee Insurance	448	341	27	127	235	1,178	1,170	1,239
Pension Insurance	342	260	20	97	179	899	858	901
Other personnel costs	487	370	29	138	256	1,280	438	677
Total personnel costs	4,072	3,097	243	1,155	2,138	10,706	10,263	10,516
Result FB - coverage deficit press.charges via hours						792		
						11,386	10,263	10,516

Employees in fte.

in 2022	49,6	37,7	3,0	10,6	20,5	121,4		121,7
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In 2022, two employees working outside the Netherlands were employed by the Aidsfonds Foundation - STI AIDS Netherlands. In addition, there were employees working abroad through hosting agreements or other hiring.

Other Information

Adoption and approval of financial statements

The Supervisory Board of Stichting Aids Fonds – Soa Aids Nederland approved the 2022 financial statements at its meeting on June 13, 2023.

Profit appropriation

The result is distributed according to the result distribution included in the 2022 Statement of Income and Expenditure under Result appropriation.

C. AUDITOR'S REPORT



Independent auditor's report

To: the Managing Board and the Supervisory Board of Stichting Aidsfonds - Soa Aids Nederland

A. Report on the audit of the financial statements 2022 included in the annual report

Our opinion

We have audited the financial statements 2022 of Stichting Aidsfonds - Soa Aids Nederland, based in Amsterdam.

In our opinion, the financial statements give a true and fair view of the financial position of Stichting Aidsfonds - Soa Aids Nederland as at 31 December 2022 and of its result for 2022 in accordance with the Dutch Accounting Standards Board 650 Fundraising organizations (RJ650).

The financial statements comprise:

1. the balance sheet as at 31 December 2022;
2. the profit and loss account for 2022; and
3. the notes comprising of a summary of the accounting policies and other explanatory information.

Basis for our opinion

We conducted our audit in accordance with Dutch law, including the Dutch Standards on Auditing. Our responsibilities under those standards are further described in the 'Our responsibilities for the audit of the financial statements' section of our report.

We are independent of Stichting Aidsfonds - Soa Aids Nederland in accordance with the "Verordening inzake de onafhankelijkheid van accountants bij assurance-opdrachten" (ViO, Code of Ethics for Professional Accountants, a regulation with respect to independence) and other relevant independence regulations in the Netherlands. Furthermore, we have complied with the "Verordening gedrags- en beroepsregels accountants" (VGBA, Dutch Code of Ethics).

We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

B. Report on the other information included in the annual report

In addition to the financial statements and our auditor's report thereon, the annual report contains other information, that consists of:

- ▶ the management report.

Based on the following procedures performed, we conclude that the other information is consistent with the financial statements and does not contain material misstatements.

We have read the other information. Based on our knowledge and understanding obtained through our audit of the financial statements or otherwise, we have considered whether the other information contains material misstatements.

By performing these procedures, we comply with the requirements of the Dutch Standard 720. The scope of the procedures performed is substantially less than the scope of those performed in our audit of the financial statements.

The Managing Board is responsible for the preparation of the other information, including the management report in accordance with RJ 650.

C. Description of responsibilities regarding the financial statements

Responsibilities of the Managing Board and the Supervisory Board for the financial statements

The Managing Board is responsible for the preparation and fair presentation of the financial statements in accordance with the RJ 650 Fundraising organizations of the Dutch Accounting Standards Board. Furthermore, the Managing Board is responsible for such internal control as the Managing Board determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

As part of the preparation of the financial statements, the Managing Board is responsible for assessing the foundation's ability to continue as a going concern. Based on the financial reporting framework mentioned, the Managing Board should prepare the financial statements using the going concern basis of accounting, unless the Managing Board either intends to liquidate the foundation or to cease operations, or has no realistic alternative but to do so. The Managing Board should disclose events and circumstances that may cast significant doubt on the foundation's ability to continue as a going concern in the financial statements.

The Supervisory Board is responsible for overseeing the foundation's financial reporting process.

Our responsibilities for the audit of the financial statements

Our objective is to plan and perform the audit engagement in a manner that allows us to obtain sufficient and appropriate audit evidence for our opinion.

Our audit has been performed with a high, but not absolute, level of assurance, which means we may not detect all material errors and fraud during our audit.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. The materiality affects the nature, timing and extent of our audit procedures and the evaluation of the effect of identified misstatements on our opinion.

We have exercised professional judgement and have maintained professional scepticism throughout the audit, in accordance with Dutch Standards on Auditing, ethical requirements and independence requirements. Our audit included among others:

- ▶ Identifying and assessing the risks of material misstatement of the financial statements, whether due to fraud or error, designing and performing audit procedures responsive to those risks, and obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- ▶ Obtaining an understanding of internal control relevant to the audit 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 the foundation's internal control.
- ▶ Evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Managing Board.
- ▶ Concluding on the appropriateness of management's use of the going concern basis of accounting, and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the foundation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause an entity to cease to continue as a going concern.

- ▶ Evaluating the overall presentation, structure and content of the financial statements, including the disclosures.
- ▶ Evaluating whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Supervisory Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant findings in internal control that we identify during our audit.

Utrecht, 27 June 2023

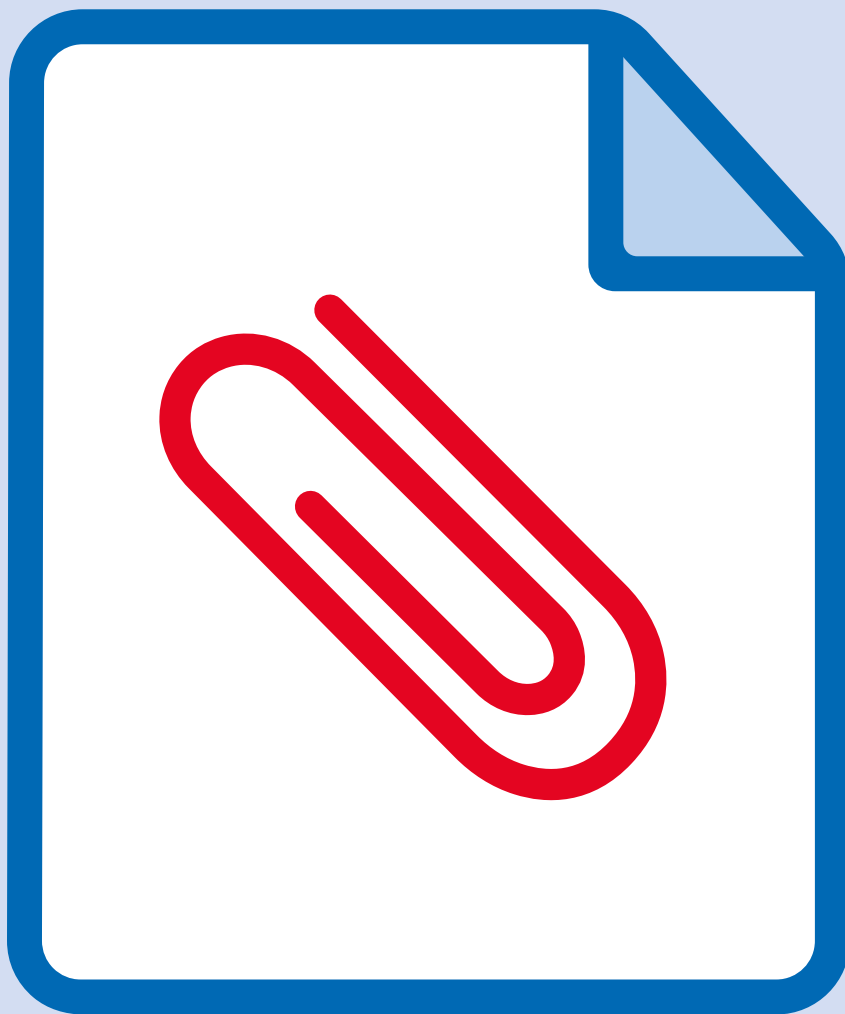
For and on behalf of
BDO Audit & Assurance B.V.,

Digitaal ondertekend door:
Job Terlingen
27 juni 2023 16:42 +02:00...



Original Dutch version has been signed by
drs. J.S. Terlingen RA

D. APPENDIXES



Appendix 1 Budget for 2023

(in euro's x 1,000)

	Budget for 2023	Actual 2022	Actual 2021
Income:			
Income from Private individuals	10,711	11,405	12,947
Income from companies	1,888	787	648
Income from lottery organisations	3,431	3,972	4,160
Subsidies from governments	32,156	33,743	26,781
Income from other not-for-profit organisations	1,438	4,715	915
Total acquired income	49,624	54,622	45,451
Other income	176	106	138
Total income	49,800	54,728	45,589
Expenditure:			
Spent on objectives			
<u>Objectives from 2022 onwards</u>			
1. No one dies of AIDS and no new HIV infections	27,679	29,346	
2. Sexual health and human rights for all	17,062	17,884	
3. Cure available for all people living with HIV	2,226	618	
<u>Objectives till 2021</u>			
1. Drastic reduction of HIV and other STIs in the Netherlands			5,681
2. Worldwide fewer than 200,000 new HIV infections			11,530
3. Worldwide all people living with HIV on treatment			11,530
4. A cure for HIV			4,354
5. Awareness, support in society and full funding of the AIDS and STI response			6,040
	46,967	47,848	39,136
Cost of fundraising	2,985	3,247	2,335
Management and administration	2,772	3,466	2,583
Total expenditure	52,724	54,562	44,053
Balance of financial income and expenditure	-2,924	166	1,536
Balance before financial income and expenditure	-	-100	-
Additional organisation spending 2023	-320		
Balance of income and expenditure	-3,244	66	1,536
Management and administration costs (of total expenditure)	5,3%	6,4%	5,9%
Spent on objective (of total income)	94,3%	87,4%	85,8%
Spent on objective (of total expenditure)	89,1%	87,7%	88,8%

Appendix 2

Financial (final) accountability from Giro 555 action

(in euro's x 1,000)

For participants and guest participants	2022	Through 2022
Income:		
Income from income from third-party actions	643,757	643,757
Interest	-	-
Total income	643,757	643,757
Cost of preparation and coordination (AKV)	42,115	42,115
Total available for auxiliary activity	601,642	601,642
Spending		
Understanding on-site spending		
On-site spending by the implementing organisation	331,984	331,984
On-site spending by the international dome	257,196	257,196
Spending on site by the participant himself	12,462	12,461
Total spending	601,642	601,642

In 2022, a total of € 898,619 was received from SHO from the action of Giro 555 for the joint action for Ukraine. Of this, € 643,757 was spent in 2022; the income accounted for is equal to the expenditure. The remaining amount of € 254,862 was recognized as income received in advance in 2023 for the purpose of project spending in 2023.