

TechLabs Rotterdam

ANBI Policy Plan TechLabs



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1. Foreword

Techlabs Rotterdam (“TechLabs”) was founded on May 24, 2023, in Rotterdam. Our aim is to encourage a “Build Tech for Good and Tech that matters” culture by equipping young individuals with tech domain expertise as well as methodical and soft skills that are highly relevant now and in our future workforce.

A foundation is obliged to have a deed drawn up by the civil-law notary (also referred to as the articles of association). After this deed has been drawn up, in which, among other things, it is recorded who the directors are, registration with the Chamber of Commerce and registration with the tax authorities will follow. Writing a policy plan is strongly recommended.

A policy plan is also necessary to obtain the status of Public Benefit Institution.

ANBI

In drawing up this policy plan, the requirements of the ANBI have been considered. An ANBI status has the advantage that organizations and individuals can deduct their donations from the tax and the foundation is exempt from paying tax on gifts and donations.

This plan provides insight into:

- Mission, vision, ambition, and objectives of the foundation
- Activities (projects) of the foundation
- Finance
- The way in which the Foundation raises money
- Management of the foundation's assets
- The use of the foundation's assets
- The functioning of the board

The board of TechLabs.

Chair: Ms. Andreea Moga

Secretary: Mr. Marvin Kunz

Treasurer: Mr. Ntaba Mazhindu

2. General Information and Governance

General information

Statutory name	: Stichting Techlabs Rotterdam
Organization type	: Stichting
Incorporation date	: May 24, 2023
Chamber of Commerce number	: 90371232
Tax number (RSIN)	: 865292863
Physical Address	: Stationsplein 45, 3013AK Rotterdam
Website	: www.techLabs.org/rotterdam
E-mail	: rotterdam@techlabs.org
Target Area	: Rotterdam area within the Netherlands
Target audiences	: young individuals with a keen interest for tech

Management

Name	: Moga, Andreea Elena
Date and place of birth	: 31-08-2023, Iasi Romania
Title	: Chair
Authority	: Jointly authorized (with other director(s), see articles of association)
Name	: Kunz, Marvin Christopher
Date and place of birth	: 17-09-2023, Saarlouis, Germany
Title	: Secretary
Authority	: Jointly authorized (with other director(s), see articles of association)
Name	: Mazhindu, Ntaba Kurarai
Date and place of birth	: 09-09-1990, Harare Zimbabwe
Title	: Treasurer
Authority	: Jointly authorized (with other director(s), see articles of association)

3. Mission, vision, and ambition

Our mission

We offer state-of-the-art tech education in form of the Digital Shaper Program, a program that aims to equip young individuals with tech domain expertise as well as methodical and soft skills that are highly relevant now and in our (more and more automated) future workforce. At TechLabs, we have defined the following three strategic goals that serve as a framework for our daily work and are also at the heart of the Journey Strategy of the Digital Shaper Program.

Our vision

We dream of a world full of Digital Shapers, individuals who use technological tools to approach the challenges of our time with a digital and entrepreneurial mindset. As a learning accelerator for technology skills, TechLabs designs pioneering learning journeys for our communities. It's a place where diversity meets personalized learning paths. A place where beginners meet experienced mentors. A place where curiosity meets powerful learning resources. A place where online and offline learning are not just two separate sides of the same coin, but perfectly blended into a holistic learning concept. A place where ambitious individuals meet like-minded people to solve pressing issues by means of technology.

Our ambition

The mission and ambition of TechLabs is to educate as many young people as possible with tech skills that they can use for the betterment of society and the world in general.

4. Objectives

Goal

Our goal is to give young people the opportunity and tech skills to equip themselves to be relevant in the workforce of the future. By doing this TechLabs not only helps the student, but the student then goes on to contribute to society through contributing to the economy within an established company or entrepreneurially. In other words, to produce what we call Digital Shapers who use technological tools to approach the challenges of our time with a digital and entrepreneurial mindset.

Problem

We realize that the world lacks tech talents in the sense that:

- Businesses are changing the way they work due to digitalization as well as the threat of disruptive technologies
- New skills are consistently required as new technologies are created requiring a change in mindset from having a niche skill towards critical thinking and constant learning
- Job markets require this tech talent for which barriers to access are high

The skills herewith are critical to society with various impactful applications that can reduce poverty and climate change and enhance developments in medical research.

Solution

The TechLabs Digital Shaper program is innovative through using a unique mix of hard technical skills through online learning together with local community initiatives and project work. The result of this is a clear thread of building an entrepreneurial mindset, which is a unique selling point of the model. We are building this mindset through:

- Our AI-Driven Learning Management System which generates personalized learning paths
- Local community reinforcement of learning principles through conducting events and workshops in collaboration with industry experts and partners who bring a practical and real-life perspective.
- Triple helix driven innovations, i.e., building multi-disciplinary teams in our "Project Phase" with learners and mentors from various organizations, industry, academia, and government.
- Focusing projects around our "Build Tech for Good and Tech that matters" culture
- Instilling and influencing a mindset of economic and sustainable contribution thus creating opportunity for economic growth for the region of Rotterdam and The Netherlands

5. Target audience

TechLabs aims to make a sustainable and long-lasting difference by educating people on the fastest growing industry in the world, the tech industry. Our target audience is the young professional (ages 18 - 35) in the Rotterdam Metropolitan Region as young people:

- are a growing segment of the workforce with a strong desire to learn new skills and stay competitive in today's job market
- have more time to develop and refine their skills, allowing them to become experts in their fields and make a significant impact over the course of their careers
- are more adaptable, agile, and open to change

The long-lasting and sustainable solution is that, by equipping young people with tech skills, we can help create a more knowledgeable and tech-savvy workforce, driving economic growth and creating new job opportunities. In turn, these young professionals can serve as mentors and role models for future generations, helping to create a sustainable pipeline of tech talent that can drive innovation and progress for years to come.

The needs of our target audience and our solution are as follows:

Need	TechLabs Digital Shaper Program	Contribution to Rotterdam
High-quality and accessible technical skills	Personalized learning paths generated through our AI-driven Learning Management System	Social
Soft skills that create a well-rounded professional	Skills toolset which included (but not limited to) critical thinking, habit-building, agile project management, and collaboration (called Shaper toolset)	Greener, safer, social
Real life experience and network building	Projects with real problems solved in collaboration with partners in the tech industry (including ESG and cyber security)	Greener, safer, more social
Little to no barriers to access	Program offered free of charge	Social

To build a culture of entrepreneurs, network and lifelong learning are important. Therefore, the community is an important pillar of our TechLabs model. Priority is given to individuals located in the Rotterdam region who will actively participate in community events. In addition, during the application procedure prospective students are asked what they would like to achieve with the help of the technology they are interested in. TechLabs has received and accepted applications from highly motivated individuals above the age of 35, although to a much lesser degree than the target audience.

6. 2023 Financial Forecast

Capital is needed to realize the goals of TechLabs. Income and expenditure are assumed to provide insight into the forecast. Below an overview:

<u>Forecast 2023</u>	2023
€	
<i>Expected Income</i>	
Partnership fund, grants, and subsidies, and other	71.820,00
Total income	71.820,00
<i>Expected Expenses</i>	
Salaries and Wages	33.400,00
Rental expenses	6.185,52
General expenses	11.000,00
Administrative expenses	4.786,00
Course expenses	6.960,00
Depreciation and Amortization	1.200,00
Total Expenses	63.531,52
Result from normal activities	0

The foundation has no profit motive. This is also described in the articles of association.

Annual accounts, balance sheet and annual report will be available in 2024, as we will start raising income in 2023.

7. The way in which the Foundation raises money

TechLabs intends to raise the funds through partner sponsorships, subsidies and grants, donations, contributions, and other fundraising activities.

The fundraising is done in a small-scale but effective, direct way, such as during contacts with relations, both private and business. Actively maintaining existing contacts with donors, organizations and cooperation partners and recruiting new contacts/relationships and donors. This can be done, for example, through letters, by telephone,

using multimedia and social media. Conducting actions to obtain financial resources. This can be done through personal initiatives of people or organizations. Below we briefly mention which types of contributions there are.

- Sponsorship: a business arrangement, aimed at benefiting both parties, in which one party (the sponsor) supports a person, institution or event financially and/or materially and in which the other party (the sponsored) offers a precisely defined equivalent consideration that the sponsor helps to achieve its objectives. It concerns: a business agreement (sponsor contract), performance and equivalent consideration.
- Donations: Giving money or assets in charity or for a good cause with no expectation of anything in return
- Subsidies: financial contribution from the government, often intended to enable or maintain certain activities and facilities, under certain conditions.
- Fundraising: fundraising, all forms of fundraising.

The foundation is not-for-profit and depends on contributions from others.

8. Application ANBI status

TechLabs applies for an ANBI status. This means that a foundation is registered with the Tax and Customs Administration as a Public Benefit Institution. For more information refer to:

http://www.belastingdienst.nl/wps/wcm/connect/bldcontentnl/belastingdienst/zaken/bijzondere_regelingen/goede_doelen/algemeen_nut_beogende_instituut/belastingregel_algemeen_nut_beogende_instituut .

Due to this status, the tax rules for public benefit institutions (ANBI) in the field of donations, inheritance and the deduction of donations (income and corporate tax) are in force. Only the institutions that the Tax and Customs Administration has designated as an ANBI can make use of the tax benefits. This recognition is also important for the people who support the Foundation. They can only deduct donations for income tax (IB) for donations to an institution that has a decision from the Tax and Customs Administration. An overview of institutions that are recognized as ANBI can be found on the website of the Tax and Customs Administration.

If TechLabs is designated by the Tax Authorities as a Public Benefit Institution (ANBI), use can be made of the tax benefits, such as:

- An ANBI does not pay inheritance tax or gift tax on inheritances and gifts that the institution uses for the public interest.
- If an ANBI itself makes donations in the public interest, the recipient does not have to pay gift tax.
- An ANBI is eligible for a refund of energy tax.

- Volunteers who work for an ANBI donate to an ANBI under certain conditions.
- Donors of an ANBI may deduct their donations from income or corporation tax.
- To be eligible for the deduction of periodic donations, the donor and the ANBI must record the donation in an agreement.
- An additional gift deduction applies to donors of cultural ANBIs.

To be designated as an ANBI, the foundation must meet all the following conditions:

- The Foundation is committed to the public interest for at least 90% This is the 90% requirement
- With all its generally useful activities, the Foundation has no profit motive
- The Foundation and the people directly involved with the institution meet the integrity requirements
- The directors or policymakers of the institution may not dispose of the assets of the institution as if they were their own assets There must be separate assets
- The Foundation may not hold more capital than is reasonably necessary for the work of the institution Therefore, equity must be limited
- Remuneration for directors is limited to an expense allowance or minimum attendance fees
- The Foundation has an up-to-date policy plan
- The Foundation has a reasonable relationship between costs and expenditure
- Money that remains after the institution has been closed is spent on an ANBI with a similar purpose
- The Foundation complies with the administrative obligations
- The Foundation publishes certain information on an internet site

9. The management and use of assets

TechLabs is obliged to keep records. This administration must show:

- What amounts (per director) have been paid for expenses and attendance fees, what amounts have been spent on raising money and managing the institution. The same applies to all other costs, regardless of the nature and size of the institution's income and assets.
- The funds received will be used for the purpose of implementing the Foundation's objectives.
- At the end of the financial year (which runs from January 1 of one year to December 31 of the following year), the books are closed by the treasurer. The annual accounts are drawn up from this, consisting of the profit and loss account, the annual accounts, the balance sheet, and a statement of income and expenditure for the relevant financial year. The board assesses and checks the documents and approves the documents by means of a signature and discharges the treasurer. After approval, an overview will be published on the website.