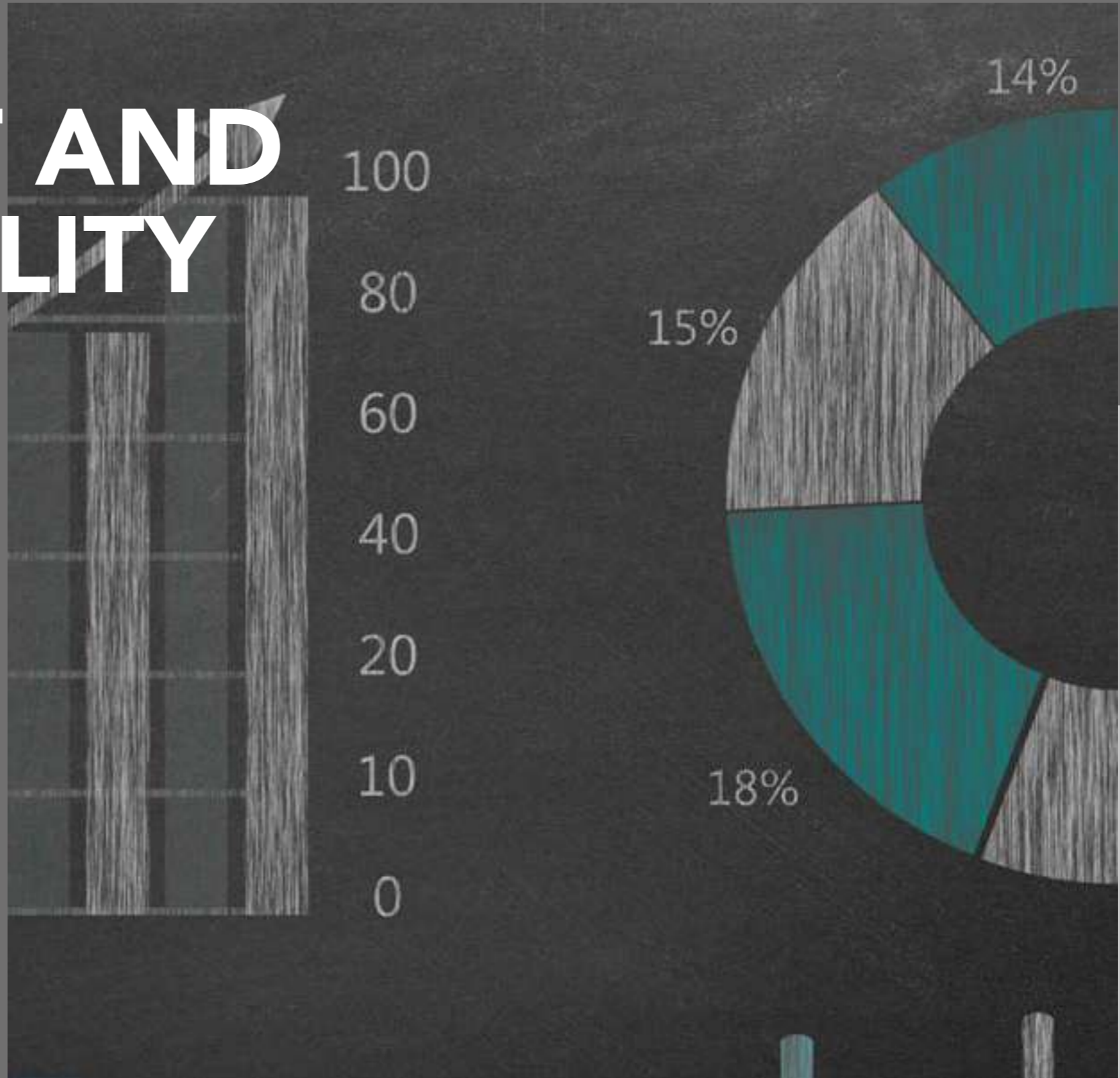


2022: IMPACT AND ACCOUNTABILITY REPORT



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1. INTRODUCTION

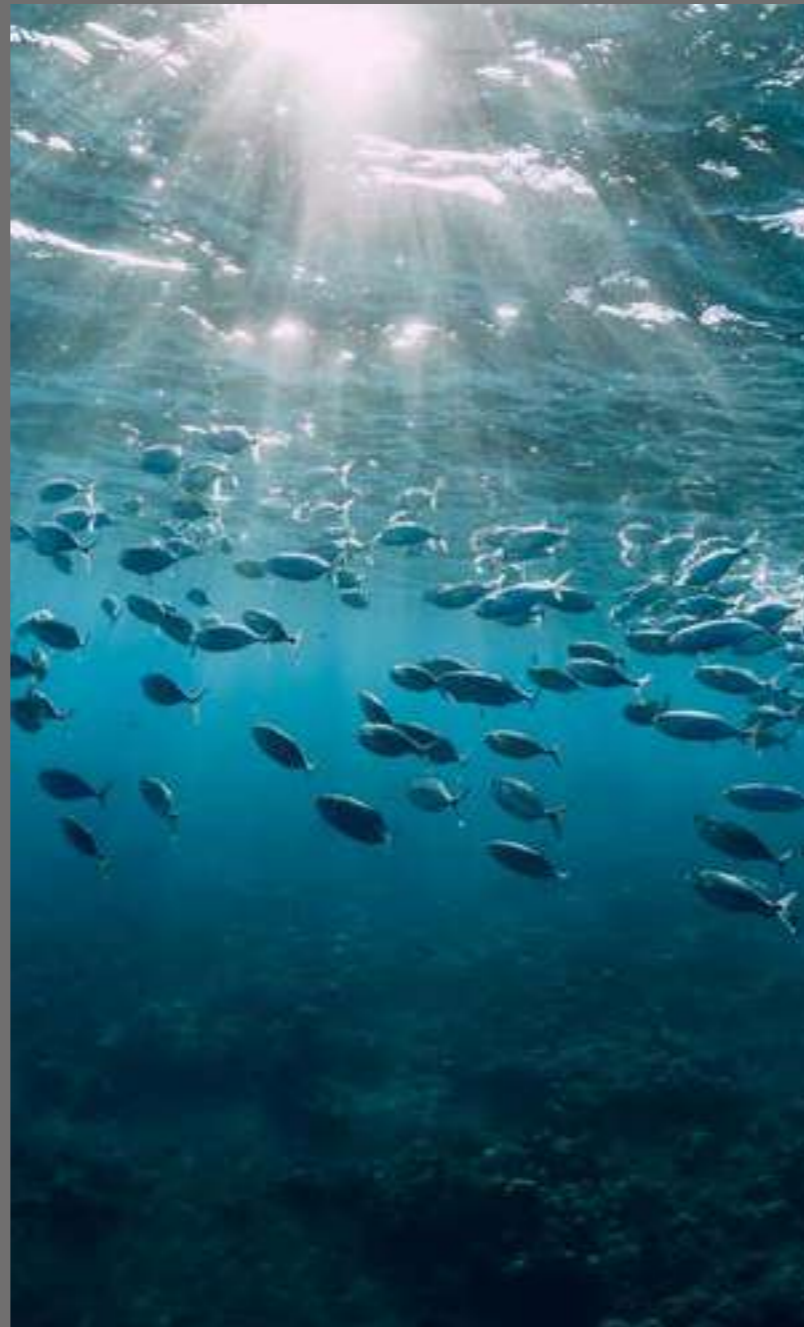
WELCOME ONE MORE YEAR TO OUR 2022 IMPACT AND ACCOUNTABILITY REPORT

A great year that will remain in our memory for managing to close the first campaign Equalia launched, in 2018. That year we brought to Spain the debate on surveillance cameras in slaughterhouses. After three and a half years, the Council of Ministers voted and approved the royal decree making Spain the first country in the European Union to commit to the mandatory installation of CCTV in its 700 slaughterhouses.

The learning and maturity of our work is also being passed on in a greater direct impact on chickens, through securing animal welfare commitments with some of Spain's largest supermarkets, as well as helping to secure commitments to alleviate chickens conditions in large companies internationally. During 2022, for the first time, Equalia has co-led an international campaign, asking Lidl for a commitment in 7 countries.

Institutional efforts from the aquaculture area also brought positive results. In fact, thanks to a joint work between NGOs, production companies, scientific bodies, the Ministry of Agriculture

and the Spanish Aquaculture Business Association (Apromar), the first Guide on fish welfare in Spanish aquaculture was published in 2022. The quote included in the document is relevant: "One of the most commonly used slaughter techniques is death in ice water, theoretically causing thermal shock. However, the World Organisation for Animal Health advises against its use because it has been scientifically proven to generate a lot of stress, anxiety and suffering in fish (OIE 2010). As an alternative, effective pre-slaughter stunning is recommended to ensure a more humane procedure". Only Canada, Greece, Norway, and Spain have created guidelines focusing on fish welfare.



Following the economic principle of "stop production so that production never has to stop", in 2022 we began the challenge of establishing processes and systems that ensure the scalability of the project to have a long-term impact on a greater number of animals, while at the same time making people feel part of a project that creates conditions for professional development and job satisfaction. We therefore made progress in new human resources policies, improved the monitoring of objectives and the strategic planning of internal projects and campaigns. The operations, communication and animal welfare departments in chickens and aquaculture grew in number and, for the first time, students did their internships in the organisation. We introduced new concepts such as empirical management (data-driven decisions) or the create-measure-learn loop. We aim to design contexts that allow people to continue to act with knowledge while doubting what they know, and to openly acknowledge the imperfections of even

their best ideas in the process. We are creating the right processes and systems for a group of ordinary people, properly organised, to cooperate efficiently and maximise their potential.

We have on our doorstep one of the most important institutional breakthroughs in the history of the animal protection movement in the European Union: banning cages in intensive livestock farming. But we will not stop here, because this is only one step in a larger project that is always at the heart of our action: revising animal welfare regulations in various species. We take up the challenge and will redirect our efforts to help this initiative to become law in the shortest possible time.



Guillermo Moreno
Executive Director

2. MISSION AND VISION

Equalia is a non-profit organisation dedicated to improving the living conditions of farmed animals with the lowest animal welfare standards.

Our mission is to reach agreements with companies, institutions and stakeholders that positively affect as many farm animals as possible.

Our vision is a world in which intensive animal farming gives way to animal welfare-friendly food production models.



3. LINES OF ACTION

AWARENESS RAISING

We publish cutting-edge investigative reports, exposing irregular or particularly cruel practices in intensive animal farming to food companies, regulators bodies, and society.

CORPORATE COMMITMENT

We ensure that food companies comply with current animal welfare regulations and negotiate with their corporate social responsibility departments to implement improved standards that reflect the findings of animal science and are in line with European sustainability agendas.

INSTITUTIONAL COMMITMENT

We work with institutions and political groups, helping to develop regulations that integrate animal welfare developments into sustainability agendas.

MOVEMENT BUILDING/ CAPACITY BUILDING

We invest part of our resources in sharing knowledge with other international organisations in the field of effective animal advocacy.

4. PROGRESS 2022

CAGE-FREE EGGS INITIATIVE

WORK DEVELOPED

IN RELATION TO OUR WORK WITH COMPANIES, THE TOP TEN SUPERMARKETS ALREADY HAVE CAGE-FREE COMMITMENTS THAT INCLUDE SHELL EGGS

Our focus during 2022 was to make progress with large retailers whose cage-free policies do not include products with egg ingredients. This work resulted in the extension of the policies of Alcampo and El Corte Inglés, among others.

In terms of implementation of cage free commitments, 8 of the top 10 supermarkets in Spain have reported on the status of implementation, although only 2 report on their own brand. Mercadona and DIA have not reported progress on their commitment. Eroski reported that 57% of the volume of fresh eggs sold in its shops comes from cage-free hens. Consum reported 54%

fresh cage-free egg references (page 81). Alcampo indicated that 65% of the fresh egg units sold are cage-free.

Regarding the extension of the policy to own brand egg ingredients, Mercadona, DIA, Consum and Ahorramás do not yet have this in place.

Three supermarket chains, Lidl, Aldi and Ahorramás, already sell only cage-free fresh eggs. Just Lidl is tackling the transition in the egg ingredient of its own brand eggs. The rest have not committed to or have not reported on this aspect of their cage-free egg policy, as shown in the table.

| RETAILERS RANKING | OWN BRAND FRESH EGG POLICY | OTHER BRAND FRESH EGG POLICY | EXTENSION TO OWN BRAND EGG INGREDIENT | DATE OF FULFILMENT OF THE COMMITMENT |
|---------------------|----------------------------|------------------------------|---------------------------------------|--------------------------------------|
| 1 - Mercadona | Not reporting | Not reporting | Not committed | 2025 ¹ |
| 2 - Carrefour | 100% | Not reporting | Not reporting | 2025 |
| 3 - Lidl | 100% | 100% | 100% | 2019 |
| 4 - DIA | Not reporting | Not reporting | Not committed | 2025 |
| 5 - Eroski | 57% | 57% | Not reporting | 2025 |
| 6 - Consum | 54% | 54% | Not committed | 2025 |
| 7 - Alcampo | 65% | 65% | Not reporting | 2025 |
| 8 - El Corte Inglés | 100% | Not reporting | Not reporting | 2025 |
| 9 - Aldi | 100% | 100% | Not reporting | 2025 |
| 10 - Ahorramas | 100% | 100% | Not committed | 2019 |

STATUS OF IMPLEMENTATION OF CAGE-FREE COMPANY POLICIES IN TOP #10 SUPERMARKETS.

1. During 2022, Mercadona unilaterally changed the compliance date from 2023 to 2025.

Equalia also helped coordinate the participation of European animal welfare organisations in The Open Wing Alliance's first corporate campaign in Asia against Japanese restaurant chain Toridoll, which led to its global commitment.

In October 2022 we published an investigative report on caged hens in Spain, with

a potential media reach of 147 million people. The launch was used as a starting point for the [Cage Free Animals campaign](#). This initiative aims to contribute to the end of the use of cages in animal husbandry as part of the reform of EU animal welfare legislation. In December, the Spanish Ministry of Agriculture, Fisheries and Food [stated that:](#)

"SPAIN SUPPORTS THE TRANSITION TO A CAGE-FREE PRODUCTION MODEL IN INDUSTRIAL LIVESTOCK FARMING"

ACHIEVEMENTS

- **DIRECT IMPACT* ON 1.009.000 HENS.**
- **INTERNATIONAL IMPACT** ON 2.848.000 HENS.**
- **SIX AGREEMENTS WITH COMPANIES.**
- **LAUNCH OF THE INSTITUTIONAL CAMPAIGN "ANIMALS FREE OF CAGES", WHICH AIMS TO INFLUENCE THE SPANISH GOVERNMENT TO CONTRIBUTE TO THE END OF CAGES IN THE EUROPEAN UNION.**
- **PUBLICATION OF AN INVESTIGATIVE REPORT WITH A POTENTIAL MEDIA REACH OF 147 MILLION PEOPLE.**

*Direct impact: number of animals positively benefited by a corporate policy in Spain, in which Equalia has played a key role alone or with 1-2 other organisations.

**International impact: number of animals positively benefited by corporate policies outside Spain. Equalia has led the initiative alone or with 1-2 other organisations. Other organisations may have had a participating role.



EUROPEAN CHICKEN COMMITMENT INITIATIVE

WORK DEVELOPED

DURING 2022, THE DISSEMINATION OF THE EUROPEAN CHICKEN COMMITMENT (ECC) POLICIES HAS CONTINUED AMONG THE TOP 10 SPANISH FOOD RETAILERS (ACCORDING TO THEIR MARKET SHARE VALUE IN 2021)

As part of the #CarrefourSufrimientoAnimal campaign the commitments of some of the leading Spanish supermarkets, such as Carrefour, Eroski and Auchan; and the first two ECC policies in Italy, including Carrefour Italy's commitment, were published.

In addition, other medium sized supermarkets such as BM and E.Leclerc joined the European Chicken Commitment following discussions with Equalia. In October, the #LidlChickenScandal campaign was launched, led by Equalia and the Albert Schweitzer Foundation in Germany. It aims to get Lidl to sign up to the European Chicken Commitment in at least seven countries.

Both campaigns raised public awareness through the launch of six investigative reports in collaboration with Essere Animali (Italy) and VGT (Austria). These publications resulted in a potential audience reach of more than 110 million people in Spain, the UK and Italy, and more than 500 media appearances in 15 countries.

In terms of the status of implementation of the ECC initiative, none of the participating supermarkets have reported progress in their annual reports at the time of writing this report.

ACHIEVEMENTS

- **DIRECT IMPACT* ON 72.965.000 BROILER CHICKENS.**
- **SEVEN AGREEMENTS WITH COMPANIES.**
- **INVESTIGATIVE REPORTS PRESENTED IN FIFTEEN COUNTRIES WITH A POTENTIAL MEDIA REACH OF OVER 110 MILLION.**

*Direct impact: number of animals positively benefited by a corporate policy in Spain, in which Equalia has played a key role alone or with 1-2 other organisations.

FARMED FISH WELFARE

WORK DEVELOPED

SPAIN REMAINS ONE OF THE LEADING FISH PRODUCING COUNTRIES IN THE EUROPEAN UNION

The fact that it is to receive EUR 1.12 billion (USD 1.197 billion) from the European Maritime Fund for Fisheries and Aquaculture, of which EUR 397.2 million (USD 424 million) will go to aquaculture, underlines the importance of the Spanish aquaculture sector.

The Guide to Animal Welfare in Spanish Aquaculture was published in October 2022, as the result of our collaboration with the NGO Compassion in World Farming, scientists, representatives of the Ministry of Agriculture, Fisheries and Food (MAPA) and the Spanish Aquaculture Business Association (APROMAR). The general guide on fish welfare is the first of its kind in Spain, the second in the EU (after Greece, published in 2019) and has been validated by MAPA. At Equalia, we continue to work this year on the development of specific welfare guidelines for sea bream and sea bass.

In addition, this guide is now available on the [EU Aquaculture Assistance Mechanism](#) website, a database that brings together all the current knowledge and development of European aquaculture. The EU's Directorate-General for Maritime Affairs and Fisheries (DG MARE) invited us to present it during its 15th Technical Summit on Aquaculture. At the same time, through Eurogroup for Animals, we have submitted it to the European Commission (EC) for consideration, in line with its current review of animal welfare legislation.

Simultaneously, we have continued to develop the Fish Welfare Tracker (FWT), our benchmarking tool on corporate disclosure of progress in fish welfare at national level. For the time being, its launch has been postponed in order to explore new approaches for farmed fish marketed in Spain. This decision was taken after a meeting with APROMAR.

Equalia has taken the initiative to set up a working group with producer companies, retailer associations and associations of the Spanish aquaculture sector. We plan to use this group to discuss humane stunning and slaughter, operational procedures for farmed fish and Corporate Social Responsibility (CSR) policies.

At the initiative of Equalia, Eurogroup for Animals submitted a parliamentary question in the context of the legislative review on animal welfare. The European Commission responded to the question, confirming that it intends to include the stunning of fish before slaughter, based on scientific advice, and that it will lay down specific provisions for the slaughter of certain farmed fish species (Atlantic salmon, rainbow trout, common carp, sea bass and sea bream).



ACHIEVEMENTS

- **PUBLICATION OF THE FARMED FISH WELFARE FOR SPANISH AQUACULTURE GUIDE, VALIDATED BY THE SPANISH MINISTRY OF AGRICULTURE, FISHERIES AND FOOD AND ADDED TO THE EUROPEAN UNION AQUACULTURE ASSISTANCE MECHANISM DATABASE.**
- **CORPORATE AND INSTITUTIONAL OUTREACH IN AQUACULTURE HAVE FOCUSED ON FAVOURING MANDATORY STUNNING BEFORE SLAUGHTER. WE PARTICIPATED IN THE FIRST HUMANE STUNNING EVENT, WHERE A PROJECT WAS BORN (OF WHICH WE ARE PART) TO IMPLEMENT IT IN SEA BREAM AND SEA BASS MARINE FARMS.**

MANDATORY CCTV CAMERAS IN ALL SLAUGHTERHOUSES INITIATIVE

UPDATE

IN RECORD TIME, THE CAMPAIGN THAT KICKED OFF EQUALIA IN 2018 ACCOMPLISHED THE OBJECTIVE FOR WHICH IT WAS LAUNCHED: TO ACHIEVE THAT ALL SPANISH SLAUGHTERHOUSES HAVE CCTV CAMERAS IN THEIR FACILITIES

It took intense corporate and institutional work. Up to six investigative reports, with images of extreme brutality of mistreatment never seen before in Spain, were viralised in more than 30 countries, shedding light on an unknown problem, and proposing an economic, viable and win-win solution. The first commitments were made with production companies and large-scale distributors. At the same time, various interest groups showed their support for the campaign, including consumer associations, trade unions and even the Spanish meat sector itself. All that was missing was a complete alignment with the parliamentary arc. To this end, we began intense institutional work, first at the regional level and then at the national level. We managed to pass 6 bills in 6 autonomous communities with a broad consensus in favour of the proposal. Soon after, we escalated the proposal to the Government, asking for a new law on cameras in slaughterhouses through

the excellent media coverage of the investigative reports. In October 2020, the Ministry of Consumer Affairs presented the draft royal decree for public consultation on 24 March 2021. Finally, the new regulation was voted and approved by the Council of Ministers on 23 August 2022, making Spain the first EU country to pass this law.

We consider the approval of the royal decree as a first step in the right direction, but we have tried to show caution in celebrating this development. Our criticism concerns the way in which the new royal decree proposes to carry out the viewing of the images, which falls mainly on the operator (slaughterhouse), and not on the official veterinary service, or on an independent third party, as we would have expected. In addition, there is ambiguity in the procedure as to the periodicity and timing of the viewing of the images.

Los mataderos estarán obligados a instalar cámaras de vigilancia

- El Gobierno impulsa un proyecto por el que se tienen que grabar las zonas con animales vivos y controlar su bienestar
- Cada matadero tendrá un gasto de entre 3.000 y 6.000 euros para adaptarse a la norma del Ministerio de Consumo

CARLOS MANSO / TERESA SÁNCHEZ MADRID

España será el primer país de la Unión Europea con sistemas de videovigilancia obligatoria en los mataderos para garantizar el control del bienestar de los animales, pero también la seguridad alimentaria. La norma, aprobada ayer en Consejo de Ministros y que nace impulsada a propuesta del Ministerio de Consumo, establece medidas adicionales para garantizar el control desde el momento de descarga del animal hasta la actividad de «atordamiento y sangrado». La única etapa que quedará fuera de las grabaciones será la zona de espera de los camiones, donde la

instalación de videocámaras será opcional y voluntaria. Ese sí, las empresas responsables deberán llevar un control del tiempo de permanencia de los animales en los vehículos.

Tras la publicación en el Boletín Oficial del Estado (BOE) del Real Decreto, los grandes mataderos contarán con un año para adaptarse a la nueva normativa, mientras que las pequeñas instalaciones tendrán un plazo de adaptación mayor, de hasta unos años. Las cámaras de vigilancia deberán abarcar como mínimo las instalaciones en las que se encuentran animales vivos, incluyendo las zonas de descarga, los pasillos de conducción y las zonas donde se procede a las actividades de sacrificio como el atordamiento y sangrado previos a la

inserción del animal. Además, en el caso de aves y porcinos, se deberá filmar el proceso de escaldado (la inmersión de los animales en agua caliente) para comprobar que no se sorroten a esta operación los animales que presenten signos de vida.

«Se trata de una norma que sintoniza a España a la cabeza de Europa en esta materia y que, además de garantizar el bienestar de los animales durante su permanencia en los mataderos, mejorará también las garantías de seguridad alimentaria para los consumidores», valoró el ministro de Consumo, Alberto Garzón, en una nota enviada a los medios.

Además, los responsables de los mataderos deberán conservar treinta días las imágenes filmadas durante la descarga, el alojamiento en los corrales, la conducción a la zona de atordamiento, la sujeción, el atordamiento y el sangrado hasta la muerte para posibles comprobaciones «a posteriori» por parte de los servicios de control oficial de las comunidades autónomas. En cualquier caso, los responsables de los mataderos también deberán garantizar la reproducción y transmisión de estas imágenes a otros dispositivos de igual calidad que la copia original. Un material



That said, we see the law as a first step on which to build new scaffolding to improve the ability to detect undesirable behaviour and generally raise animal welfare standards. New technology companies, with artificial intelligence at the service of the royal decree, describe the way forward. On our side, we will hold talks with the Ministry of Consumer Affairs to ensure that the deadline set for compliance with the new royal decree (one year from 25 August 2022) is met in 100% of slaughterhouses.

Spain has approximately 700 slaughterhouses that slaughter more than 900 million animals annually in our country.



OPERATIONS

PEOPLE AND CULTURE

2022 WAS THE START OF THE PROCESS OF FORMALISING OUR HUMAN RESOURCES POLICIES, PROTOCOLS, AND TRAINING PROGRAMMES

During the year we developed and implemented our code of ethics, benefits and remuneration policy, recruitment policy, internal communication protocol, sexual and gender-based harassment protocol and training sessions on identifying inappropriate behaviour in the organisation. The aim of creating this set of policies was to formalise procedures and guidelines that support a healthy work environment and will serve as a basis for future culture-related activities.

Within our code of ethics, members of the organisation can report inappropriate behaviour anonymously. Last year, the team participated in a course offered by the Fundación Mujeres on sexual harassment and certificates were awarded to each participant. Our protocol on sexual and gender-based harassment was created in collaboration with the same organisation. This protocol has recently been finalised and further sessions will be held in 2023 to review it with the team. The internal communication protocol and training sessions focused on shaping a healthy organisational culture where conflicts are managed appropriately and fairly.

In addition, one of our objectives was to facilitate the on-boarding process for new members. We put in place buddy program in which each new hire is supported by a person from the organisation (with more than one year of seniority) to answer questions about how we operate, our protocols and any other questions or doubts that

may arise during the first three months. We also created an integration and welcome plan of fifteen sessions (thirty minutes each) for new recruits. During their first weeks, we covered topics such as the history of the organisation, the structure, our projects, our mission and values, the members of our team and the tools we use, among others.

Equalia conducted its annual (soon to be biannual) team satisfaction survey, with a response rate of 83.33%. The results show that:

87% OF RESPONDENTS ARE VERY SATISFIED WITH THE ORGANISATION

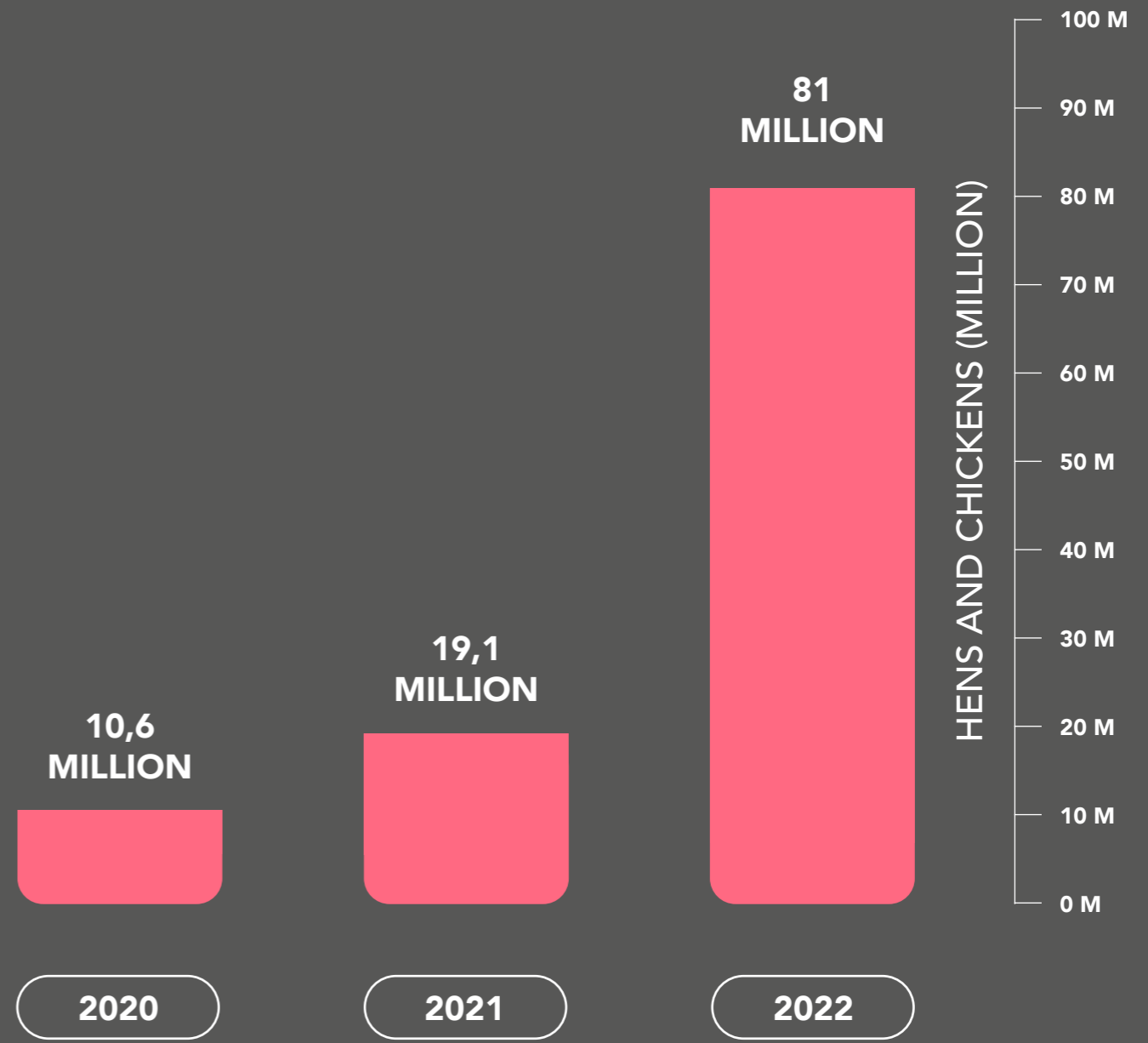
while the remaining 13% remain neutral. Based on this information and the constant feedback we receive from the team, we can attest that our way of working and the policies we have developed throughout the year have resulted in high levels of overall satisfaction among the staff. We are constantly working on further improvements, and our aim is to further increase the satisfaction score until the end of 2023. We are also working on generating processes to develop new policies and reinforce existing ones, in order to achieve greater alignment with our values.

5. AGGREGATED HISTORICAL IMPACT

IN THIS SECTION WE SHOW THE EVOLUTION OF EQUALIA'S IMPACT DATA ON THE NUMBER OF MILLIONS OF HENS AND BROILER CHICKENS BENEFITED BY THE ORGANISATION'S INTERVENTIONS SINCE 2020

We do not add the number of fish impacted, as it is currently not possible to calculate it with our actual capacity.

TOTAL DIRECT IMPACT ON POULTRY



6. 2022 FINANCE AND ACCOUNTING

2022 ACCOUNTING

BELOW WE PRESENT OUR 2022 FINANCIAL YEAR

To show transparency in the income figure, we give two figures. This is because our main source of funding comes from effective altruistic philanthropic foundations. Grants from such entities cover expenses over a specific period of time, which often does not coincide with the calen-

dar year. Therefore, the first amount shown is the total amount of grants received in 2022, and the second shows the proportion of these grants charged to the fiscal year, as most of it will be spent in 2023 and 2024.

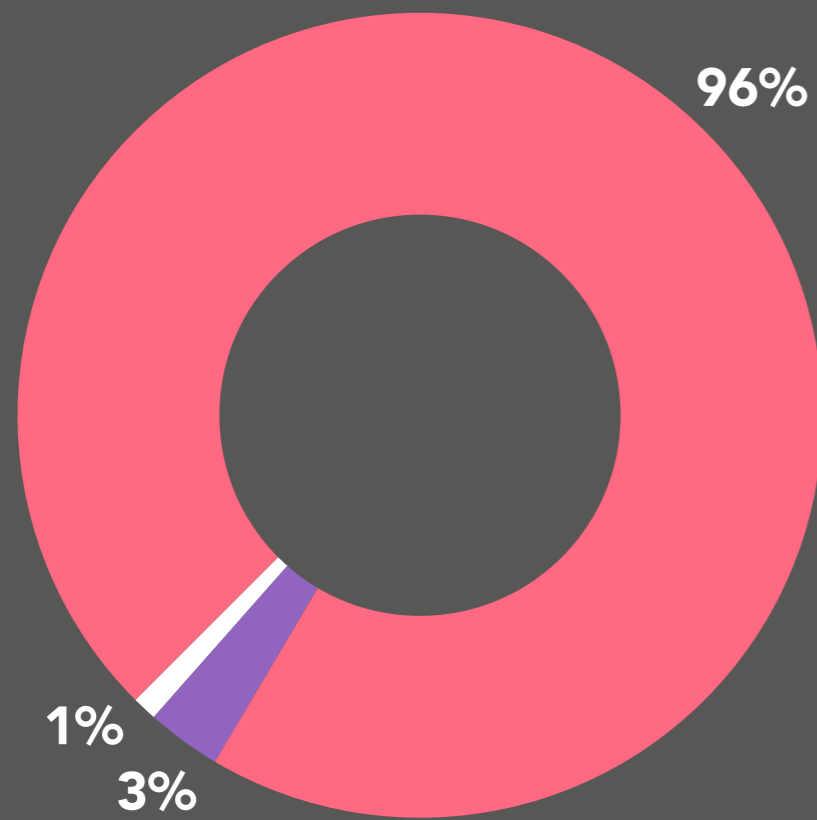
BALANCE SHEET

CONVERTED TO DOLLARS AS OF DECEMBER 30, 2022

- **TOTAL 2022 DONATIONS:** **\$1,583,801**
- **DONATIONS INTENDED FOR 2022:** **\$900,755**
- **EXPENSES 2022:** **\$847,588**

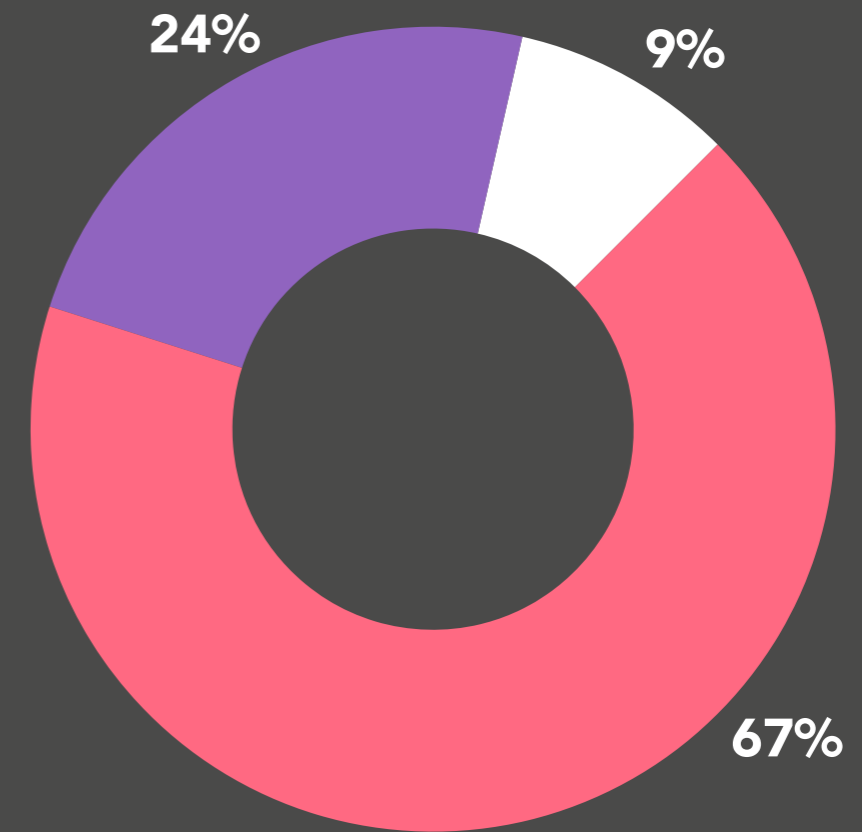
INCOME AND EXPENDITURE

INCOME RATIO FOR 2022



- DONATIONS FROM ENTITIES
- ONE-TIME PRIVATE PHILANTHROPIC DONATIONS
- MEMBERS

EXPENDITURE RATIO

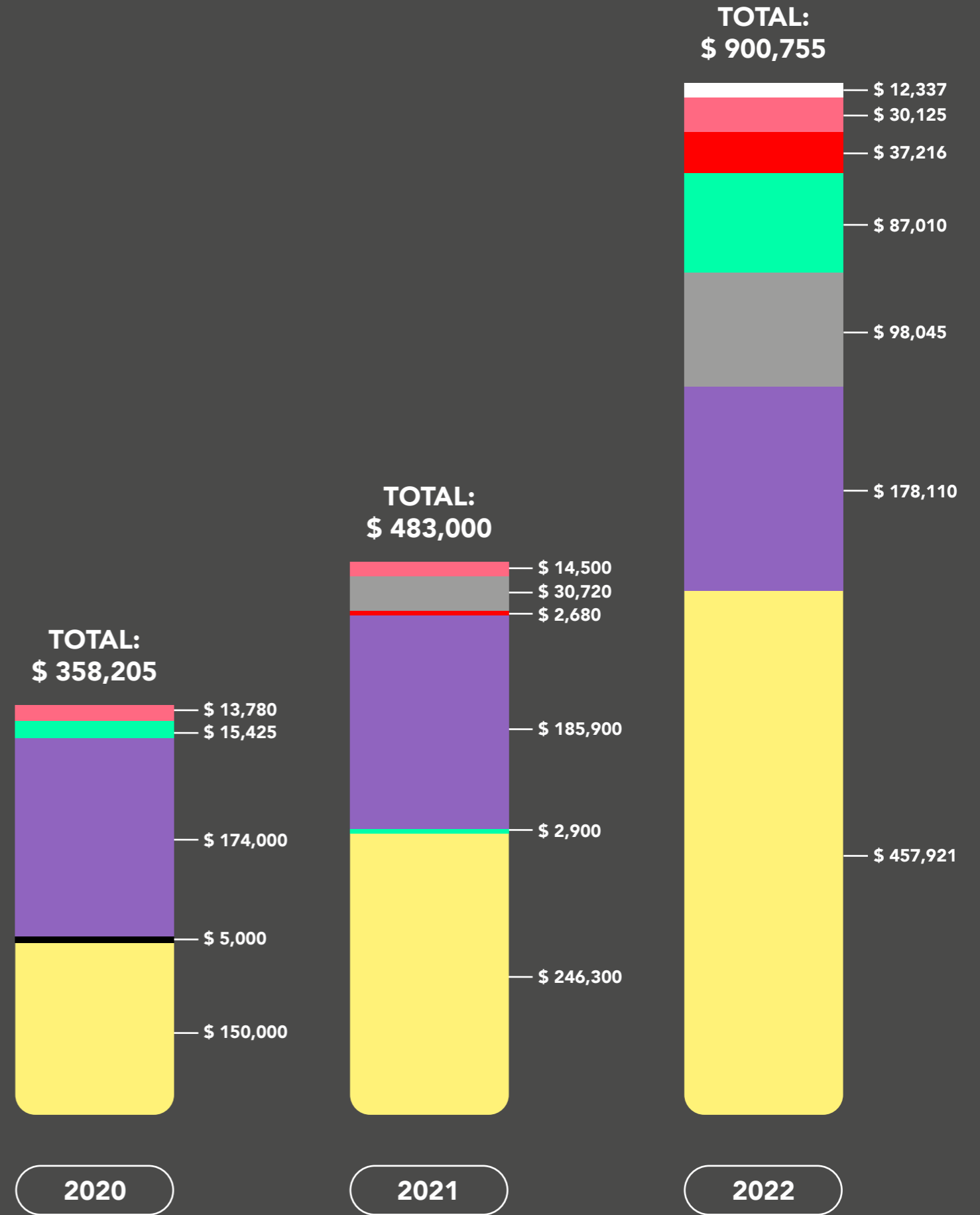


- CAMPAIGNS
- GENERAL AND ADMINISTRATION
- FUNDRAISING

ANNUAL GROWTH

CONVERTED TO DOLLARS AS OF DECEMBER 30, 2022

- OPEN PHILANTHROPY
- CENTER FOR EFFECTIVE ALTRUISM (EFFECTIVE VENTURES)
- OPEN WINGS ALLIANCE
- FARMED ANIMAL FUNDERS
- ANIMAL CHARITY EVALUATORS
- MEMBERSHIP FEES, ONE-TIME DONATIONS AND OTHER INCOME
- EUROGROUP FOR ANIMALS
- POLLINATION PROJECT



7. STRUCTURE

INTRODUCTION OF OUR TEAM

GOVERNANCE

In 2022, particular emphasis was placed on the creation of Equalia's leadership team. The leadership team is understood to be the main decision-making body of the organisation, while we are working on the creation of our Board of Directors. This is being developed under the guidance of international leaders in the animal advocacy movement.



Guillermo Moreno
Co-founder and Executive Director



Sandra de la Rosa
Operations Director



José Ramón Mallén
Senior Fundraising Manager



Nicolás Giraldo
Junior Culture and People Manager



Nina Wine
Operations Manager



Sonia López
Senior Communications Manager



Julia Elizalde
Campaigns manager



Claudia Millán
Fish Welfare Specialist



Blanca Ponce
Institutional Relations Specialist



Álvaro Ruiz
Brand Manager



Michelle Veytia
Junior Digital Marketing Manager



Meritxell Méndez
Video Editor



Itziar García
Content Creator



Adriana Evangelista
Business advocacy specialist



Juan Ramos
Aquaculture Business Advocacy Specialist



Lucía Pájaro
Campaigns Coordinator



Luciano Miguel Peña
Finance and Accounting Manager



Julia Guitart
Culture and People Coordinator

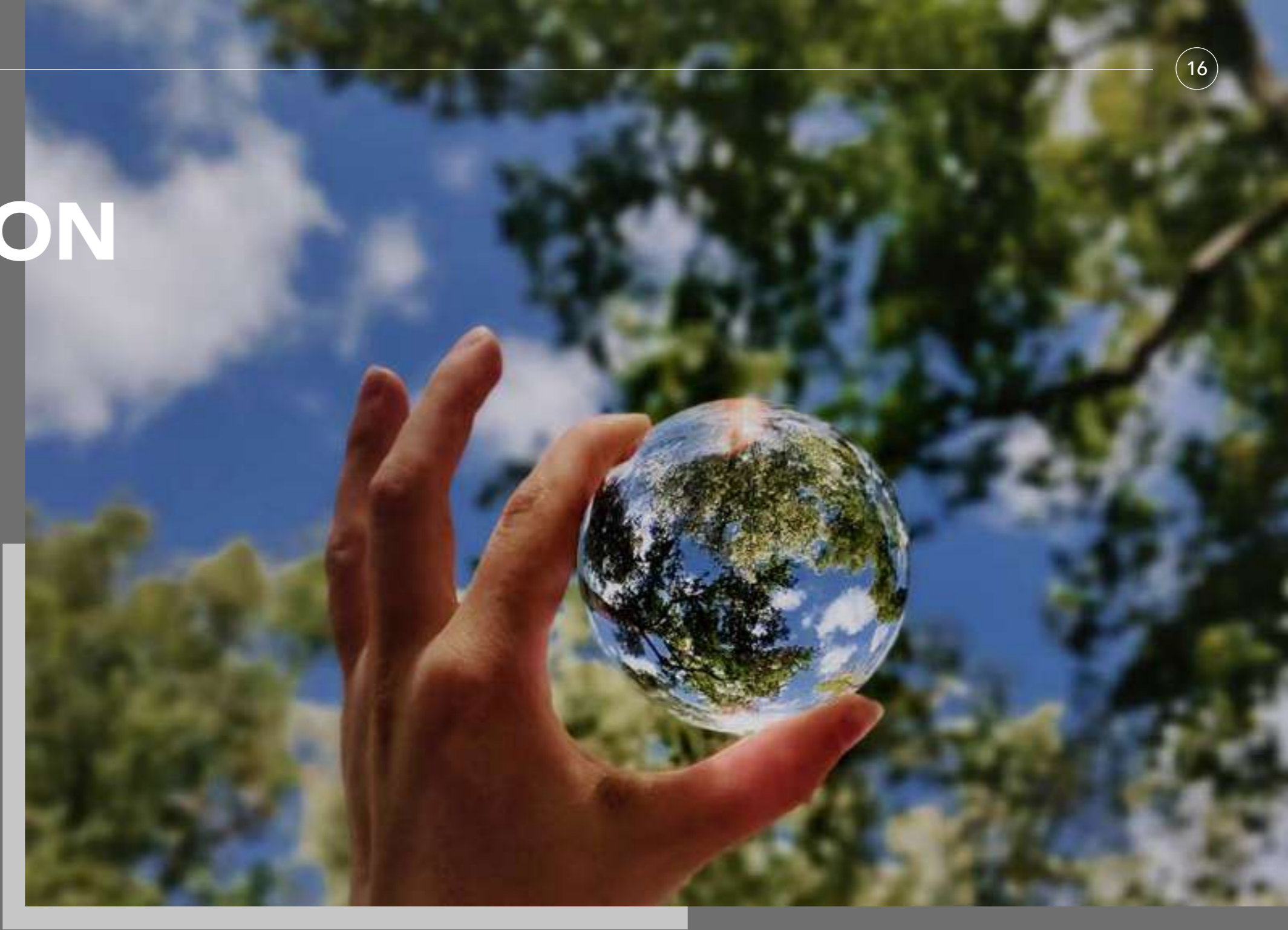


Miriam Martínez
Fish Welfare Manager



Zeinab Abediostad
Trainee Aquaculture Assistant

8. GENERAL INFORMATION



EQUALIA 2018 (EQUALIA), CIF G88148028, IS A NON-PROFIT ASSOCIATION LEGALLY REGISTERED IN THE NATIONAL REGISTER OF ASSOCIATIONS: SECTION 1A / NATIONAL NUMBER: 615639.

FOUNDATION: MAY 2018
CONTACT: INFO@EQUALIAONG.ORG

9. ANNEXES

ANNEX 1

LIST OF ANNUAL ACCOUNTS (BALANCE SHEET)

Listado de cuentas anuales (Balance de Situación) Pág. 1

Ejercicio: 2022, Periodo: Apertura-Diciembre (Euros)

| Activo | | Pasivo | |
|--|--------------|--|--------------|
| A) ACTIVO NO CORRIENTE | 9.082,24 | A) PATRIMONIO NETO | 1.685.555,51 |
| III. Inmovilizado material | 9.082,24 | A-1) Fondos propios | 1.685.555,51 |
| B) ACTIVO CORRIENTE | 1.707.468,98 | III. Excedentes de ejercicios anteriores. | 914.251,92 |
| II. Existencias | 4.874,67 | IV. Excedentes del ejercicio. | 771.303,59 |
| VI. Inversiones financieras a corto plazo | 3.000,00 | B) PASIVO NO CORRIENTE | 0,00 |
| VIII. Efectivo y otros activos líquidos equivalentes | 1.699.592,31 | C) PASIVO CORRIENTE | 31.394,33 |
| TOTAL ACTIVO (A+B) | 1.716.559,22 | III. Deudas a corto plazo | 12.244,00 |
| | | 3. Otras deudas a corto plazo | 12.244,00 |
| | | VI. Acreedores comerciales y otras cuentas | 43.638,33 |
| | | 2. Otros acreedores | 43.638,33 |
| | | TOTAL PATRIMONIO NETO Y PASIVO | 1.716.949,84 |

ANNEX 2

LIST OF ANNUAL ACCOUNTS (PROFIT AND LOSS)

Listado de cuentas anuales (Pérdidas y Ganancias) Pág. 1

Ejercicio: 2022, Periodo: Enero-Diciembre (Euros)

| | (Debe) Haber |
|--|--------------|
| A) Excedente del ejercicio | 771.303,59 |
| 1. Ingresos de la actividad propia | 1.559.457,40 |
| a) Cuotas de asociados y afiliados | 12.519,91 |
| d) Subvenciones, donaciones y legados imputados al excedente del ejercicio | 1.546.937,49 |
| 3. Gastos por ayudas y otros | 45.321,92 |
| a) Ayudas monetarias | 45.321,92 |
| 6. Aprovisionamientos | 23.548,72 |
| 7. Otros ingresos de la actividad | 248,59 |
| 8. Gastos de personal | 591.684,91 |
| 9. Otros gastos de la actividad | 127.019,33 |
| 10. Amortización del inmovilizado | 718,91 |
| A.1) EXCEDENTE DE LA ACTIVIDAD (A1+A2+A3+A4+A5+A6+A7+A8+A9+A10+A11+A12+A13) | 771.412,20 |
| 17. Diferencias de cambio | 108,61 |
| A.2) EXCEDENTE DE LAS OPERACIONES FINANCIERAS (A14+A15+A16+A17+A18) | 108,61 |
| A.3) EXCEDENTE ANTES DE IMPUESTOS (A.1 +A.2) | 771.303,59 |
| A.4) Variación de patrimonio neto reconocida en el excedente del ejercicio (A.3+A19) | 771.303,59 |
| I) RESULTADO TOTAL, VARIACIÓN DE PATRIMONIO NETO EN EL EJERCICIO(A.4+D+E+F+G+H) | 771.303,59 |



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