



# Involving actors toward solidarity

annual report 23/24



# Annual report 2023/24

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FM Foundation's mission is to support, assist and co-create social innovation projects run by the Group employees, close to where we operate and in the following areas:

**Integration**, through initiatives aimed at people with difficulties or who are marginalised in society, so that they can take their full place in social life.

**Childhood**, by carrying out actions for the benefit of socially disadvantaged children or those at risk of exclusion, in order to improve their living conditions and their possibilities of development and integration.

The actions described in this report demonstrate the dynamics of the initiatives supported by the FM Foundation, whose aim is to help the beneficiaries of the associations we support.



**Jean-Christophe Machet**  
Chairman of FM Foundation

# Constantly reinforcing the chain of solidarity

Since its creation in 2017, the mission of FM Foundation is to create **a virtuous circle** of positive impact. We are working to promote professional integration and child welfare by supporting local initiatives over the long term, carried out by FM Group teams in collaboration with local NGOs and associations.

This year, I am proud of the involvement of our 386 employees, thanks to whom we have reached 3,829 beneficiaries in our countries. Four new projects

were launched, particularly in India where I had the chance to meet the 43 young people who have joined the school set up with the association Work for Equality. Having dropped out of school during Covid, they will be able to sit an exam equivalent to the baccalaureate at the end of the programme. As well as providing practical support to beneficiaries, **these involvements also bind** all our stakeholders together. Our employees find a source of pride and usefulness in their involvement, our

customers enrich their philanthropic projects and our partners demonstrate their attachment to our shared values.

Facing today's challenges, we need to go even further. I firmly believe in the solidarity chain and in our ability **to mobilise new partners**. We are developing a food transport sponsorship programme for associations in collaboration with our transporters. There are many other ways in which we can contribute, and we're ready to explore them!

# A powerful collective dynamic



**Marie-Laure Faure Berton**  
Director of FM Foundation

Committed to the foundation's operational development, we encourage a **collective dynamic** among our employees and our customer and supplier partners. This approach enables the associations we support to be even more **effective**.

More effective for all those who drive us, namely our beneficiaries in the fields of social inclusion and children in social difficulty.

Our development relies on our employees, more and

more of whom are joining or proposing projects, and on our customer and supplier partners, whom we encourage to make donations in kind. All these players are proud to support a growing number of partner associations and, consequently, a greater number of beneficiaries.

Therefore stronger together we can develop what we call **solidarity chains**. The key figures on the following pages reflect this collective dynamic through descriptions of projects in

the countries where we operate. We hope you enjoy reading them.

# Board of Directors

**The FM Foundation Board of Directors meets twice a year. It is made up of FM Group employees and external directors.**

The combination of their skills helps to professionalise sponsorship. The Board of Directors sets guidelines, evaluates and votes on projects and initiatives, approves budgets and monitors the proper use of grant applications submitted by the Corporate Foundation.

Four new members joined our Board during the 2023-2024 financial year. Their operational and international experience strengthen the complementary nature of the backgrounds and areas of expertise.



**Jean-Christophe Machet**  
Chairman



**Pierre Orsatti**  
Vice-Chairman



**Mathilde Joannard**  
Human Resources Group Director



**Sophie Queney**  
Platform Director



**Axelle Ratte**  
Director of Methods and Industrialization



**Sébastien Lardellier**  
Director of Planning and Financial Performance



**Vanessa Engel**  
Philanthropy Manager at J.P. Morgan



**Jean-Pierre Haemmerlein**  
Director of the Decathlon Foundation



**Marie-Astrid Raoult**  
Director of the Carrefour Foundation



**Marie-Laure Faure Berton**  
General Director



**Olivier Motte**  
General Delegate



**Vincent Lefaux**  
Platform Manager



**Sonia Ismail**  
Sales Performance Director



**Youssef Mourtafi**  
Operational Manager

# Country Relays

**FM Foundation relies on its network of relays in the countries where the FM Group is established.**

Involved, willing and innovative, they steer and drive local projects. Responsible for finding partners and contacts, giving priority to local NOGs, they demonstrate their skills on a daily basis. Proof of this is the increase in the number of employees involved in skills sponsorship in 2023-2024.

This dynamic team meets regularly to share its best practices and mobilise the Group's employees, our customers and our partners.



**Alona**  
Ukraine



**Artur**  
Poland



**Gabriela**  
Czechia



**Huong**  
Vietnam



**Laetitia**  
France



**Maria**  
Corporate



**Olivier**  
Corporate



**Pierre**  
Corporate



**Mayank**  
India



**Mirela**  
Romania



**Thaïs**  
Brazil



**Zenaida**  
Spain



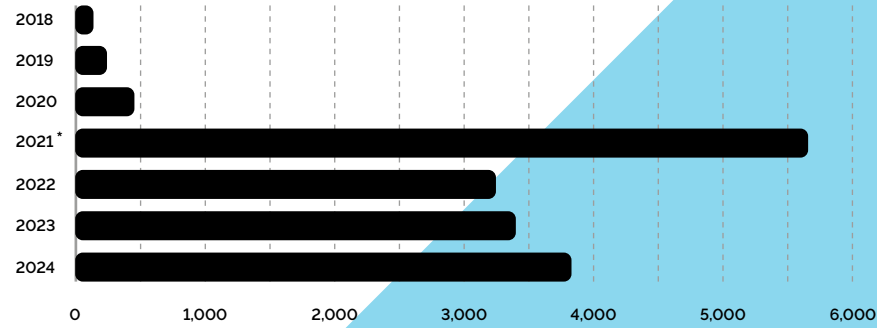
**Zuzana**  
Slovakia

# Key figures

fiscal year 2023 / 2024

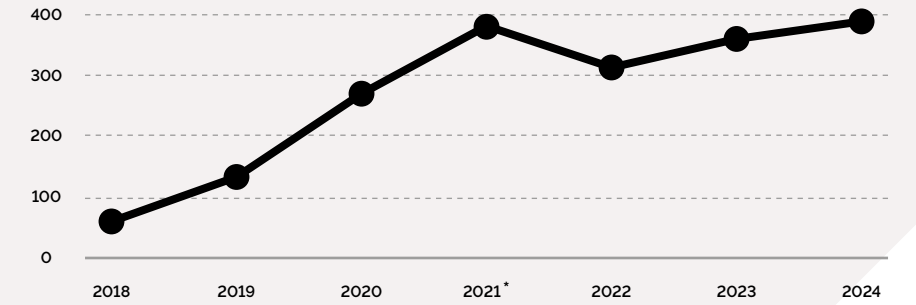
## Beneficiaries

**3,829**



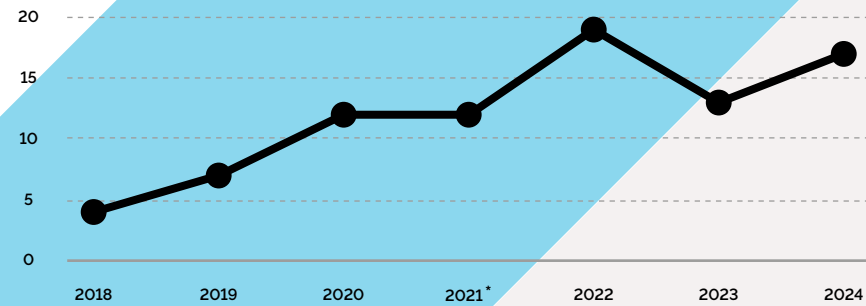
## Employees involved

**386**



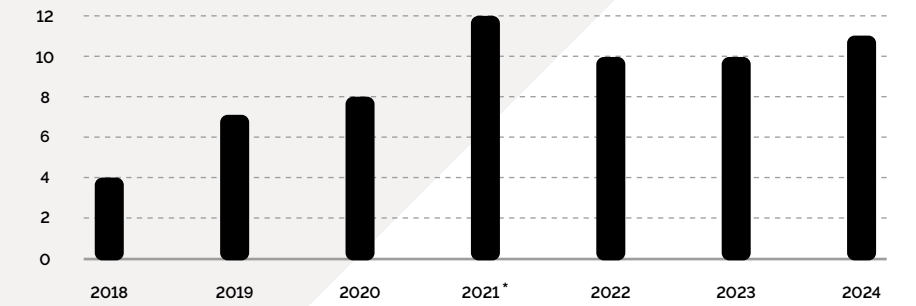
## Partner associations

**17**



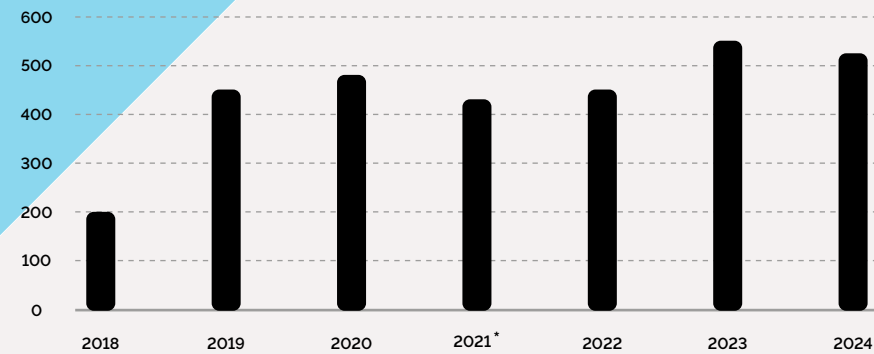
## Countries involved

**11**



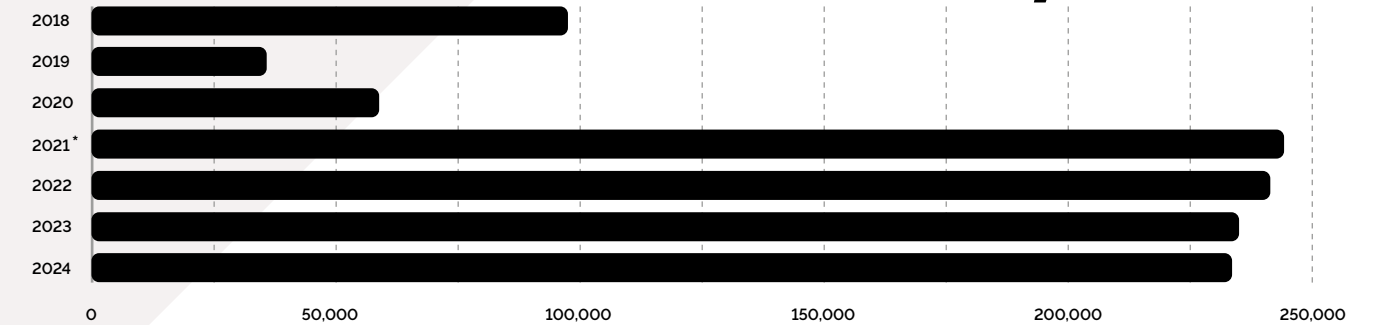
## Days of skills sponsorship

**524**



## Amount allocated in €

**233,475**



\*the figures for 2021 have been influenced by the health crisis linked to COVID-19



Over the years  
 the FM Foundation  
 has forged partnerships  
 in the countries where  
 we operate with a  
 view to long-term  
 cooperation →



PESCAR

ENTRAIDE EMPLOI

THE UNIVERSITY  
AND STRASBOURG UNIVERSITY  
HOSPITALS FOUNDATION

VINCENT DE PAUL

SAVE THE CHILDREN

XV HORTALEZA

APPRENTIS D'AUTEUIL

EMMAÜS DÉFI

LIFE PROJECT 4 YOUTH

WORK FOR EQUALITY

PORTA VITAE

ROBINSON

CONCORDIA

DETI A RODINY SERED

SRDCE NA DLANI

SOS CHILDREN'S VILLAGES

LIGHT YOUR HOPE

# OUR PARTNERS





The Pescar Foundation was created in 1976. Its aim is to promote opportunities for personal development, citizenship and professional initiation for young people at social risk, through partnerships with companies and organisations.

**Back to school for beneficiaries**

4<sup>th</sup> year of partnership



The ENTRAIDE EMPLOI Group is a local player in the French social economy. It operates in the fields of green spaces, cleaning, industrial subcontracting, forestry and woodworking. It employs disadvantaged people who are far removed from the labour market, with the aim of enabling them to make a lasting and independent return to work.

**Expertise before repair**

2<sup>nd</sup> year of partnership

**“The Logistics School was a transformative experience for me. I acquired practical skills and developed an entrepreneurial mindset. It transformed my life! Since then, I’ve become more self-confident and I’m better prepared to face the challenges of the job market.”**

**Luiz Otávio Machado Prado, beneficiary, aged 17, Group 2023.**

**Pescar**  
The Logistics School aims to transform lives, pass on knowledge and attitudes, train and expand opportunities for the inclusion of socially vulnerable young people. FM Do Brazil employees get involved by voluntarily acting as teachers according to their skills and knowledge. In 4 years, 6 groups of 15 young people have been involved in our programme. The 200 applications received in 2023, for 30 open positions, demonstrate the interest in our programme.

Beneficiaries

28

Skills sponsorship

1,053h

Employees involved

34

Amount allocated

€60,000

**Entraide Emploi**  
Launched in 2022, the initiative gives employees on the path to professional integration the opportunity to benefit from skills sponsorship from FM employees. The initiative began with a watch reconditioning workshop. This workshop enabled used watches to be collected and given a second life. The employees involved, who were on a reintegration programme, discovered a new activity thanks to the support of an enthusiastic FM employee.

Beneficiaries

13

Skills sponsorship

5h

Employees involved

4

Amount allocated

€150

**“I’ve learnt some really useful new things today. I honestly didn’t think I’d ever be able to repair watches, and I’ve done it! It’s going to be useful in my personal life as well as for the people around me.”**

**Valérie\***, back-to-work employee.  
*\*First name changed*





Created in 2009, the University and Strasbourg University Hospitals Foundation aims to develop and accelerate projects in the fields of scientific and medical research, solidarity with students and healthcare professionals, patient care and comfort, and heritage preservation.

**Mommenheim platform visit**

1<sup>st</sup> year of partnership

**“The Distinctive Scholarship has been invaluable in financing part of my studies, allowing me to concentrate on my courses and projects. It’s a real springboard for my academic and professional career. In fact, I’ve just landed a superb work placement to complete my studies.”**

**Mingchen, prize-winner student April 2023.**

### The University and Strasbourg University Hospitals Foundation

The University of Strasbourg Foundation runs EM Strasbourg’s scholarship programme, the Bourse Distinctive. This programme is intended to support students in financial difficulty, jeopardising the success of their studies and therefore their future professional integration. Because of its long-standing links with EM Strasbourg, the FM Foundation supports this scholarship for academic excellence. It enables students to make their plans a reality, without being limited by financial constraints.

Beneficiaries

**6**

Skills sponsorship

**10h**

Employees involved

**1**

Amount allocated

**€15,000**



Created in 2001, the Vincent de Paul Foundation manages more than 30 sites in eastern France. It operates in 4 areas: Health, Childhood, the Elderly and Solidarity. The Foundation helps vulnerable young people to grow up in a structured environment through interdisciplinary care and support.

**Renovating a pergola**

6<sup>th</sup> year of partnership

### Vincent de Paul Foundation

FM Logistic employees are involved in the childhood area and at several different sites. The children in the centres regularly meet the employees who give of their time to take part in various workshops: arts and crafts and Christmas decorations, the sale of which finances educational projects, cake baking, toy collection, sponsorship, homework help and fun afternoons. It’s all good fun and interaction that is unanimously appreciated.

**“I didn’t realise the impact that the little time I chose to share could have. As well as having a great time, the children are delighted and it shows!”**

**Pierre, FM Logistic employee.**

Beneficiaries

**30**

Skills sponsorship

**37h**

Employees involved

**17**

Amount allocated

**€480**





The XV Hortaleza Foundation was created in Madrid in 2001. Its aim is to promote and encourage sport, gender equality and inclusion through rugby. The Foundation is involved in providing sporting opportunities by promoting the values of respect and teamwork.

Introduction to the rules of rugby

1<sup>st</sup> year of partnership



Save the Children is an NGO founded in 1919. It improves the lives of children around the world by providing emergency aid, combating malnutrition, promoting education and defending children's rights. The organisation works in over 100 countries with local communities, governments and other organisations to ensure that every child has a safe and happy life.

Summer camp and recreational activities

3<sup>rd</sup> year of partnership

## XV Hortaleza

FM Foundation and the XV Hortaleza Foundation have created a programme called Drop. It is intended for young people aged 17 to 25 who are in vulnerable situations. They are offered professional opportunities in economic sectors under pressure. This programme offers a first professional experience combined with the practice of a sport such as rugby. This fosters social relations, learning and skills that will make them better employees and individuals. These young people will need to be committed to rugby and to work.

**“We are very grateful to the FM Foundation for its trust and collaboration in favour of environmental and social causes. Working with companies is a guarantee of sustainability over time, for profiles that need equality, integration and non-discrimination.”**

**Sara Varela, Director of the XV Hortaleza Foundation.**

Beneficiaries

13

Skills sponsorship

36h

Employees involved

7

Amount allocated

€10,500

## Save the Children

FM Foundation helps to organise recreational activities. In this way, children benefit from leisure activities, whatever the economic situation of their families. This year, two activities were particularly noteworthy. Firstly, the beach camp in Moraira: 55 children and teenagers and 7 educators with Gymkhanas, sports games, swimming pool, parties and workshops, escape room, environmental activities and hiking trails. Secondly, the weekend excursion to the Albergue San Rafael: 25 teenagers and 3 educators with fun activities, social skills training and environmental games.

**“We are grateful for this valuable collaboration, which gives us the opportunity to carry out leisure and free-time activities with children and teenagers at risk of social exclusion, strengthening our alliance for their personal development.”**

**Ismael El Mimeh, Save The Children programme coordinator in Illescas.**

Beneficiaries

430

Skills sponsorship

23h

Employees involved

15

Amount allocated

€12,000





Founded in 1866, Les Apprentis d'Auteuil has developed and structured its activities to become a key player in helping young people in difficulty. The foundation supports young people and families in difficulty through hospitality programmes, education, training and integration programmes in France and abroad. 40,000 young people are supported every year, along with 8,000 vulnerable families.

Graduation ceremony

5<sup>th</sup> year of partnership

### Apprentis d'Auteuil

The *Skola* scheme is a logistics qualification programme that provides enhanced support for a group of young people aged 18-29 who are not in employment or are questioning their career direction. Accompanied and supervised by volunteer FM employees, these young people find their place in professional life. The 5th promotion began in March 2023 and ended in December 2023; 12 young people obtained the CACES (Certificate of ability to drive safely) and 9 of them obtained the order picker diploma.

**“This experience in logistics has enabled me to develop personally, to grow and to learn a job. Today, I’m an order picker and everything is going well. I think that if I have the skills and I give myself the means, I can progress.”**

**Stéphanie, order picker, beneficiary.**

Beneficiaries

12

Skills sponsorship

810h

Employees involved

15

Amount allocated

€13,690



Launched in 2012, Emmaüs Défi is a work-based integration and remobilisation programme. It supports people in very precarious situations. In addition to its traditional recycling activity, its project “Banque Solidaire de l'Équipement” recovers unsold goods from companies. Then it offers them to people accessing permanent housing in the department of Ile-de-France and the metropolitan areas of Lyon, Lille and Toulouse.

FM team building at Emmaüs Défi's premises

4<sup>th</sup> year of partnership

### Emmaüs Défi

A solid partnership based on the long term, financial sponsorship has enabled the installation of an electric charging point and the purchase of a truck that will be able to access Paris city centre. Cooperation is also being developed through in-kind donations via storage sponsorship. Finally, skills sponsorship has been developed in the fields of transport, where FM Logistic teams contribute their know-how to optimise costs, and logistics, through optimisation consultancy.

**“The FM Logistic teams came in numbers to catalogue around a hundred items of furniture. With its foundation, FM Logistic is a real support network for our association.”**

**Aurore, Emmaüs Défi employee following a «Sofa Day» operation (Team Building Solidaire).**

Beneficiaries

2,670

Skills sponsorship

392h

Employees involved

57

Amount allocated

€30,000





Founded in 2017 the NGO Life Project 4 Youth is an organisation specialising in developing innovative solutions for the professional and social integration of young people of young people aged 17 to 24 who live in extreme poverty and suffer from exclusion. It has set up a structure to ensure that best practice is shared and the coherence of the actions developed.

**Introduction to logistics professions**

1<sup>st</sup> year of partnership



Work for Equality is an NGO founded in 2012. It is involved in the holistic development of marginalised children (particularly girls) through innovative programmes. Their main aim is to improve the educational, social and economic status of marginalised communities.

**Visit and discover the logistics professions**

1<sup>st</sup> year of partnership

**“Thank you to all of you, managers, safety officers and employees, for the visit to the warehouse. It was so much fun and we learned so much. It will be so useful for our future. Now we know everything about the warehouse!”**

*Nithya, beneficiary of the LP4Y Centre in Bangalore.*

**Life Project 4 Youth**

The aim of this programme, which was launched in June 2023, is to “promote logistics among young women living in extreme poverty and support them in their professional integration”. A wide range of actions have been carried out during this 1st year of cooperation, including visits to the warehouse, work placements, simulated interviews and cybersecurity training. The involvement of employees at the Bangalore site was constant and particularly appreciated.

Beneficiaries

45

Skills sponsorship

155h

Employees involved

5

Amount allocated

€8,000

**Work for Equality**

Because of poverty or gender discrimination, many marginalised children are unable to complete their education. This leads to even more unemployment, child labour and forced marriages. The aim of the Nai Asha - Nai Disha project (*New Hope - New Direction*) is to offer educational opportunities to school drop-outs. Thanks to the centre we are funding, the beneficiaries of the programme can access jobs where this level of education is required. At the same time, FM Logistic employees participate in the centre to share their skills in areas such as logistics processes, IT, communication and English, for example.

Beneficiaries

42

Skills sponsorship

150h

Employees involved

56

Amount allocated

€32,261

**“My mother wanted me to become an English teacher so that I could have a better life. During the COVID lockdown, we weren’t able to pay the school fees in full. For this reason, I was not allowed to return to school. The FM Foundation and Work for Equality helped me to resume my studies and I’d like to thank them.”**

*Arman, one of the students.*





The aim of the *Porta Vitae Foundation* is to provide educational, medical, therapeutic and social activities for children and teenagers affected by poverty and social and emotional exclusion. The foundation runs a specialised school and a kindergarten, supports children placed in foster care and contributes through its actions and tools to offering them a better childhood.

**Christmas party at the Tomaszów orphanage**

1<sup>st</sup> year of partnership



Since 2002 the *Robinson Foundation* has been developing original practical independence programmes that enable young people to integrate constructively into their community and combat stigmatisation. The foundation provides essential skills and practical experience to support young people throughout the process of leaving foster family or institution.

**Two beneficiaries with their mentors**

7<sup>th</sup> year of partnership

### Porta Vitae

The aim of the Closer to the Children in Need project is to support volunteers at FM sites around Tomaszów and Piotrków in carrying out activities for children in orphanages in these towns. The volunteers' activities focus on Christmas and Easter traditions, sports and recreational activities with beneficiaries, minor repairs and renovation of infrastructure (garden, playground).

**“The cooperation with the Porta Vitae Foundation makes it easier for us, as FM Logistic volunteers, to carry out activities for the children in the orphanages in Tomaszow. The support we have received has helped us, for example, to enhance our Christmas activities for the beneficiaries.”**

**Tomasz, FM Foundation volunteer and relay.**

Beneficiaries

45

Skills sponsorship

65h

Employees involved

10

Amount allocated

€2,000

### Robinson

The Safe Internship programme, through a variety of support tools, enables young people to discover the logistics professions, carry out internships on FM Logistic sites, and acquire the basic skills needed to work in the logistics sector or more generally in the world of work. In 2023/24, we successfully launched a new support tool called “Robinson’s First Job”, aimed at young people facing social exclusion.

**“The employees were welcoming. I was surprised to find that both men and women can work in logistics. I learned what it means to work in an office and in a warehouse. I’d recommend an internship at FM Logistic, because you can learn a lot from experienced people!”**

**Sylwia, trainee/beneficiary hosted at Blonie.**

Beneficiaries

156

Skills sponsorship

834h

Employees involved

43

Amount allocated

€13,181





*Concordia is an NGO founded in 1991. Its aim is to support the social, educational and professional reintegration of children, young people and families in difficulty, towards an independent and autonomous life. In family homes, crèches and social housing in the Bucharest region, more than 2,000 beneficiaries regain their confidence.*

**Graduation ceremony for our beneficiaries**

24  
2<sup>nd</sup> year of partnership

**“The practical training workshops, within the project, give me the chance for a better future. Describe the experience in three words? Preparation, understanding, communication. I have acquired new knowledge, I have confidence in my own strengths and I have more confidence in my abilities.”**

*Maria, beneficiary.*

<b>Concordia</b>	
The Independent Life's Logistics for Disadvantaged Youth programme has helped to develop cooperation between the foundation and FM Logistic employees in Romania through various initiatives such as a Cyber Security workshop, mock job interviews, two visits to our warehouse to find out more about the logistics professions, and also Secret Santa which aimed to give gifts to 30 children.	
<u>Beneficiaries</u>	<u>Employees involved</u>
<b>45</b>	<b>15</b>
<u>Skills sponsorship</u>	<u>Amount allocated</u>
<b>30h</b>	<b>€10,000</b>



*The Sered orphanage was converted into a residence in 2003. The objective of the renovation was to transform the old buildings into a family-oriented structure. The children placed there come from families facing difficulties such as various pathologies or traumas and sometimes with emotional blocks.*

**Coaching workshop for our beneficiaries**

25  
3<sup>rd</sup> year of partnership

**Deti a rodiny Sered**  
The Take life into your hands project helps and prepares children to anticipate their future adult life, to assume their place in society, to understand the rules and values of life in a group and to live together according to their own values. The aim of the orphanage's educational team is to create a favourable environment, in order to anticipate the future life of the children when they leave the orphanage. FM Slovakia employees involve beneficiaries in internal events of the year such as Christmas celebrations, Easter, sports activities during the summer or even local traditions.

**“The objective is for young adults to learn to take responsibility for their own decisions and their consequences for their lives. Meetings and practical exercises help them to move in this direction.”**

*Viktoria, psychologist.*

<u>Beneficiaries</u>	<u>Employees involved</u>
<b>13</b>	<b>15</b>
<u>Skills sponsorship</u>	<u>Amount allocated</u>
<b>76h</b>	<b>€10,240</b>





Created in 2002, the Srdce na dlani foundation, helps children in small orphanages outside big cities. More than 1,400 children are supported, "which we consider to be a reward for our work", says the NGO. The goal is to provide them with the support they need to improve their daily lives.

Coaching workshop for this new partnership

1<sup>st</sup> year of partnership

**“We are impressed by the size of the company and the number of technologies used. We are also surprised by the length of the teams’ working hours. With all our gratitude for the visit and while waiting for Marie-Laure Faure’s visit to the orphanage.”**

Shanel, Jacob, Dusan, Peter, Nicol, beneficiaries of the project.

<b>Srdce na dlani</b>	
The aim of the Take life into your hands program is to help children develop their skills and prepare them for life once they leave the orphanage. In addition, FM Logistic teams organise activities for children to support their personality development. Through sports, crafts or baking, they share moments that sometimes seem trivial to us and our children, but which are an extraordinary experience for them.	
<u>Beneficiaries</u>	<u>Employees involved</u>
17	21
<u>Skills sponsorship</u>	<u>Amount allocated</u>
35h	€5,100



SOS Children's Villages is a non-governmental charity organisation that began operating in Ukraine in 2003. Its main objective is to protect orphans in Ukraine, develop forms of family education for children deprived of parental care, and support young people who have lost parental care.

The playground set up by FM employees

4<sup>th</sup> year of partnership

<b>SOS Children's Villages</b>	
In order to maintain a safe and caring family environment between children and their parents, the project "Psychological counselling for vulnerable children and their parents in Kyiv region" helps to find solutions to the difficulties encountered in everyday life. Moreover the collections made by FM Ukraine employees and the renovation of buildings and infrastructure, including the playground, are key factors in improving their living conditions.	
<u>Beneficiaries</u>	<u>Employees involved</u>
262	64
<u>Skills sponsorship</u>	<u>Amount allocated</u>
66h	€9,598

**“I’ve been the guardian mother of two orphans, a 10-year-old boy and a 15-year-old girl, for 5 years. We came to SOS Children’s Villages in 2022 for psychological support. Their psychologist immediately found an approach for the children. It helped them to express the difficulties they were facing.”**

Yulia, from the Donetsk region.





*Light Your Hope Scholarship Foundation is an NGO founded in 2007. Its mission consists of identifying motivated people living in difficult financial situations, distributing scholarships to future students and providing support to help them during their studies. Each year, the Foundation awards 60 to 100 scholarships.*

**Delivery of the donation, spread over 4 years, to a beneficiary**

1<sup>st</sup> year of partnership

**“I feel very lucky and honoured to receive a scholarship from FM Foundation. This means I have fewer worries about future tuition fees and can continue my studies at the university with more confidence. It’s a source of motivation and I will be able to study, improve my general skills and develop my knowledge.”**

**Ha, student beneficiary.**

### Light Your Hope Scholarship Foundation

The project named “Light your hope” helps support and supervise two logistics students who would not be able to finance their studies without this scholarship. They are welcomed by volunteer collaborators (mentors) from FM Vietnam, one on our northern logistics platform and the other on our southern Vietnam logistics warehouse. This initiative is a real professional springboard for those two students.

Beneficiaries

2

Employees involved

7

Skills sponsorship

151h

Amount allocated

€1,675



**POLAND DONATION OF BICYCLES TO AN ORPHANAGE**



**FRANCE CREATION OF A SOLIDARITY CALENDAR**



**FRANCE RENOVATION OF A CARE HOME**



**SLOVAKIA MEETING BETWEEN CHILDREN AND ADULTS**



**UKRAINE ANTI-STRESS WORKSHOP**

### Surges of solidarity

In our countries and around our sites, our employees are involved in local associations. Tomorrow, these actions may become part of the partnerships we are building over the long term.



**POLAND DONATION OF CLOTHES TO SINGLE MOTHERS**



**ROMANIA COLLECTING TOYS FOR UNDERPRIVILEGED CHILDREN**





# FINANCIAL INFORMATION



# Balance sheet

ASSETS	31 March 2024	31 March 2023
Intangible fixed assets	€ -	€ -
Tangible fixed assets	€ -	€ -
Financial assets	€ -	€ -
<b>FIXED ASSETS</b>	<b>€ -</b>	<b>€ -</b>
<b>STOCKS AND WORK-IN-PROGRESS</b>	<b>€ -</b>	<b>€ -</b>
Available funds	€413,119	€415,228
<b>CURRENT ASSETS</b>	<b>€413,119</b>	<b>€415,228</b>
<b>OVERALL TOTAL</b>	<b>€413,119</b>	<b>€415,228</b>

LIABILITIES	31 March 2024	31 March 2023
Association funds (non-returnable)	€ -	€ -
Association funds (returnable)	€ -	€ -
Carryforward	€300,669	€331,255
Profit/loss	€82,940	€30,586
<b>TOTAL</b>	<b>€383,609</b>	<b>€300,669</b>
Dedicated funds	€ -	€ -
Provisions for liabilities and charges	€ -	€ -
<b>TOTAL</b>	<b>€ -</b>	<b>€ -</b>
Financial debts	€ -	€ -
Trade payables and related accounts	€ -	€261
Debts from legacies or donations	€29,510	€114,298
<b>TOTAL</b>	<b>€29,510</b>	<b>€114,559</b>
<b>OVERALL TOTAL</b>	<b>€413,119</b>	<b>€415,228</b>

# Income statement

	31 March 2024	31 March 2023
Founder's donations	€200,000	€200,000
<b>OPERATING INCOME</b>	<b>€200,000</b>	<b>€200,000</b>
Donations <sup>(1)</sup>	€115,170	€222,212
Other expenses	€1,890	€8,358
<b>OPERATING EXPENSES</b>	<b>€117,060</b>	<b>€230,570</b>
<b>OPERATING PROFIT/LOSS</b>	<b>€82,940</b>	<b>€-30,570</b>
Financial income	€ -	€ -
Interest and similar charges	€ -	€16
<b>FINANCIAL PROFIT/LOSS</b>	<b>€ -</b>	<b>€16</b>
<b>NET PROFIT BEFORE TAX</b>	<b>€82,940</b>	<b>€30,586</b>
Extraordinary income	€ -	€ -
Extraordinary expenses	€ -	€ -
<b>PROFIT/LOSS ON EXTRAORDINARY ACTIVITIES</b>	<b>€ -</b>	<b>€ -</b>
<b>TOTAL INCOME</b>	<b>€200,000</b>	<b>€200,000</b>
<b>TOTAL EXPENSES</b>	<b>€117,060</b>	<b>€230,586</b>
<b>PROFIT OR LOSS</b>	<b>€82,940</b>	<b>€-30,586</b>

(1)		
-114,298.00	Reversal of prior-year provisions	4,799.00 Ukraine: SOS Children's Villages
2,100.00	Spain provision: Hortaleza XV	6,000.00 Slovakia: Deskom Domove Sered
10,000.00	France provision: Emmaüs Défi	4,700.00 India: Work for Equality
2,120.00	Slovakia provision: Centrum pre deti a Rodiny Sered	1,000.00 Poland: Porta Vitae
4,799.00	Ukraine provision: SOS Children's Villages	10,000.00 Poland: Robinson
2,000.00	India provision: Life Project for Youth	2,120.00 Slovakia: Deskom Domove Sered
2,500.00	Romania provision: Concordia	2,020.44 Spain: Save the Children
1,590.50	Poland provision: Robinson	1,100.00 Ukraine: SOS Children's Villages
3,000.00	Slovakia: Centrum pre deti a Rodiny Sered	150.00 Corporate: Entraide Emploi - Atelier montres
6,600.00	India: Work for Equality	1,675.00 Vietnam: Light your Hope
4,628.00	Ukraine: SOS Children's Villages	5,000.00 Romania: Concordia
302.00	Ukraine: Dobryak Charity Foundation	8,690.00 France: Apprentis d'Auteuil - Formation
10,000.00	France: Emmaüs Défi	5,000.00 France: Apprentis d'Auteuil
10,000.00	Spain: Save the Children	47.92 Corporate: Vincent de Paul - Pergola
20,000.00	France: Emmaüs Défi	60,000.00 Brazil: Pescar
1,410.00	Slovakia: Detsky Sered	4,400.00 Czechia: Srdce na dlani
8,864.06	India: Work for Equality	3,143.00 India: Work for Equality
4,000.00	India: Life Project for Youth	3,785.05 Travelling expenses
1,100.00	Ukraine: SOS Children's Villages	
5,000.00	Corporate: Fraternité de Jérusalem	
16.58	Corporate: Entraide Emploi - Nutrition workshop	
5,000.00	Romania: Concordia	
806.86	Poland: Robinson	



The FM Corporate Foundation's annual financial statements have been approved in accordance with the provisions of the regulations ANC 2018-06.

## 1. Corporate purpose

The creation of the FM Corporate Foundation was authorised by the prefectural decree of 17 May 2017, which was published in the French Journal Officiel on 24 June 2017. On 4 May 2022 a prefectural decree authorised the prorogation of the FM Foundation for a further 5 years. The FM Corporate Foundation is a non-profit legal entity of general interest whose social purpose is to support, accompany and co-construct social innovation projects, initiated and/or led by FM Group employees, in the fields of social integration and child welfare. The Foundation gives priority to projects of general interest located near its current or future sites. The statutory competent bodies of the entity have set various objectives to achieve the corporate purpose. These objectives constitute the “project of our entity” for which reserves are constituted if necessary in our funds.

## 2. Resources used

The main means used by our entity to carry out the activities described above are payments from the founders and the provision of free staff by FM Group subsidiaries. The multi-annual action programme allocated to the FM Corporate Foundation amounts to €1,000,000 of which €200,000 will be paid annually from 1<sup>st</sup> April 2022 until 31 March 2027. This sum corresponds to cash payments and is paid by the founders as follows:

- For FM HOLDING, a payment of a total amount of €5,000
- For FM HOLDING CORPORATE, a payment of a total amount of €15,000
- For FM LOGISTIC CORPORATE, a payment of a total amount of €490,000
- For FM FRANCE, a payment of a total amount of €450,000
- For BATILOGISTIC, a payment of a total amount of €40,000

## 3. Allocations and consumable equity

As at 31 March 2024 endowments are not expendable. The entity's policy on the consumption of the expendable allocation is unchanged. As a reminder, expendable allocations represent assets that are intended to be consumed according to an annual forecast budget.

## 4. Off-balance sheet commitments

### A. RECEIVED COMMITMENTS

In application of the statutes, the founders will pay the FM Corporate Foundation as part of the multi-annual action programme:

- €200,000, at the latest by 1<sup>st</sup> July 2022
- €200,000, at the latest by 1<sup>st</sup> May 2023
- €200,000, at the latest by 1<sup>st</sup> May 2024
- €200,000, at the latest by 1<sup>st</sup> May 2025
- €200,000, at the latest by 1<sup>st</sup> May 2026

### B. GIVEN COMMITMENTS

None.

## 5. Key events of the year

None.

## 6. Post-closing events

None.

**ANNUAL  
REPORT  
2023/24**

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and production:**  
FM Foundation

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Manon Armand

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