



R&R TREUHAND AG

YOUTH FOR UNDERSTANDING (YFU) (SCHWEIZ)

Alpenstrasse 24

3006 Bern

Review Report of the statutory auditor

for the financial year ended September 30, 2025



R&R TREUHAND AG

Bern, December 23, 2025

**Review Report to the Board of
YOUTH FOR UNDERSTANDING (YFU) (SCHWEIZ), Bern**

In accordance with your instructions we reviewed the financial statements (balance sheet, profit and loss account, cash flow statement, capital of the organization and restricted funds, notes) of YOUTH FOR UNDERSTANDING (YFU) (SCHWEIZ) for the year ended September 30, 2025. In accordance with Swiss GAAP FER 21 the information in the Efficiency Report is not part of our Review.

These financial statements in accordance with Swiss GAAP FER are the responsibility of the Board. Our responsibility is to issue a report on these financial statements based on our review.

Our Review was conducted in accordance with the Swiss Auditing Standard 910 applicable to review engagements, which requires that a review be planned and performed to obtain moderate assurance about whether the financial statements are free from material misstatement. A review is limited primarily to inquiries of personnel and analytical procedures applied to financial data and thus provides less assurances than an audit. We have not performed an audit and, accordingly, we do not express an audit opinion.

Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not show a true and fair view of the associations assets, financial position and result situation in accordance with the standards of Swiss GAAP FER.

R&R Treuhand AG

Raphael Rutschi
Registered auditor of the FAOA

Enclosure

- Financial statements

BALANCE SHEET AS OF 30. SEPTEMBER 2025

(in Swiss Francs)

| | 2024/2025 | 2023/2024 |
|---------------------------------------------------|-------------------|-------------------|
| ASSETS | | |
| Current assets ¹⁾ | | |
| Liquidity | 546'096.30 | 452'681.21 |
| Credits | 23'308.45 | 104'408.40 |
| Total Current assets | 569'404.75 | 557'089.61 |
| Fixed assets ²⁾ | | |
| Financial assets | 10'400.00 | - |
| Mobile property | 6'275.75 | 4'754.00 |
| Inter-company account world ³⁾ | 1'887.27 | 17'059.41 |
| Total Fixed assets | 18'563.02 | 21'813.41 |
| TOTAL ASSETS | 587'967.77 | 578'903.02 |
| LIABILITIES | | |
| Short-term liabilities ⁴⁾ | | |
| Short-term liabilities | 10'453.75 | 2'508.75 |
| Accured/deferred liabilities | 148'268.01 | 202'779.70 |
| TOTAL LIABILITIES | 158'721.76 | 205'288.45 |
| FUNDS | | |
| Funds | | |
| Restricted funds ⁵⁾ | 154'502.36 | 126'297.61 |
| TOTAL FUNDS | 154'502.36 | 126'297.61 |
| CAPITAL OF THE ORGANISATION | | |
| Unrestricted funds ⁶⁾ | | |
| National scholarship fund (OC) | 18'028.26 | 18'028.26 |
| International scholarship fund (OC) | 32'717.39 | 17'619.39 |
| Equipment fund | - | - |
| Total unrestricted funds | 50'745.65 | 35'647.65 |
| Loan ICDF of YFU | - | - |
| Retained earnings | 211'669.31 | 283'211.52 |
| Actual loss / profit | 12'328.69 | -71'542.21 |
| TOTAL CAPITAL OF THE ORGANISATION | 223'998.00 | 211'669.31 |
| TOTAL LIABILITIES AND SHAREHOLDERS' EQUITY | 587'967.77 | 578'903.02 |

PROFIT AND LOSS ACCOUNT AS OF 30. SEPTEMBER 2025
(in Swiss Francs)

| | 2024/2025 | 2023/2024 |
|----------------------------------------------------|---------------------|---------------------|
| INCOME | | |
| Outgoing student fees ⁷⁾ | 1'125'897.13 | 865'827.57 |
| Support allowances ⁷⁾ | 115'225.65 | 109'029.16 |
| Other income ⁸⁾ | 163'330.08 | 245'368.76 |
| TOTAL INCOME | 1'404'452.86 | 1'220'225.49 |
| EXPENSES | | |
| International fees ⁹⁾ | 24'058.95 | 19'806.30 |
| Outbound support allowances ¹⁰⁾ | 458'038.44 | 367'350.07 |
| Student insurance | 60'949.20 | 39'783.30 |
| TOTAL EXPENSES | 543'046.59 | 426'939.67 |
| Gross profit I | 861'406.27 | 793'285.82 |
| Staff expenses ¹¹⁾ | 507'166.23 | 527'005.92 |
| Gross profit II | 354'240.04 | 266'279.90 |
| Other operating expenses ¹²⁾ | 306'884.96 | 340'558.35 |
| EBITDA | 47'355.08 | -74'278.45 |
| Depreciation | 1'027.05 | 1'062.00 |
| EBIT | 46'328.03 | -75'340.45 |
| Financial expenses ¹³⁾ | 9'026.51 | 17'033.45 |
| Financial income | -135.92 | -3'283.09 |
| EBT | 37'437.44 | -89'090.81 |
| Extraordinary income | -20'000.00 | - |
| Extraordinary expenses | 1'806.00 | - |
| Result before changes in fund capital | 55'631.44 | -89'090.81 |
| Withdrawal for national scholarships | -7'500.00 | -10'150.00 |
| Allocation of national scholarships ¹⁴⁾ | 14'250.00 | 11'780.00 |
| Withdrawal for international scholarships | - | - |
| Allocation of international scholarships | 8'348.00 | 5'492.00 |
| Withdrawal of Solidarity fund | - | -5'018.60 |
| Allocation of Solidarity fund | - | - |
| Withdrawal for hosting encouragement fund | -16'195.25 | -54'472.00 |
| Allocation of hosting encouragement fund | 44'400.00 | 34'820.00 |
| Allocation of student support fund | - | - |
| Loss-/ Profit | 12'328.69 | -71'542.21 |

CASH FLOW STATEMENT AS OF 30. SEPTEMBER 2025

| | 2024/2025 | 2023/2024 |
|---------------------------------------------------|------------------|--------------------|
| Business activity | | |
| Annual result | 12'328.69 | -71'542.21 |
| Depreciation | 1'027.05 | 1'062.00 |
| Changes in contingency reserves | 250.00 | -725.00 |
| Capital gain/loss from sales | - | - |
| Book profit/loss | - | - |
| Increase/Decrease of outstanding debts | 7'945.00 | 1'928.26 |
| Increase/Decrease of other short-term debts | - | - |
| Increase/Decrease of deferred charges | 81'099.95 | 28'355.31 |
| Increase/Decrease of deferred charges (funds) | 43'302.75 | -17'548.60 |
| Increase/Decrease of liabilities | - | - |
| Increase/Decrease of other short-term liabilities | - | - |
| Increase/Decrease of deferred income | -54'511.69 | -47'533.43 |
| Cash flow from Business activity | 91'441.75 | -106'003.67 |
| Investment activity | | |
| Investment in financial assets | -10'400.00 | - |
| Investment in fixed assets | -2'798.80 | - |
| Disinvestment in fixed assets | - | - |
| Disinvestment in financial assets | - | - |
| Amortisation of undisclosed reserves | - | - |
| Cash flow after Investment activity | 78'242.95 | -106'003.67 |
| Financing activity | | |
| Increase/Decrease of Inter-company accounts world | 15'172.14 | -108'401.08 |
| Increase/Decrease of other long-term accrued loan | - | -19'372.69 |
| Increase/Decrease of retained earnings | - | - |
| Cash flow from Financing activity | 15'172.14 | -127'773.77 |
| Increase in Liquid assets | 93'415.09 | -233'777.44 |
| Balance of Liquid assets as of October 1st | 452'681.21 | 686'458.65 |
| Balance of Liquid assets as of September 30th | 546'096.30 | 452'681.21 |
| | 93'415.09 | -233'777.44 |

STATEMENT OF CHANGE IN CAPITAL

(Account of Corporate action)

| | Balance 01.10.2024 | Allocations | Internal transfers | Appropriation | All. Financial result | Total change | Balance 30.09.2025 |
|-------------------------------------|--------------------|---------------|--------------------|----------------|-----------------------|---------------|--------------------|
| Fund capital | | | | | | | |
| Restricted funds | | | | | | | |
| Operational Stability Security fund | 120'000 | | | | | 0 | 120'000 |
| Hosting encouragement fund | 578 | 44'400 | | -16'195 | | 28'205 | 28'783 |
| Solidarity fund | 5'720 | | | | | 0 | 5'720 |
| Total fund capital | 126'298 | 44'400 | 0 | -16'195 | 0 | 28'205 | 154'502 |
| Organisation capital | | | | | | | |
| Unrestricted funds | | | | | | | |
| National scholarships fund | 18'028 | 14'250 | -6'750 | -7'500 | | 0 | 18'028 |
| International scholarships fund | 17'619 | 8'348 | 6'750 | | | 15'098 | 32'717 |
| Loan | 0 | | | | | | 0 |
| Free capital | | | | | | | |
| Retained earnings | 283'212 | | -71'542 | | | -71'542 | 211'669 |
| Actual loss / profit | -71'542 | | 71'542 | | 12'329 | 83'871 | 12'329 |
| Total organisation capital | 247'317 | 22'598 | 0 | -7'500 | 12'329 | 27'427 | 274'744 |

APPENDIX TO FINANCIAL ANNUAL REPORT 2024/2025

Information on standards used in the Annual Report

This annual report was prepared in accordance with Swiss Law and the existing guidelines of the accounting and reporting recommendations of Swiss GAAP FER (incl. FER 21). In addition these financial statements are also established in accordance with the policies and guidelines of the ZEWO-Foundation. These financial statements represent also the statutory and Swiss law regulations.

Accounting principles

These financial statements provide a true and fair view of the assets, financial position and earnings of YFU (Switzerland) and have been drawn up in accordance with all the existing guidelines of the accounting and reporting recommendations of Swiss GAAP FER and the Swiss law. In the case of discrepancy between these recommendations and Swiss law, there are policies applied which deserve both regulations. The financial statements are based on the principle of historical acquisition costs and on the going concern principle. The relevant accounting principles are part of the disclosures, breakdowns and notes.

Disclosures, breakdowns and notes to the balance sheet

| | 2024/2025 | 2023/2024 |
|---------------------------------------------------------|-------------------|-------------------|
| Liquidity ¹⁾ | | |
| Cash | - | - |
| Post credit | 210'854.39 | 181'209.31 |
| Bank credit | 335'241.91 | 271'471.90 |
| | 546'096.30 | 452'681.21 |
| Credits | | |
| Withholding tax | - | - |
| Swiss Post, Credit IFS | - | - |
| Deferred charges ¹⁾ | 23'308.45 | 104'408.40 |
| | 23'308.45 | 104'408.40 |
| Financial Assets | | |
| Capital Contribution | 10'400.00 | - |
| | 10'400.00 | - |
| Mobile property ²⁾ | | |
| Office equipment | 3'895.75 | 2'124.00 |
| Promotion material | 2'380.00 | 2'630.00 |
| | 6'275.75 | 4'754.00 |
| Clearing | | |
| Inter-company account world (assets) ³⁾ | 1'887.27 | 17'059.41 |
| Inter-company account world (liabilities) ³⁾ | - | - |
| | 1'887.27 | 17'059.41 |
| Short-term liabilities ⁴⁾ | | |
| Supplier debits | 10'453.75 | 2'508.75 |
| Deffered income | 148'268.01 | 202'779.70 |
| | 158'721.76 | 205'288.45 |
| Funds ^{5), 6)} | | |
| National scholarships fund | 18'028.26 | 18'028.26 |
| International scholarships fund | 32'717.39 | 17'619.39 |
| Student support fund | 120'000.00 | 120'000.00 |
| Hosting encouragement fund | 28'782.75 | 578.00 |
| Solidarity fund | 5'719.61 | 5'719.61 |
| | 205'248.01 | 161'945.26 |

Disclosures, breakdowns and notes to the profit and loss account

| | 2024/2025 | 2023/2024 |
|---------------------------------------------------|---------------------|-------------------|
| Income | | |
| Outgoing student fees ⁷⁾ | | |
| North America | 616'865.30 | 487'006.35 |
| Asia/Pacific | 145'636.63 | 79'760.00 |
| Western Europe | 287'168.57 | 214'440.00 |
| Eastern Europe | - | 14'511.22 |
| Latin America | 76'226.63 | 70'110.00 |
| Africa | - | - |
| | 1'125'897.13 | 865'827.57 |
| Inbound Support allowances ⁷⁾ | | |
| North America | 6'869.88 | 13'703.48 |
| Asia/Pacific | 8'933.26 | 14'509.08 |
| Western Europe | 36'055.92 | 24'969.95 |
| Central Europe | 13'520.97 | 17'667.24 |
| Latin America | 28'797.69 | 13'849.84 |
| Africa | - | - |
| IB Courses & Camps | 21'047.93 | 19'329.57 |
| accruals for students | - | 5'000.00 |
| | 115'225.65 | 109'029.16 |
| Other income ⁸⁾ | | |
| Federal support | 59'501.00 | 80'529.00 |
| Foundation support | 1'860.00 | 47'885.39 |
| Fundraising efforts | 8'348.00 | 5'492.00 |
| National scholarship support | 14'250.00 | 11'780.00 |
| Hosting Encouragement Fund | 44'400.00 | 34'820.00 |
| Administrational income | 2'526.53 | 12'889.48 |
| Student insurance | 31'500.47 | 53'930.98 |
| Merchandising | 1'080.00 | 1'325.00 |
| | 163'466.00 | 248'651.85 |
| Expenses | | |
| International fees ⁹⁾ | | |
| International Center | 22'246.75 | 17'394.51 |
| EEE | 1'812.20 | 2'411.79 |
| | 24'058.95 | 19'806.30 |
| Outbound support allowances ¹⁰⁾ | | |
| North America | 264'519.10 | 219'769.70 |
| Asia/Pacific | 40'715.07 | 27'440.43 |
| Western Europe | 124'956.50 | 91'105.12 |
| Central Europe | - | 2'918.50 |
| Latin America | 27'847.77 | 26'116.32 |
| Africa | - | - |
| | 458'038.44 | 367'350.07 |
| Student Insurance | | |
| Student Insurance IB | 37'829.15 | 23'231.20 |
| Student Insurance OUT | 23'120.05 | 16'552.10 |
| | 60'949.20 | 39'783.30 |

Disclosures, breakdowns and notes to the profit and loss account (ctd.)

| | 2024/2025 | 2023/2024 |
|------------------------------------------------|-------------------|-------------------|
| Staff expenses ¹¹⁾ | | |
| Salaries Office | 403'291.11 | 394'159.68 |
| Salaries Field | 24'153.80 | 30'713.75 |
| Social costs | 59'396.55 | 59'577.39 |
| Various | 20'324.77 | 42'555.10 |
| | 507'166.23 | 527'005.92 |
| Other operating expenses ¹²⁾ | | |
| <i>Student national activities</i> | | |
| Outgoing students | 34'150.61 | 39'206.64 |
| Incoming students | 66'631.14 | 115'419.35 |
| <i>Staff national activities</i> | | |
| Training | 3'800.40 | 2'963.95 |
| Meeting | 3'114.02 | 3'922.65 |
| <i>Travel outgoing programs</i> | | |
| North America | 66'972.90 | 59'106.08 |
| Asia/Pacific | 22'027.55 | 11'974.00 |
| Western Europe | 5'671.67 | 7'359.86 |
| Central Europe | - | 293.33 |
| Latin America | 14'092.05 | 13'094.30 |
| Africa | - | - |
| <i>Administration</i> | | |
| Head-Office | 64'233.79 | 72'639.37 |
| Districts I - IV | 5'324.70 | 2'320.95 |
| <i>Merchandising</i> | | |
| Merchandising | 2'211.01 | 1'375.44 |
| <i>Assignments</i> | | |
| International Assignments | 2'053.68 | 1'326.38 |
| <i>Promotion</i> | | |
| Promotion | 18'127.95 | 16'439.50 |
| <i>Development</i> | | |
| Development funds ¹⁴⁾ | 7'500.00 | 10'150.00 |
| | 315'911.47 | 357'591.80 |
| Depreciation | | |
| Depreciation on equipment | 1'027.05 | 1'062.00 |
| Extraordinary income & costs | | |
| <i>Extraordinary income</i> | | |
| Extraordinary income other periods | -20'000.00 | - |
| <i>Extraordinary costs</i> | | |
| Extraordinary costs other periods | 1'806.00 | - |
| Refunds Outbound | - | - |
| | -18'194.00 | - |

Significant events after the balance sheet date

There were no significant events between the balance sheet date and finalization of the balance sheet by the Board that would affect the validity of information contained in the balance sheet or which would have to be disclosed here.

ADDITIONAL REMARKS CONCERNING SPECIFIC ITEMS ON VARIOUS BALANCE SHEETS

1) Current assets

| Asset category | 30.09.2025 CHF | Previous year CHF |
|-----------------------------|-------------------|----------------------|
| Liquid assets | 546'096 | 452'681 |
| Deferred charges | 23'308 | 104'408 |
| Total current assets | 569'405 | 557'090 |

2) Fixed assets

| Assets analysis | Financial Assets CHF | Office equipment CHF | Promotion material CHF | Total CHF |
|-----------------------------|----------------------------|----------------------------|------------------------------|--------------|
| Acquisition values | | | | |
| Balance as of 01.10.2024 | 0 | 2'124 | 2'630 | 4'754 |
| Investments | 10'400 | 2'799 | 0 | 13'199 |
| Disinvestments | 0 | 0 | -250 | -250 |
| Depreciation current year | 0 | -1'027 | 0 | -1'027 |
| Amort. undisclosed reserves | 0 | 0 | 0 | - |
| Balance as of 30.09.2025 | 10'400 | 3'896 | 2'380 | 16'676 |

The assessment of capital assets is done according to acquisition value and original value. The activation limit is between CHF 500 and CHF 1000. The investment relates to an equity participation in Saxerhaus AG. This will enable YFU Switzerland to relocate to new premises. The investment in office equipment concerns the renewal of the IT hardware infrastructure.

3) Inter-company accounts

| | 30.09.2025 CHF | Previous year CHF |
|--------------------------------------------|-------------------|----------------------|
| Inter-company accounts world (assets) | 1'887 | 17'059 |
| Inter-company accounts world (liabilities) | - | - |
| | 1'887 | 17'059 |

This figure represents the difference between the two balance sheet items dealing with inter-company accounts. The amount reflects balances with international partners which could not be settled before 30.09.2025.

4) Short-term liabilities

| Composition | 30.09.2025 CHF | Previous year CHF |
|-----------------|-------------------|----------------------|
| Supplier debits | 10'454 | 2'509 |
| Deferred income | 148'268 | 202'780 |
| | 158'722 | 205'288 |

The supplier debit includes purchases made via credit card, the details of which were received late. The deferred income includes overtime and outstanding leave days of the office staff. But above all, it includes advance payments of future program participants.

5) Restricted funds

| | Operational Stability Security Fund |
|--------------------------|-------------------------------------|
| Balance as of 01.10.2024 | 120'000 |
| Release of reserves | - |
| Creation of reserves | - |
| Balance as of 30.09.2025 | 120'000 |

Operational Stability Security Fund was made to ensure that YFU-CH can always fulfill its contractual obligations to partner organizations and participants. The Operational Stability Security Fund contains at least CHF 120'000. If the fund must be used, the Finance Committee ensures that it is replenished to the minimal amount at the next possible moment out of a profit or retained earnings.

| | Hosting Encouragement Fund (HEF) |
|--------------------------|----------------------------------|
| Balance as of 01.10.2024 | 578 |
| Release of reserves | -16'195 |
| Creation of reserves | 44'400 |
| Balance as of 30.09.2025 | 28'783 |

The **HEF** was made to strengthen bidirectional exchange, following the general ideals of YFU, to facilitate the search of host families for inbound students and to strengthen YFU's ability to financially support host families. The fund collects direct contributions paid by all outbound students, whose families are not hosting. The amount of the contribution per non-hosting family is defined on a yearly basis by the Board, in collaboration with the ND.

| | Solidarity Fund |
|--------------------------|-----------------|
| Balance as of 01.10.2024 | 5'720 |
| Release of reserves | - |
| Creation of reserves | - |
| Balance as of 30.09.2025 | 5'720 |

The solidarity fund is designed to support specific international operations and actions in a spirit of solidarity. It may include loans or grants to partner organizations in need or initiatives to promote the further training and education of staff abroad.

6) Unrestricted funds

| | National scholarship fund |
|------------------------------------------------|---------------------------|
| Balance as of 01.10.2024 | 18'028 |
| Release of reserves | -7'500 |
| Creation of reserves | 14'250 |
| Withdrawal into International scholarship fund | -6'750 |
| Balance as of 30.09.2025 | 18'028 |

National scholarships give the opportunity to students living in Switzerland and whose parents have not the economic capacity to offer an exchange program abroad. Each application is assessed on the ground of the family's income, assets and number of children in education. This fund is supplied by an outbound student fee of CHF 190.

| | International scholarship fund |
|--------------------------------------|--------------------------------|
| Balance as of 01.10.2024 | 17'619 |
| Release of reserves | - |
| Creation of reserves | 8'348 |
| Allocation National scholarship fund | 6'750 |
| Balance as of 30.09.2025 | 32'717 |

International scholarships are mainly awarded to students from countries where the means to go on exchange are not readily available. This fund remains because it's important to have the abilities to support struggling or new YFU organisations around the world.

7) Income from programs

| | 2024/2025 CHF | Previous year CHF |
|------------------------------|------------------|----------------------|
| Outgoing student fees | | |
| North America | 616'865 | 487'006 |
| Asia/Pacific | 145'637 | 79'760 |
| Western Europe | 287'169 | 214'440 |
| Eastern Europe | - | 14'511 |
| Latin America | 76'227 | 70'110 |
| Africa | - | - |
| Total | 1'125'897 | 865'828 |

This year's number of outbound students (76) is significantly higher than last year (61). This increase is notably linked to the efficiency gains achieved in the student registration process implemented as part of the onboarding project. This momentum is expected to continue into the next fiscal year.

| | 2024/2025 CHF | Previous year CHF |
|---------------------------|------------------|----------------------|
| Support allowances | | |
| North America | 6'870 | 13'703 |
| Asia/Pacific | 8'933 | 14'509 |
| Western Europe | 36'056 | 24'970 |
| Central Europe | 13'521 | 17'667 |
| Latin America | 28'798 | 13'850 |
| Africa | - | - |
| IB Courses & Camps | 21'048 | 19'330 |
| Accruals for students | - | 5'000 |
| Total | 115'226 | 109'029 |

This year's number of inbound students (24) is lower than last year's (28). Although the numbers are stable, they highlight the need to maintain our efforts in promoting cultural exchange and ensuring a balanced understanding of hosting. The persistent challenge of finding Host Families remains a key focus. This is why the Hosting Encouragement Fund (HEF) continues to play an essential role in supporting the search for Host Families and strengthening the hosting experience.

8) Other income

| | 2024/2025 CHF | Previous year CHF |
|---------------------------------------------|------------------|----------------------|
| Federal support | 59'501 | 80'529 |
| Foundation support | 1'860 | 47'885 |
| Corporate scholarships | - | - |
| Restricted donations (national scholarship) | - | - |
| Unrestricted donations | 8'348 | 5'492 |
| National scholarship support | 14'250 | 11'780 |
| Hosting Encouragement fund | 44'400 | 34'820 |
| Administrational income | 2'527 | 12'889 |
| Student insurance | 31'500 | 53'931 |
| Merchandising | 1'080 | 1'325 |
| Total | 163'466 | 248'652 |

Federal support refers to contributions from the Swiss Federal Government. These contributions consist of financial support for our activities in the field of youth work ("Finanzhilfen für die Betriebsstruktur und regelmässige Aktivitäten von Einzelorganisationen (Art. 7 Abs. 2 KJFG)" BSV year allowance CHF 55'251) and for our training events for volunteers ("Aus- und Weiterbildung (Art. 9 KJFG)" BSV training support CHF 4'250). Due to the reduction in the budget of the Federal Social Insurance Office (BSV), the subsidy amounts are lower than in the previous year.

9) International fees

| | 2024/2025 CHF | Previous year CHF |
|----------------------|------------------|----------------------|
| International Center | 22'247 | 17'395 |
| EEE | 1'812 | 2'412 |
| Total | 24'059 | 19'806 |

International Center fees consist of the fee for the Global Office and the contributions to the ICDF (International Contingency and Development Fund). The EEE fees are supporting the EEE (European Educational Exchanges) office in Bruxelles and its activities. EEE is the umbrella organization of European YFU organizations. All of the aforementioned fees are calculated on a per student basis.

10) Outbound support allowances

| | 2024/2025 CHF | Previous year CHF |
|----------------|------------------|----------------------|
| North America | 264'519 | 219'770 |
| Asia/Pacific | 40'715 | 27'440 |
| Western Europe | 124'957 | 91'105 |
| Central Europe | - | 2'919 |
| Latin America | 27'848 | 26'116 |
| Africa | - | - |
| Total | 458'038 | 367'350 |

Support allowances are the fees that are paid to international partners for hosting our outbound students. They reflect the student numbers. Since support allowances are a part of the program price that the participants pay, the same explanations apply as for 7) "Income from programs".

11) Staff expenses

| | CHF CHF | Previous year CHF |
|-----------------|----------------|----------------------|
| Salaries Office | 403'291 | 394'160 |
| Salaries Field | 24'154 | 30'714 |
| Social costs | 59'397 | 59'577 |
| Various | 20'325 | 42'555 |
| Total | 507'166 | 527'006 |

The remuneration to staff members does not exceed salaries of employees fulfilling similar tasks in other organizations or in the public service of the Canton of Bern. As the management consists of a single individual, remuneration disclosure has been omitted in accordance with reporting standards.

12) Other operating expenses

| | 2024/2025 CHF | Previous year CHF |
|---------------------------------------|------------------|----------------------|
| Student National activities | 100'782 | 154'626 |
| Staff National activities | 6'914 | 6'887 |
| Travel outgoing programs | 108'764 | 91'828 |
| Administration (without capital loss) | 69'558 | 74'960 |
| Merchandising | 2'211 | 1'375 |
| Assignments | 2'054 | 1'326 |
| Promotion | 18'128 | 16'440 |
| Total | 308'411 | 347'442 |

Many student national activities could be reorganised again as an example the skicamp. The expenses in travel outgoing programmes reflects the number of outbound students and therefore the same explanations apply as for 7) "Income from programs". The decrease in "Student National Activities" reflects the absence of the partnership project with Movetia.

13) Exchange rate fluctuations

The exchange rate fluctuations were not transferred to the Operational Stability Security Fund because of a positive result.

14) Development

| | 2024/2025 CHF | Previous year CHF |
|---------------------------------------|------------------|----------------------|
| Development national scholarship | 7'500 | 10'150 |
| Development international scholarship | - | - |
| Total | 7'500 | 10'150 |

Assessment of risk

The Board with the Financial Committee adequately assessed the potential risks periodically. Where applicable, measures were taken so that the risk of relevant misstatements in the financial report can be considered minor.

Accounting principles

The financial accounting was done according to the rules of Swiss GAAP FER (FER 1 - 6, FER 21 and FER 27)

ZEWO METHOD

Calculate expenses for projects or services, fundraising and administration. Established in accordance with the policies and guidelines of the ZEWO-Foundation to increase transparency.

| | Service | Administration | Promotion | Total |
|-----------------------------|---------------------|-------------------|------------------|---------------------|
| International Fees | 24'058.95 | - | - | 24'058.95 |
| OB Support Allowances | 458'038.44 | - | - | 458'038.44 |
| Student Insurance | 60'949.20 | - | - | 60'949.20 |
| Office Staff | 282'303.78 | 100'822.78 | 20'164.56 | 403'291.11 |
| | 70% | 25% | 5% | |
| Field Staff | 16'907.66 | 6'038.45 | 1'207.69 | 24'153.80 |
| | 70% | 25% | 5% | |
| Social Costs | 41'577.59 | 14'849.14 | 2'969.83 | 59'396.55 |
| | 70% | 25% | 5% | |
| Various Staff | - | 20'324.77 | - | 20'324.77 |
| Student National Activities | 80'625.40 | 20'156.35 | - | 100'781.75 |
| | 80% | 20% | | |
| Staff National Activities | - | 6'914.42 | - | 6'914.42 |
| Student Travel | 108'764.17 | - | - | 108'764.17 |
| Administration | - | 69'558.49 | - | 69'558.49 |
| Merchandising | - | - | 2'211.01 | 2'211.01 |
| Assignments | - | - | 2'053.68 | 2'053.68 |
| Promotion | - | - | 18'127.95 | 18'127.95 |
| Development | 7'500.00 | - | - | 7'500.00 |
| Depreciation | - | 1'027.05 | - | 1'027.05 |
| Extraordinary | - | -18'194.00 | - | -18'194.00 |
| Fund Allocation | - | 43'302.75 | - | 43'302.75 |
| Total Expenses | 1'080'728.08 | 264'801.15 | 46'734.86 | 1'392'260.09 |
| | 77.62% | 19.02% | 3.36% | |

In this tabella we can see that YFUs focus lays on the Service we provide. Administration is necessary to do so and in a suitable range. Promotion is necessary to make YFU known outside of YFU. So 3.36%, even with a slight increase in promotion efforts this year, is still quite low. There is definitely room for improvement to further enhance our visibility and recognition outside of YFU.

EFFICIENCY REPORT 2024/2025

Outbound Programme: Fiscal Year 2024–2025 was marked by a significant increase in outbound students, rising from 61 to 76. This growth is closely linked to efficiency gains achieved through the improved student registration process introduced as part of the onboarding project. We are confident that these numbers can be sustained in the coming fiscal year.

The most notable challenge on the outbound side was the temporary suspension of U.S. visa appointments in May and June, which created considerable uncertainty regarding student travel to the United States. Additionally, the U.S. diversity scholarship was discontinued.

Inbound Programme: Hosting 24 students in Switzerland continues to highlight the ongoing challenge of promoting bilateral exchange. A key reason for the continued relevance of the Hosting Encouragement Fund is the persistent difficulty in recruiting host families. Another major challenge was the extended absence of our Romandie Inbound Coordinator. We are grateful to both volunteers and the national support team for stepping in to ensure continuity during this period.

Volunteer Community: A new volunteer structure was introduced in the German-speaking regions of Switzerland. The number of regions and regional representatives was reduced, resulting in six regions, each led by a Local Coordinator responsible for organizing interviews, school presentations, and home visits. At the national level, the Board hosted the first edition of VolunCheers!, an event dedicated to expressing appreciation to all active YFU volunteers.

National Support Team: This fiscal year was characterized by a high degree of stability within the National Support Team, ensuring operational continuity and consistent support across all functions.

Louis Philipona
Financial and Administrative Support Coordinator

BOARD MEMBERS OF YFU SWITZERLAND

| <i>Name</i> | <i>First name</i> | <i>Election year</i> | <i>1st term</i> | <i>2nd term</i> | <i>3rd term</i> |
|-------------|-------------------|----------------------|-----------------|-----------------|-----------------|
| Weiss | Marc | 2019 | 2019-2021 | 2021-2023 | 2023-2025 |
| Canzani | Matz | 2021 | 2021-2023 | 2023-2025 | 2025-2027 |
| Bruderer | Selina | 2021 | 2021-2023 | 2023-2025 | 2025-2027 |
| Floris | Joel | 2020 | 2020-2022 | 2022-2024 | 2024-2026 |
| Hunziker | Marco | 2021 | 2021-2023 | 2023-2025 | 2025-2027 |
| Meili | Oliver | 2023 | 2023-2025 | 2025-2027 | |
| Gobet | Mathieu | 2024 | 2024-2026 | | |
| Härri | Marion Andrea | 2025 | 2025-2027 | | |
| Moret | Elise | 2025 | 2025-2027 | | |

GUIDELINES TO YFU SWITZERLAND'S FUNDS

Purpose

The purpose of these guidelines is to define the policies for all the funds to be found in YFU Switzerland's (YFU-CH) balance sheet, to describe the process (guidelines) for their allocation and their alimentation.

The 5 pillars of YFU Switzerland's funds

| | | | | |
|-----------------------------------------------------|----------------------------------------------------|-------------------------------|-------------------------------------------------|-----------------------------------------------|
| Support outbound students with limited means | Support inbound students with limited means | Support host families | Ensure national organizational stability | Support international partners in need |
| 1) National Scholarship Fund | 2) International Scholarship Fund | 3) Hosting Encouragement Fund | 4) Operational Stability Fund | 5) Solidarity Fund |

1) National Scholarship Fund*

Aim:

To financially support outbound students leaving on an exchange program with YFU-CH.

Alimentation:

There are three mechanisms to replenish this fund: There are the **direct contributions⁺ (1)**, paid by all Swiss participants leaving with YFU-CH (contribution is part of the program fee). Assuming there is a profit by the end of a financial year, the Board, together with the National Director (ND), decides to allocate an **extra contribution⁺ (2)** to the fund, in the process of profit distribution. **Restricted donations[°] (3)** to the National Scholarship Fund can also aliment this fund.

Allocation:

Allocation of the scholarships to outbound students is decided by the ND, according to the specific fund regulations. The sum of all regular participant direct contributions should be distributed during the same fiscal year. At each financial closing, the remaining means of the **direct contributions⁺ (1)** are automatically transferred to the International Scholarship Fund.

The ND is required to inform the Finance Committee about the allocations. The Finance Committee informs the Board after any allocation. The Board informs at the annual membership meeting about the fund allocation.

2) International Scholarship Fund

Aim:

To financially support inbound students coming to Switzerland through other partner organizations. This applies especially to participants from countries with considerably lower levels of income than Switzerland.

Alimentation:

There are three mechanisms to replenish this fund: **The remaining means of direct contributions⁺ (1)** to the National Scholarship Fund at the end of each fiscal year are automatically transferred to this fund. In case of a profit by the end of a financial year, the Board, together with the ND, decides to allocate an **extra contribution⁺ (2)** to the fund, in the process of profit distribution. **Restricted donations[°] (3)** to the International Scholarship Fund can also aliment this fund.

Allocation:

The Board decides about the allocation of the scholarships to inbound students upon proposition by the ND. The Board informs at the annual membership meeting about the fund allocation.

3) Hosting Encouragement Fund*

Aim:

To strengthen bidirectional exchange, following the general ideals of YFU, to facilitate the search of host families for inbound students and to strengthen YFU's ability to financially support host families.

Alimentation:

The fund collects **direct contributions⁺** paid by all outbound students, whose families are not hosting. The amount of the contribution per non-hosting family is defined on a yearly basis by the Board, in collaboration with the ND.

Allocation:

The fund's means are to be spent for activities in the context of hosting. This can be allowances for host families, but it can also generally be used to achieve the purpose of the fund. For the detailed allocation process, the respective fund regulations have to be considered.

The Board informs at the annual membership meeting about the fund allocation.

4) Operational Stability Security Fund

Aim:

To ensure that YFU-CH can always fulfill its contractual obligations to partner organizations and participants.

Alimentation:

The Operational Stability Security Fund contains at least CHF 120'000. If the fund must be used, the Finance Committee ensures that it is replenished to the minimal amount at the next possible moment out of a profit or retained earnings⁺ (first priority against all other funds).

Allocation:

The ND, together with the Finance Committee, decides upon the allocation of the Fund. The Finance Committee informs the Board after any allocation. The Board informs at the annual membership meeting about the fund allocation.

5) Solidarity Fund

Aim:

To support specific international operations and actions in a spirit of solidarity. It may consist of loans or grants to partner organizations in need or of actions to promote the further training and education of staff abroad.

Alimentation:

The Solidarity Fund is filled by allocating part of the surplus in case of a positive financial result or by reserves⁺. The Finance Committee decides on the amount based on a proposition by the ND.

Allocation:

Proposals for Solidarity Fund allocation are made by the ND and are decided upon by the Finance Committee. The Finance Committee informs the Board after any allocation. The Board informs at the annual membership meeting about the fund allocation.

* Those funds have separate fund regulations

⁺ Organizational Capital = Organisationskapital = "selbst gebundenes Kapital"

[°] Fund's capital = Fondskapital = "von Dritten gebundenes Kapital" = Donations