Item 06 a)- Finances 2024:

a) Subscriptions received for 2024

As at 31/12/2024, we have received **100%** of the due subscriptions (see enclosure).

b) Financial situation at 31/12/2024

The figures present the audited results of the FIEC accounts at 31.12.2024.

As regards the EU-funded projects, taking into account the staff costs which can be covered by the projects' budgets :

Revenue of the different projects: **276.700€**

- TANSIRC 2: 103.400€ (Staff costs: 39.400€)
- MOBICCON: 90.700€ (Staff costs: 55.100€)
- DESOCO 2: 52.400€ (Staff costs: 23.800€)
- SIDE-CIC: 30.200€ *(only Staff costs)*

Total Staff costs related to EU Projects: **118.300€**

The overall final result, including the EU projects, shows a positive result of **232.000€ (R22 Col.E).**

Positive differences:

- **R3:** Payments for prior years' subscriptions: TCA has respected its agreement to pay the sum of **25.000€**. This payment closes all the outstanding dues from TCA.
- **R5:** Other income**: 23.000€**
  - sale of the old company car (19.000€)
  - Other income (4.000€).
- **R8:** Staff costs : **64.000€**
  - salaries indexation (legally mandatory in Belgium) in January 2024 lower than expected
  - parental leave of 2 members of staff
  - start of contract for our new policy officer: 16/09/24
- **R18:** Financial results: **23.000€**
  - interests received on deposit bank account
- **R10 :** Other costs: **4.000€**

  Communication & Documentation: 12.000€
  - less (phone, supplies, materiel renting & maintenance,…) costs due to our constant efforts to reduce costs.

  Subscriptions to other organisations: -5.000€
  - additional subscription for the membership in the European Employers' Institute since this year.

  Meeting & travel expenses: 2.000€
  - less expenses than expected

  Advertising, Congress & Publication costs: 2.000€
  - greater reduction in FIEC publication costs to compensate for the increase in Congress costs.

  Depreciations: 3.000€
  - investments are lower than expected.

  Other costs: -18.000€
  - less expenses than expected: 7.000€
  - Support to Ukraine: -25.000€

2024

SUBSCRIPTIONS RECEIVED AS AT 17-02-25

	A	B	C	D	E	F
1		**subscription**	**Value**		**late pmt int.(+)**	**outstanding**
2		**100%**	**date**	**sum received**	**refund loan(-)**	**subscription**
3	***Statutory***					
4	A	36.297,03 €		36.297,03 €	0,00 €	0,00 €
5	*A-BIB*	*18.148,52 €*	*27-02-24*	*18.148,52 €*		*0,00 €*
6	*A-FVBI*	*18.148,51 €*	*27-02-24*	*18.148,51 €*		*0,00 €*
7	B-*Conf.Const.*	44.155,34 €	15-02-24	44.155,34 €		0,00 €
8	BG	11.017,03 €	23-01-24	11.017,03 €		0,00 €
9	CY	2.553,98 €	12-02-24	2.553,98 €		0,00 €
10	D	277.000,00 €		277.000,00 €	0,00 €	0,00 €
11	*D-HDB*	*138.500,00 €*	16-02-24	*138.500,00 €*		*0,00 €*
12	*D-ZDB*	*138.500,00 €*	27-02-24	*138.500,00 €*		*0,00 €*
13	DK	27.475,91 €	18-01-24	27.475,91 €		0,00 €
14	E	121.762,63 €	02-02-24	121.762,63 €		0,00 €
15	F	234.136,57 €		234.136,57 €	*0,00 €*	0,00 €
16	*F-FFB*	*117.068,29 €*	08-02-24	*117.068,29 €*		*0,00 €*
17	*F-FNTP*	*117.068,28 €*	20-02-24	*117.068,28 €*		*0,00 €*
18	FIN	23.051,20 €	27-02-24	23.051,20 €		0,00 €
19	GR	19.937,03 €	29-02-24	19.937,03 €		0,00 €
20	I	138.500,00 €	28-02-24	138.500,00 €		0,00 €
21	IRL	28.266,12 €	20-02-24	28.266,12 €		0,00 €
23	L	4.789,57 €	06-02-24	4.789,57 €		0,00 €
24	N	34.774,84 €		34.774,84 €		0,00 €
25	*N-EBA*	*17.387,42 €*	01-03-24	*17.387,42 €*		*0,00 €*
26	*N-BN*	*17.387,42 €*	01-03-24	*17.387,42 €*		*0,00 €*
27	NL	71.096,85 €	29-01-24	71.096,85 €		0,00 €
28	P	24.562,99 €	26-02-24	24.562,99 €		0,00 €
29	ROM	39.350,74 €		39.350,74 €	393,63 €	0,00 €
30	*RO-ARACO*	*19.675,37 €*	23-04-24	*19.675,37 €*	393,63 €	*0,00 €*
31	*RO-FPSC*	*19.675,37 €*	19-02-24	*19.675,37 €*		*0,00 €*
32	S	42.876,53 €	18-01-24	42.876,53 €		0,00 €
33	SK	11.482,58 €	17-01-24	11.482,58 €		0,00 €
34		**1.193.086,94 €**		**1.193.086,94 €**	**393,63 €**	**0,00 €**
35	***Policy (30%)***					
36	CZ	8.447,90 €	01-02-24	8.447,90 €		0,00 €
37	EE	1.099,36 €	26-02-24	1.099,36 €		0,00 €
38	H	6.425,80 €	26-02-24	6.425,80 €		0,00 €
39	HR	2.196,38 €	21-02-24	2.196,38 €		0,00 €
40	LT	2.033,37 €	20-01-24	2.033,37 €		0,00 €
41	SLO	1.578,43 €	21-02-24	1.578,43 €		0,00 €
42	UKR	0,00 €				0,00 €
43		**21.781,24 €**		**21.781,24 €**	**0,00 €**	**0,00 €**
44	***Non EU (50%)***					
45	TR	0,00 €				0,00 €
46	CH	24.489,34 €	25-01-24	24.489,34 €		0,00 €
47		**24.489,34 €**		**24.489,34 €**	**0,00 €**	**0,00 €**
48	***Others***					
49	EFFC	5.222,17 €	11-01-24	5.222,17 €		0,00 €
50	EQAR	1.503,73 €	27-02-24	1.503,73 €		0,00 €
51	Israël	5.000,00 €	05-04-24	5.000,00 €		0,00 €
52		**11.725,90 €**		**11.725,90 €**	**0,00 €**	**0,00 €**
53	***Supporting Memb.***					
54	Trouwers & Hamlins	**7.000,00 €**	20-02-24	**7.000,00 €**	**0,00 €**	**0,00 €**
55						
56	**TOTAL**	**1.258.083,42 €**		**1.258.083,42 €**	**393,63 €**	**0,00 €**
57		**100%**		**100,00%**		
58						
59						contrôle
60						**0,00 €**

Projection

Financial Situation as at 31/12/2024

		A	B	C = B - A	D	E=B+D
	in thousand of €	Approved budget 2024	01-01-24 to 31-12-24	Difference Situation Prorata Budget (-) : unfavourable (+) : favourable	Project EU	Total including EU-project 01-01-24 31-12-24
R1	Subscriptions (theoretical) & Support loan refund	1.251	1.258	7		1.258
R2	Amounts "written off" due to unpaid subscriptions	0	0	0		0
R3	Payments for prior years' subscriptions	0	25	25	0	25
R4	**Sub-Total subscriptions (realistic)**	**1.251**	**1.283**	**32**	**0**	**1.283**
R5	Other income	0	23	23		23
R6	Incomes of EU-Project	0	0		277	277
R7	**Total Income (realistic)**	**1.251**	**1.306**	**55**	**277**	**1.583**
R8	Staff costs	-905	-841	64	0	-841
R9	Office costs (rent, fixed & variable costs)	-123	-122	1	0	-122
R10	Other costs	-305	-309	-4	-101	-410
R11	*Communication & Documentations*	*-45*	*-33*	*12*	*0*	*-33*
R12	*External consultants*	*-27*	*-27*	*0*	*-79*	*-106*
R13	*Subscriptions to other organisations*	*-54*	*-59*	*-5*	*0*	*-59*
R14	*Meeting & Travel expenses*	*-42*	*-40*	*2*	*-22*	*-61*
R15	*Advertising, Congress, Publication costs*	*-62*	*-60*	*2*	*0*	*-60*
R16	*Depreciations*	*-30*	*-27*	*3*	*0*	*-27*
R17	*Other costs*	*-45*	*-63*	*-18*	*0*	*-63*
R18	Financial & exceptionnel results	-1	22	23	*0*	*22*
R19	**Total Costs**	**-1.333**	**-1.250**	**83**	**-101**	**-1.351**
R20	**Surplus/ loss FIEC**	**-82**	**56**	**138**		
R21	Income of EU-Projects	105			176	
R22	**Total FIEC Result**	**23**	**56**		**176**	**232**
	Reserves **1.450**		**1.506**			**1.682**

Reserves 31/12/2023

* Including 118K of staff costs