



Policy plan

Thirty Love Foundation

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1. Contact details:

Full name: Stichting Thirty Love Foundation
Chamber of Commerce no.: 91801036
RSIN: 865775503
Address: Ouddiemerlaan 118N, 1111 HL Diemen, Netherlands
Founded on: October 27, 2023
E-mail address: info@thirtylovefoundation.org

2. Board members:

President: Erik Faneker
Treasurer: Sophie Valerie Jos van der Horst
Secretary: Vincent Hoffmans

3. Advisory Board:

- The board can establish an advisory board.
- The board does not intend to establish an advisory board in 2024 or 2025.
- The board does not rule out the possibility of establishing an advisory board after 2025 in the event of an increase in activities.

4. Employees:

- The board is entitled to appoint a director and/or other salaried employees for the foundation.
- The board does not intend to hire a director and/or other employees in 2024 or 2025.
- The board does not rule out hiring a director and/or employees of the foundation if the activities increase.
- When hiring a director and/or employees, the salary and other employment conditions will be based on the expected work, the location of the work, the responsibilities, and the experience of the concerned individual.

5. Vision & Mission

Vision

The Thirty Love Foundation believes that sport is a great instrument for social progress for young people. Sports make people more confident and healthier, and this contributes to social and personal development.

Mission

The Thirty Love Foundation supports and develops racket sports projects, using sports as a means to teach young people educational and social lessons.



6. The target audience

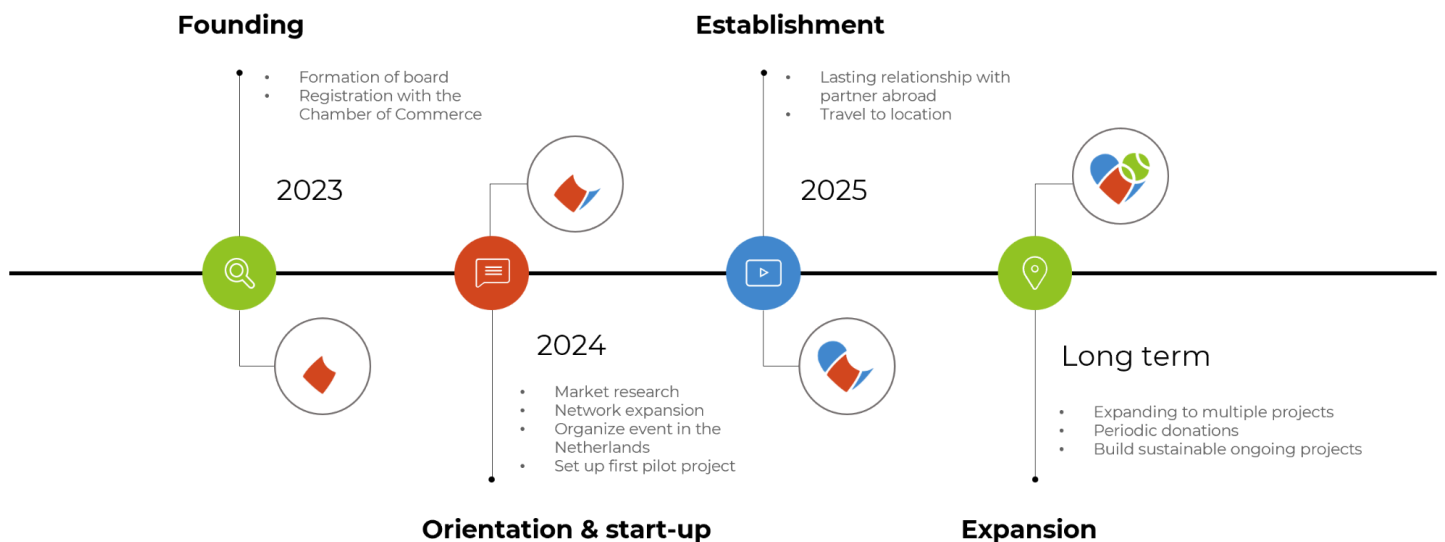
The Thirty Love Foundation focuses on young people in developing countries who do not have the means to practice racket sports themselves. The foundation focuses specifically on young people, because the racket sports projects can be linked to educational and social goals.

7. Objective and activities

Below can be found what the objective is and how the board will try to achieve this as described in the articles of association. An explanation follows below in which it is further discussed which activities will contribute to achieving this objective.

Objective:

It is the goal of the Thirty Love Foundation teaching social, societal, and educational lessons through racket sports projects to young people in developing countries.



Explanation of objective:

The foundation will select projects (or start with partners) that are at the intersection of racket sports and education, and are therefore in line with the mission and vision of the foundation. In other words: projects in which sports are a *means* to take children a step further in their lives.

The foundation defines racket sports projects as when individuals or organizations offer tennis lessons, tennis camps or tennis coaching to young people in order to stimulate their development. This could be by taking care of children every weekend with tennis as the main activity, or, for example, by facilitating tennis lessons at schools parallel to the school program. The foundation will try to support these projects in both tennis and education. These projects can apply to the entire work/school week or, for example, to an afternoon or weekend program.



The foundation's board members have experience in developing countries through their work and personal network, which allows them to properly assess which partners meet this objective and can conduct additional research. The foundation aims to realize/support projects in areas where it is realistic that education and racket sports can go hand in hand. The board aims to start a long-term collaboration with contacts in the relevant regions and thus maintain a sustainable relationship.

For further clarification, a number of examples of how the foundation wants to support projects that combine tennis and education:

- The foundation facilitates tennis lessons for children who would otherwise not have access to them by:
 - To pay the salary of a tennis coach, if otherwise no lessons can take place.
 - Make balls and/or rackets available, or other essential materials.
 - Sponsor meals, if they are necessary for children to attend the tennis program.
- The foundation makes educational materials available (both physical and digital), if these are necessary for children to successfully participate in the projects, by:
 - Collect and/or pay for pens, erasers, notebooks or books.
 - Sponsor an online education program (or, for example, involve an education provider for this).
- If a partner organization needs infrastructure to make projects successful, the foundation can also contribute to the renovation and/or construction of:
 - A classroom and/or sanitary facilities
 - Building or repairing simple tennis courts, nets, and/or fencing.
- The foundation could also eventually support projects by linking volunteers to provide education and/or training.

Project conditions:

The most important condition is that the partner organization has the same vision on sports and education as the foundation. The foundation will only collaborate with organizations and/or projects as long as decent financial reports are available at least on an annual basis. The board will also do as much as possible due diligence and ask local (development) organizations for help.

8. Acquisition of income

Below is the method of acquiring income as described in the articles of association. Below is an explanation that further discusses how the board expected to acquire this income.

Method of acquiring income (articles of association):

- The foundation's activities are financed by:
 - Income derived from the activities developed by the foundation;
 - Subsidies and/or fundraising and/or crowdfunding;
 - Donations, sponsorships and gifts;
 - Donations, inheritances, legacies and tax concessions;
 - Income from assets;
 - All other contributions and income.



- Inheritances cannot be accepted by the foundation other than under the privilege of inventory, unless the board unanimously decides otherwise.
- The foundation does not maintain more assets than is reasonably necessary for the continuity of the planned activities for its objectives.
- None of the directors can dispose of the assets of the foundation as if they were their own assets.
- Board members receive no remuneration for their work performed in that capacity other than reimbursement for expenses incurred.

Explanation of the method of acquiring income:

In the first year, the board expects to generate income by collecting donations. This can happen through direct donations and donations related to events (such as a benefit tournament, auctions, sponsored runs). In addition to direct financial donations, the foundation also strives for material donations, such as tennis equipment (rackets, balls, shoes, nets, etc.). The board will also investigate whether the foundation is eligible for specific subsidies and then apply for them. Another way of generating income is the sale of promotional tennis materials (such as socks, caps, mufflers, etc.), the profits of which will go entirely to the foundation. A final form of income is the periodic donation of the company *Thirty Love Academy* from Erik Faneker (president of the foundation). He will annually donate between 5 and 10% of the net profit of *Thirty Love Academy* to the foundation.

9. Expenditures

The foundation has a bank account with Triodos Bank. Triodos Bank is a Dutch bank whose values are in line with the core values of the Thirty Love Foundation. The foundation's account number is NL13TRIO0320770559 in the name of Stichting Thirty Love Foundation.

Explanation of access to Triodos Bank business account:

- The three board members of the foundation have access to the business account, where the donations will be stored and can be monitored.
- Money from donations from the business account will not be spent without the consent of the other board members.
- Spending the money from donations must always be in accordance with the goals of the foundation, which the board members must agree on before any expenditure is made.

Additional information expenditures:

The capital will mainly be spent on stimulating racket sports projects in developing countries. For example, the foundation may have to incur costs for organizing recruitment activities where the aim is to collect donations and tennis materials. Tennis material collected in the Netherlands (and possibly other countries) must be sent to these countries (for example Uganda, Ghana, and Kenya) and the foundation will bear the costs for this. In addition, the foundation will cover the costs of making tennis equipment accessible in the region, for example if the material has to be distributed within the region. The foundation will also use its ability to network and maintain contacts in the regions where the racket sports projects are organised, for example by visiting the regions with the board and any volunteers. A reasonable assessment will be made concerning the contribution from the foundation for this



and any own contribution from the board members and/or volunteers. Finally, the capital will be partly spent on administration and banking costs.

10. PBO status

The foundation has been registered as a Public Benefit Organization (PBO).

Due to this status, the tax rules for public benefit institutions (PBO) in the field of donation, inheritance and the deduction of donations (income and corporate tax) apply. Only institutions that the Tax Authorities have designated as PBO can use the tax benefits. This recognition is also important for the people who would like to contribute to the foundation. They can only receive a donation deduction for income tax for donations to an institution that has a decision from the Tax Authorities. An overview of institutions that are recognized as PBO can be found on the Tax Authorities website. A foundation that has been designated by the Tax Authorities as a Public Benefit Organization (PBO) can benefit from tax benefits, such as:

- A PBO does not pay inheritance tax or gift tax for inheritances and donations that the institution uses for the public interest.
- If a PBO itself makes donations in the general interest, the recipient does not have to pay gift tax.
- A PBO is eligible for a refund of energy tax.
- Volunteers who work for a PBO make a donation to a PBO under certain conditions.
- Donors to a PBO may deduct their donations from income or corporate tax.
 - To be eligible for the deduction of periodic donations, the donor and the PBO must record the gift in an agreement.
- An additional donation deduction applies to donors of cultural PBO's.

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

- The foundation is committed to the public interest for at least 90%. This is the 90% requirement.
- The foundation is not for profit in all its generally useful activities.
- The foundation and the people directly involved in the institution meet the integrity requirements.
- The directors or policymakers of the institution may not dispose of the institution's assets as if they were their own assets.
- There must be separate assets.
- The foundation may not hold more assets than is reasonably necessary for the work of the institution. Therefore, equity must remain limited.
- The remuneration for directors is limited to an expense allowance or minimum attendance allowance.
- The foundation has an up-to-date policy plan.
- The foundation has a reasonable ratio between costs and expenditure.
- Money remaining after the closure of the institution is spent on a PBO with a similar purpose.
- The foundation complies with the administrative obligations.
- The foundation publishes certain information on an internet site.