

Annual Report
and
Financial Statement

2017

9th financial year

METAdrasi
Action for Migration and Development
Civil Non-Profit Organisation

N|E|P|A| Economic Consulting, Ltd®

SIMPLE IDEAS | GREAT SOLUTIONS®

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1_METAdrasi

1.1_Introduction

METAdrasi - Action for Migration and Development is a non-profit, non-governmental civil society organisation, implementing partner of the United Nations High Commissioner for Refugees (UNHCR), member of the Greek Racist Violence Recording Network (RVRN) and the European Reintegration Support Organisations Network (ERSO), as well as member of the Greek Network for Children's Rights.

METAdrasi was founded in December 2009 with the primary objective to contribute with the provision of services in domains which were not covered by the Public Authorities or other NGOs in Greece. Essentially, METAdrasi strives to promote a comprehensive system for the management of refugee flows, built on respect for human rights, national and international law, geared towards the implementation of activities for the reception and integration of refugees arriving in Greece. METAdrasi's core values are consistency, efficiency and the flexibility to adjust to needs as they emerge.

METAdrasi implements pioneering solutions to critical and long-standing problems, around four main areas:

Interpretation, enabling vital communication with refugees through the deployment of 350 interpreters, trained and certified by METAdrasi, an activity that lies at the heart of any effective provision of humanitarian support;

Protection of unaccompanied minors, who have been separated from, or lost, their parents, through a comprehensive safety net of activities including accommodation facilities, safe escorting from unsafe detention centers to suitable accommodation facilities and the pioneering activities of guardianship and foster families;

Protection and support of other vulnerable groups through the provision of legal aid to asylum-seekers, Certification of Torture victims and humanitarian aid missions;

Education and integration of refugees and migrants by offering educational programmes, Greek language lessons and work placement opportunities.

1.2_Distinctions

- The **North-South Prize 2015 of the Council of Europe** awarded to the co-founder & president of METAdrasi Lora Pappa, for outstanding work in promoting solidarity, democracy and human rights.
- **PILnet's European Pro Bono Awards 2016**: first prize in the category "**Award for Exemplary Partnership in the Public Interest**" for METAdrasi's cooperation with the American law firm Reed Smith for offering free legal assistance to beneficiaries of international protection in Greece.
- **THI Leadership Award 2016** from the Hellenic Initiative to METAdrasi's president Lora Pappa for the outstanding contribution.
- Collective Action Award "**Models of Excellence 2017**" by the "Citizens' Movement for an Open Society" for METAdrasi's significant volunteer work.

1.3_Overview of Refugee Developments and Challenges in Greece 2017

The EU - Turkey Statement on March 2016 resulted in a significant decrease of refugee arrivals in Greece but the consequent closing of European states' borders in 2017, led to a total of 60,000 refugees being trapped in Greece.

Despite the stabilisation of the refugee and migrant flows in 2017, Greece remained among the top three European countries in terms of number of asylum applications per capita, at times even number one ahead of Germany.

The Asylum Service in 2017 registered 58,661 asylum applications, of which 26,668 were submitted on the five Aegean islands where Reception and Identification Centers ("hotspots") are located. Syrians still accounted for most asylum applications, followed by asylum seekers from Afghanistan, Pakistan and Iraq. Undoubtedly, Greece was called upon to shoulder a burden five times larger than the one that theoretically corresponds to the country.

On the islands also, mainly due to insufficient human resources, significant delays continued to occur in the processing of asylum applications, leading to further frustration amongst applicants caused by the prolonged uncertainty about their future.

There were also significant delays experienced in the implementation of the relocation programme agreed by European countries, with only 7,635 asylum seekers relocated from

Greece, significantly less than the agreed target of 66,000 until the end of 2017.¹ Moreover, the low relocation rates were accompanied by a high rate of asylum application rejections, contributing further to the uncertainty that the refugee population is facing.

More broadly, in 2017 a series of developments led to a deterioration of the management of the refugee flows. First, large numbers of refugees were transferred from the islands to the mainland, where the health and educational systems lacked the necessary infrastructure to support the needs of the increasing refugee population. Second, as of 1st of August 2017, the Ministry of Finance assumed responsibility for the management and allocation of funds for accommodation facilities and camps and despite the apparent availability of funding, mainly from European sources, the lack of centralised management and coordination between key stakeholders led to serious delays in dealing with important issues, particularly concerning the most at-risk vulnerable populations.

Furthermore, international NGOs started to depart from Greece, leaving the State and local NGOs to cover the significant infrastructure gaps that were created as a result. At the same time, the continuous refugee flows to the islands, resulted in: i) overpopulated camps with poor conditions and lack of access to even basic necessities and ii) population demographic shifts in the islands, where in Lesbos for example one third of the population is of refugee origin.

Eventually, these population issues changed perceptions and created the notion among the Greek island people, who have shown extraordinary solidarity since the crisis begun, that the Greek islands are merely "buffer zones" to prevent migration and refugee flows from reaching Europe. Greek populations in the islands felt demoralised, burnt out and consequently lost their confidence in Europe's suggestions to create more camps in Greece.

These developments led to radically different priorities in the management of migration in Greece during 2017:

- Provision of adequate accommodation and other basic humanitarian support for people stranded in the country, with particular emphasis on unaccompanied minors and other vulnerable groups;
- Efficient asylum application processing for the people still arriving on the islands; and
- Increased focus on integration and education efforts.

¹ Relocation and Resettlement - State of Play, European Commission, 8 February 2017

2_METAdrasi Highlights 2017

2017 was another year of significant challenges but also development for METAdrasi. Our team continued to expand and support innovative activities in the mainland and the islands, while also successfully establishing new partnerships at a local and global level.

METAdrasi established new partnerships with organisations such as Pro Victimis, Book Aid International, Roy and Patricia Disney Family Foundation and Stavros Niarchos Foundation. In addition to our longstanding partnership with the United Nations High Commissioner for Refugees (UNHCR) and International Rescue Committee IRC, during 2017 we also signed a framework partnership agreement with Directorate-General for European Civil Protection and Humanitarian Aid Operations (DG ECHO), making us the only Greek NGO supporting refugees, entered in the official ECHO register.

At the same time, we launched a series of innovative activities in addition to ad hoc activities in response to emerging circumstances, highlighted below in chronological order.

February 2017: The exemplary cooperation developed between METAdrasi, the corresponding Portuguese Ministries, the Portuguese National Federation of Institutions of Solidarity CNIS in conjunction with the immediate response and cooperation of the Greek Asylum Service and the Athens Minors Prosecutor, led to the first bilateral transfer of unaccompanied minors from Greece to Portugal during March 2017. This was a historic moment, where METAdrasi made use for the first time of Article 17 of the Dublin Regulation III and enabled five boys from Afghanistan, outside the context of reunification or relocation, to move to another European country, proving that solidarity can overcome established systems and pave new paths. Setting up this initiative required many months of preparation, involved multiple parties in Greece and Portugal and was made possible by the trust and support of No More Walking, the Just Cycling campaign and the citizens across Europe that took part in it.

June 2017: METAdrasi launched the summer education programme “Step2School”, under the “Open Schools” program of the City of Athens. The specialised educational team prepares refugee and migrant children, 6-17 years-old, for the next school year, supporting children who are staying in camps, shelters, apartments or other unsafe alternatives (squats or homelessness).

August 2017: With the containment of thousands of people, primarily on the islands of the northern Aegean, in the harsh living conditions of the hotspots, it became a crucial necessity to investigate and certify torture victims locally. For this reason, within the same month and with the support of the UN High Commissioner for Refugees, METAdrasi started missions of the experts' team to the islands of the northern Aegean.

November 2017: METAdrasi was honoured with the award "Models of Excellence 2017" of the Citizens' Movement for an Open Society, in recognition of our work and social contribution. The award was presented by the President of the Hellenic Republic, Prokopis Pavlopoulos. In addition, during the same month, METAdrasi initiated discussions with the Ministry of Education regarding the provision of interpretation services to schools in Athens and Thessaloniki in order to cover immense gaps in the support of refugee children entering education. For the same reason, and in collaboration with UNICEF, METAdrasi produced an informative leaflet explaining the scope and the operational framework of the interpretation service, which the Ministry of Education distributed to schools' principals. In addition, METAdrasi provided training to Refugee Education Coordinators on the use of qualified interpretation services. By the end of December 2017, the access permit of interpreters in the schools and the language needs per school were finalised. The provision of interpretation services to schools, including support with school registrations, commenced in January 2018.

December 2017: Given the urgent need to pursue solutions for the housing and integration of teenage refugees staying in Greece, METAdrasi collaborated with institutional entities and organisations in other countries, evaluated different models and initiated a groundbreaking activity called "Supported Independent Living for unaccompanied minors" (SIL). SIL provides a safe alternative initiative regarding care provision and integration for unaccompanied minors aged 16 to 18, identified refugees or asylum seekers, irrespective of nationality, by placing them in supported apartments.

In 2017, METAdrasi strengthened the senior management and operating systems, while preserving the lean administrative structure of the organisation, with emphasis on project teams and direct field activity.

Volunteers' contribution to our activities grew substantially. In 2017, we worked with 282 active volunteers; out of them 71 volunteered at the Asylum Service in Athens and Thessaloniki, 30 at Elaionas camp, 30 at emergency activities (humanitarian aid distribution), 22 at Step2School, 20 as Greek teachers, 39 at transit accommodation facilities, 20 at Guardianship, 30 at Office Support and 30 International Volunteers.

Volunteers' contribution has been especially valuable in transit accommodation facilities where they offered educational and recreational activities such as Greek and foreign languages, cooking, music and martial art lessons and tutorials to UACS across Athens, Thessaloniki, Chios and Samos. They were also significantly involved in the distribution of food and other humanitarian goods in camps, the coordination of language classes and the teaching of Greek.

3_METAdrasi Activities in Detail

Since 2010, METAdrasi has continued to implement pioneering solutions to critical and long-standing problems. We set out below in more detail our activities during 2017 in each of our four core areas.

3.1_ Interpretation Services

Interpretation lies at the heart of any provision of humanitarian protection and support. METAdrasi has created a "bridge" to ensure effective communication between the people seeking help and those that can offer it to them. Its integrated interpretation system, established in 2010, comprises strict training and evaluation/monitoring of interpreters, local and remote coordination and the coverage of interpretation requests/needs either by in person support or via teleconference.

In 2017, METAdrasi employed 325 active interpreters who spoke in total 42 languages and dialects. In total, the organization delivered 389,000 interpreting sessions, of which 32.5% were undertaken via teleconference. METAdrasi continued to provide interpretation to the Authorities (Asylum Service, the Greek Police, 6 Reception and Identification centers, 22 Regional Asylum Service and Independent Asylum Units) and to UNHCR. Interpreters were present in 25 refugee camps, detention centers, shelters and other accommodation sites, as well as in 55 hospitals and schools in over 30 locations across the Greek mainland and islands. Our interpreters also supported the communication of refugees in need with

numerous public authorities, such as the police and the port police, municipalities and regional authorities.

We covered interpretation needs with the physical presence of our teams in the main entry and exit points, including the islands of Lesbos, Chios, Samos, Leros, Kos, Crete, Rhodes, and the northern borders, as well as in all key locations in Attica, in Northern Greece (Thessaloniki, Orestiada, Kilkis, Alexandroupoli, Xanthi, Veroia, Serres, Giannena, Kavala, Oraiokastros, Drama) and in Central Greece (Volos, Larissa).

In the period 2015-2017, despite the higher salaries offered by international NGOs, only 50 METAdrasi interpreters chose to leave the team. One of the main challenges was to continue to identify and train sufficient interpreters to meet the increased needs in all the different languages required, while maintaining our standards of quality and professionalism. In 2017, however, with the sudden departure of international NGOs, METAdrasi retained its interpreters. Therefore, only four seminars took place which were attended by 168 people, of whom 90 qualified as interpreters in 21 different languages (new languages Ibo and Bambara) and joined the METAdrasi register. Each training seminar lasted 10 days, and was followed by the assessment process.

During 2017, five evaluations took place in different locations across Greece, where METAdrasi's teams were deployed. In particular, our interpreters and local coordinators in Lesbos, Samos (twice), Northern Greece (Thessaloniki, Kilkis, Veroia) and Orestiada were evaluated by experienced, independent staff. The feedback from these evaluations was communicated to the Project Management and Implementation team, and as a result, there were modifications and changes in the composition of the deployed teams in the field. The evaluations were proven once again crucial for the deployed teams to express their views on the implementation of the activities, but also for the Project Management teams to reach valuable conclusions about the effectiveness of the activities' implementation.

Interpretation in 2017 was funded by UNHCR, International Organization for Migration (IOM), the Swiss Ministry of Migration (SEM), the Asylum Service, The Reception and Identification Service, UNICEF, as well as the organizations International Rescue Committee (IRC) and Danish Refugee Council (DRC).

3.1.1 Interpretation in asylum procedures

METAdrasi's interpreters facilitated/enabled the effective communication in all stages of the asylum process. Over 132,000 interpreting sessions were completed in 2017 in the context of the asylum procedures in Greece. Hundreds of interpreters provided their services through physical presence or via teleconference in 22 different Asylum Offices or Units all

around the Greek territory. METAdrasi also translated official documents and announcements of the Asylum Service in 25 languages.

3.1.2_ Interpretation via teleconference

METAdrasi had pioneered a unique teleconference system for Greece, which guarantees that interpretation requests are covered even when demand is high or locations are remote. 133 teleconference devices have been made available to the Asylum Service Offices all around Greece to facilitate the remote interpretation. This is an important innovation as 32,5% of all interpretation requests in the context of the asylum were covered via teleconference by Athens-based members of METAdrasi's team. This includes 20,448 registrations and 18,705 interviews.

3.1.3_ Interpretation in refugee camps & hotspots and at the borders

METAdrasi was present at 25 refugee camps and 6 Reception & Identification Centers (hotspots) providing vital service to refugees and migrants with the help of 69 interpreters. In March 2017, METAdrasi reduced its presence in the camps in the mainland. Furthermore, the sudden departure of international NGOs increased further the existing gap in the provision of interpretation with a number of mainland camps closing down.

In the borders, (Rhodes and Orestiada) and at various hotspots (Leros, Kos, Samos, Chios and Lesvos) METAdrasi's interpreters facilitated the communication between refugee populations and personnel from the asylum and first reception/identification services, IOM, KEELPNO, UNHCR, as well as staff of other NGOs, Hospitals, Police Prosecution and Educational Institutions. In total 1,376 missions were completed in the above locations in 32 languages.

3.1.4_ Interpretation in hospitals

Refugees and third-country nationals are confronted with inadequate access to healthcare. The difficulty in accessing hospitals for secondary healthcare (medical specialists, clinical examinations, emergency care etc) is further increased by their inability to communicate in a language they understand. METAdrasi strived to cover requests relying mainly on our own resources. In 2017, through our locally based teams of interpreters we provided free of charge interpretation to hospitals across the country. Our interpreters had a regular presence at the General Hospitals of Lesvos, Samos and Chios with the support of UNHCR and we also covered ad hoc needs in hospitals in the islands and mainland locations.

METAdrasi voluntarily covered emergency interpretation requests and continuously strived to secure funding to offer permanent interpretation in hospitals in the mainland.

3.2_Protection of separated and unaccompanied minors UASC

The difficult conditions that arose following the closing of Greece's northern borders and the EU-Turkey Common Statement, posed heightened risks and challenges for vulnerable groups, unaccompanied children and single parent families in particular. It was estimated that over 2,350 UASC were stranded in Greece in July 2017, many of which are still not in secure and appropriate accommodation.

3.2.1_Escorting for UASC

Aiming to resolve the problem of prolonged stay of unaccompanied children in detention centres because no organisation undertook the responsibility of escorting them, in 2011 METAdrasi created a network of trained escorts across Greece. The network is activated *ad hoc* according to the needs of the different escorting missions. The flexible group of escorts consists of a social worker or psychologist and interpreters, selected according to the language or languages spoken by the children. In addition to the safe transfer of unaccompanied children, any smuggler attempts to approach the children are also averted. Furthermore, children are informed about the rights and the dangers they might encounter should they leave the reception centre (e.g. physical abuse, rape, organ trafficking) and where to seek help in case anything happens. During 2017 we utilised a pool of 18 trained escorts and completed 1,062 missions, escorting a total of 1,790 children, of which 168 were girls. The activity for the year 2017 was funded by UNCHR and supported by the generous sponsorship of tickets by Aegean Airlines, Blue Star Ferries and Hellenic Seaways.

3.2.2_Guardianship

In 2014, METAdrasi developed for the first time in Greece its pioneering Guardianship Network for UASC. The main purpose of the innovative "Guardianship Network for Unaccompanied Minors" is the effective implementation in practice of the role of the Guardian for the protection and exercise of children's rights as well as for the safeguarding of their basic needs. The Members of the Guardianship Network, with the written authorisation of the competent Public Prosecutor for Minors or the First Instance Public Prosecutor, act for the benefit of children on issues relating to asylum procedures, family reunification procedures, communication with the minors' family members to determine

their best interests, healthcare, education and psychosocial support. In practice, Members of METAdrasi's Guardianship Network work closely with the prosecutors who are formally responsible with the guardianship of the UASC but are physically and practically unable to cope in any meaningful way because of the immense numbers of UASC in Greece.

In 2017, 1,607 UASC were supported by METAdrasi's Guardianship Network. Additionally, the members of the Guardianship Network helped secure 404 cases of family reunification in Europe, 100 cases of family reunification in Greece, refugee status and travel documents for over 40 UASC and school enrolments for over 520 children under their care. We had an active pool of 69 Guardians, who completed two specialised training seminars. The network was operational across Athens, Thessaloniki, Lesvos, Samos, Chios, Kos, Leros, Ioannina, Orestiada, Alexandroupoli, Kavala and was funded by UNHCR, the Embassy of Switzerland in Greece, EPIM foundation and the international organisation IRC.

3.2.3 Transit Accommodation Facilities for UASC

Within the context of the unaccompanied minors' safety and protection net, METAdrasi created Transit Accommodation Facilities in Lesvos in 2015 and in Samos, Chios, Athens and Thessaloniki in 2016. In Chios and Samos the only shelters of this kind are operated by METAdrasi. This initiative aims to i) minimize and ideally eliminate the time children remain in detention centers, until legal procedures are completed; ii) ensure that they are safely escorted through METAdrasi's escorting missions to accommodation centres of a permanent nature throughout the Greek territory and iii) prepare the children to be fostered. It also contributes to the protection of children against networks of smugglers and traffickers. METAdrasi's Transit Accommodation Facilities provide children with a safe, suitably-equipped space in accordance with their age. The specialised interdisciplinary teams (psychologists, social workers, pre-school educators and nurses) and the support staff, along with the support of METAdrasi's interpreters, offer children care, cover their everyday needs and provide psychological and social support, as well as health care and legal advice. The daily schedule of the children hosted is enriched with a variety of activities for their psychosocial development, highlighting their skills. Furthermore, social, cultural, recreational and educational events are being regularly organised in the facilities.

In August 2017, METAdrasi set as a priority to keep the transit accommodation facilities at Chios and Samos operational. However, the lack of funding (the Greek state was supposed to fund the accommodation facilities) in combination with the high running costs of the facilities forced METAdrasi to cease the operations of the facility in Thessaloniki in September 2017 and the Lesvos one in December 2017. In total 159 UACS were hosted in 2017 across all facilities in Athens, Thessaloniki, Chios, Samos and Lesvos. Although they

were originally designed as transit facilities, the island facilities have become more medium-term accommodation for the children they host, given the stagnation in movement of children from the islands to the mainland and the absence of appropriate accommodation on the mainland.

The emphasis of our activities has therefore been to provide educational activities, particularly with the help of volunteers and partnerships, while of course supporting the children through our guardianship network with all their legal procedures. In 2017, the facilities were funded by the Embassy of France in Athens, Stavros Niarchos Foundation, Bodossaki Foundation, Paul & Alexandra Canellopoulos Foundation, Roy and Patricia Disney Family Foundation, LDS charities, Just Cycling, Terre des Hommes and private donations.

3.2.4_Supported Semi - Independent Living Apartments

In late 2017, an innovative activity was launched by METAdrasi, called "Supported Semi-Independent Living" for unaccompanied children aged 16-18. In addition to offering accommodation, this activity focuses on empowering and improving the skills of UACS and aims at enabling their smooth transition to adulthood and integration to the Greek society. The first supported semi-independent living apartment was leased by METAdrasi in Athens in December 2017 and was funded by UNICEF.

3.2.5_Fostering

In 2016, METAdrasi launched for the first time in Greece, a foster care programme to offer to the youngest and most vulnerable unaccompanied children the warmth of a family environment. This practice has been in existence for decades in other European Union countries and it has been shown to be the optimal option for the child's best interests. METAdrasi's foster activity temporarily places children with families, offering security and the integrated support they need until they are reunited with relatives in Europe. This Foster Care activity is implemented by METAdrasi in accordance with the national law and the International Convention on the Rights of the Child in cooperation with the local Prosecutor's Offices and authorities. In 2017 we placed 36 UASC with 24 foster families (10 girls and 26 boys, aged 0-18) in Athens and Thessaloniki. The response of Greek families has been very encouraging. Over 300 families have expressed their interest, with 42 families already in METAdrasi's Register of Foster Families. Foster Care was funded by the international organisation IRC, the British Government's Department for International Development (DFID) and UNHCR.

3.2.6_Mother-child friendly space at the Asylum Service

During 2017 we continued operating a specially designed child-friendly space for mothers and their children in the courtyard of the Asylum Service offices in Athens and later on at our newly opened center in Thessaloniki. The purpose of the space is to keep mothers and their children occupied and safe during the long hours of waiting to be processed. A container was donated in 2017 in Thessaloniki and hosted the mother-child space along with a team of volunteers. In 2017, the Thessaloniki space welcomed over 2,800 children and 700 mothers. At the same time in Athens, the mother-child friendly space welcomed 6,000 children and 1,500 mothers. Although running on a relatively small budget, this initiative showcased how targeted interventions can really make a difference to the well-being and protection of vulnerable groups.

3.3_Education and Integration

3.3.1_Education and Integration for Adults

Learning to speak and write in Greek constitutes a first yet crucial step towards the integration of refugees and migrants. METAdrasi has been active in the provision of free language courses since its foundation in 2010. Given that Greek language courses are neither provided nor subsidised by the social welfare system, this core activity aims at filling a crucial gap in the reception and integration of refugees and migrants in the country. There are tens of thousands of asylum-seekers currently in Greece; learning the language of their host community does not only enable their day- to-day interaction, but also constitutes a first step towards self-reliance and rebuilding their lives. METAdrasi organised 36 Greek language classes in 2017 open to everyone and offered free of charge. We received an enormous number of requests by refugees and migrants to enroll in Greek lessons. In response to the high demand, we kick-started a second cycle of Greek language lessons in February running in parallel to the classes that had commenced earlier in October 2016, while attendance during the intensive summer course cycle exceeded that of all the previous years. We also created a dedicated space in our Athens office for the lessons, while our partnership with the NGO HIGGS granted us free of charge two additional seminar rooms at a different centrally located venue for the whole academic year. As a result, we extended the schedule, with multiple classes taking place from Monday to Friday in the mornings and afternoons.

25 committed volunteer instructors supported our Greek Language Lessons programme in 2017. In May we managed to secure funding to employ on part-time basis four teachers. All of the instructors are experienced educators and some are even specialised in teaching Greek as a foreign language.

Based on their language level, the students were divided into different classes: A1, A2 for beginners, B1, B2 for intermediate and C1 for advanced students. During the official Greek language certification examinations, for which METAdrasi had covered the fees, our students achieved a 68.7% success rate. Taking the exam offered practical support and additional motivation to many of the students. The corresponding certificate significantly enhances their formal qualifications and gives an advantage when seeking a job. The Swedish organisation Vi Gör Vad Vi Kan and the Captain Vassilis and Carmen Constantakopoulos Foundation supported the programme in 2017.

3.3.2_Mini Lexicon for Basic Communication in 6 languages

The Mini Lexicon for Basic Communication is a tool to facilitate day-to-day communication between refugees and migrants with Greek or English-speaking individuals. It is intended for the exchange of general information, as well as information on matters relating to living conditions, food, health and protection. Special chapters are included for women and unaccompanied children. To enable a two-way interaction, all entries are phonetically transcribed in Arabic, Farsi, Sorani, Kurmanji, Urdu, French, and Greek and are also available in English.

The six mini-lexicons were printed in 15,000 pocket-size copies and were distributed for free to refugee camps all over Greece. Files with the same chapters, corresponding content and reverse phonetics are available to site managers, service providers and other actors in open accommodation sites around the country.

The Mini Lexicon was an idea of the Embassy of Switzerland in Greece and METAdrasi was involved in all phases of the production (concept, content development, translation, editing, publication) in collaboration with EADAP, UNHCR and the Embassy of Switzerland in Greece, with the latter undertaking the financing of the project.

3.3.3_Stepping Stone: Integration for Adults

Two years on from the peak of the Refugee Crisis in Greece in 2015, the integration of refugees became an even more critical issue. In response, METAdrasi launched a new programme that combined education and apprenticeship called "Stepping Stone". The aim is

to support the integration of refugees and migrants in the Greek society by strengthening their skills and preparing them to find employment, through the apprenticeship experience.

Stepping Stone was supported financially by the Captain Vassilis and Carmen Constantakopoulos Foundation. Launched in Athens, it has succeeded to gradually bring together the efforts of civil society and the corporate world. In spite of being at its initial stage, different companies - ranging from family-run businesses to Greece's leading manufacturers and multinationals - have joined the programme and offered apprenticeship opportunities. METAdrasi joined the Athens Coordination Centre for Migrants and Refugees (ACCMR) of the Municipality of Athens and works together with local authorities and other NGOs to challenge existing negative narratives, promote social cohesion, give access to social rights and employment, having as the ultimate goal the successful integration of refugee and migrant communities. Within the first 7 months of the Stepping Stone programme, 75 beneficiaries had participated and out of them more than 19 had already started their apprenticeship, while two of them had been granted degree scholarships. Four beneficiaries of Stepping Stone were hired following their completion of their work placement.

3.3.4_ Education for children STEP 2 SCHOOL

During the school years 2015-2016 and 2016-2017, the majority of refugee children, who were living in camps and apartments all over Greece, had little or no access to formal education despite the efforts of the Ministry of Education. This gap in education led to the launch of METAdrasi's educational summer programme (July-August 2017) which aimed to support children and teens, between the ages of 6 and 17. METAdrasi also supported over 500 children and teens to register in September 2017 for the new school year 2017-2018. The programme was implemented in five schools; four of the five school buildings were made available to METAdrasi through the Open Schools Program of the Municipality of Athens.

At the same time, since October 2017, METAdrasi has been offering non-formal educational (NFE) support classes with an emphasis on learning the Greek language and offering homework support to refugee and migrant students who are enrolled in public schools. METAdrasi's NFE support classes met the requirement for learning the Greek language, since the reception classes are few or insufficient.

Apart from the support classes, METAdrasi also offered Greek, English, German and Computer lessons to teenagers aged 16-18, who had not yet registered in public schools, with the main focus on getting them to register to school. Moreover, children and adults of

any age and background (refugees, migrants and Greeks) were provided with Arabic and Farsi classes.

From June until December 2017, "Step2School" accepted 1,128 children enrollments. Classes were taught by a total of 17 teachers, 15 out of whom were at first volunteers, due to the lack of funding until the 10th of July. Later on, Step2School was supported by UNICEF (UNICEF "Education Programme for Refugee Children in Greece" 10/7/2017-28/2/2018).

3.3.5_Language Tools

"Entaxei" is a multilingual support tool for children and teenagers who speak Arabic or Farsi and have little or no familiarity with the Greek language. Its purpose is to help cover basic communication needs during the first period of their stay in Greece and their first steps in the Greek school.

It includes common, everyday phrases translated into Arabic and Farsi, an illustrated vocabulary, a brief grammar guide and simple exercises. It is accompanied by an electronic dictionary and audiobook with word search from Greek to Arabic and Farsi and vice versa. It was designed in a way to enable self-learning and communication in Greek without the use of an interpreter.

The idea for the creation of Entaxei was born in Lesvos through the efforts of our team to teach Greek to the children living in our shelter. The content was developed by our education specialists, translated and designed by METAdrasi. It was entitled Entaxei, which is a word play on the Greek words meaning "everything will be alright" and "in the classroom". As soon as it was published, we were flooded with requests from public schools, refugee educational coordinators, NGOs and teachers to acquire Entaxei. Hard copies were distributed for free all over Greece. Entaxei has become a tool for instruction in hundreds of classrooms. It is also available for download online. The German Foundation Kreuzberger Kinderstiftung supported part of the printing costs, while METAdrasi covered the rest of the costs.

3.4_Protection of Vulnerable Groups

3.4.1_Certification of Torture Victims

Torture, inhuman treatment and various forms of harsh and degrading punishments are still practiced in many countries across the world. Torture victims often flee their home countries

seeking protection in Europe. In Greece, many survivors of torture are being forced to wait in ill-equipped hotspots, without access to rehabilitation services. The risk of their asylum claim being rejected remains high, along with the chance of their being returned to Turkey.

Since 2011, METAdrasi is the sole actor in Greece involved in the certification of torture victims. In 2015, METAdrasi had to temporarily cease the Certifications of Torture Victims due to lack of funding, however in late 2016, reinstated the dedicated programme for the identification and Certification of Torture Victims. The programme operated until August 2017 on METAdrasi's own resources and voluntary contribution of experts and was then supported by UNHCR and the Geneva-based Pro Victimis Foundation.

METAdrasi receives people referred to us by the UNHCR, the First Reception and Asylum Service, hospitals and other actors. The investigation and documentation of allegations of torture and ill-treatment follows the UN-adopted standards and principles set out in the *Manual on the Effective Investigation and Documentation of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment*, commonly known as the *Istanbul Protocol*. The scientific and multi-disciplinary assessment of torture evidence is documented in a certificate, which is crucial in ensuring that victims get a fair consideration of their asylum claim. The certificate is a first step towards achieving justice in cases of torture and it facilitates the access of torture victims to appropriate services and protection.

METAdrasi's interdisciplinary specialist team supported by METAdrasi's interpreters examines cases in a dedicated space in Athens. In 2017, a progressive increase in the number of individuals who claimed to have suffered from torture in their country of origin or along the migratory route was observed. Missions to the key reception islands of Lesbos, Samos, and Chios were conducted as well, in order to examine those trapped on the hotspots, due to the geographical restriction imposed by the EU-Turkey statement.

In 2017, METAdrasi examined 232 individuals and certified 114 torture victims, while 68 cases were under examination. From those examined, 8% were women and 92% men with 37% overall originating from Syria. Eight torture victims were minors. Due to the high demand for this activity, 51 referrals were pending in Athens and 34 in the islands in late December 2017. 27 countries of origin were identified: Syria, Afghanistan, Iraq, Iran, DR Congo, Yemen, Sudan, Sierra Leone, Pakistan, Turkey, Bangladesh, Uganda, Georgia, Togo, Equatorial Guinea, Palestine, Lebanon, Liberia, Morocco, Nepal, Cameroon, Burundi, Nigeria, Senegal, Egypt and Tunisia.

3.4.2_Legal Aid at the Islands

Legal aid provides legal support to applicants for asylum during the process of reception, identification, detention and extradition at Lesbos, Samos, Chios, Kos and Leros and is funded by UNCHR. From March 2017 to December 2017, 1,963 individuals were supported, 61% for appeals authority and 39% for asylum service applications.

3.5_METAdrasi Departmental Activity

3.5.1_Publicity and Communications

During 2017, the department continued communicating with METAdrasi's audience, both internal and external, about developments related to METAdrasi's activities and impact as well as the general refugee situation in Greece. This was accomplished through press releases, newsletters, interviews in national and international media (TV, radio, newspapers, blogs).

METAdrasi made excellent use of social media platforms, such as Facebook, Twitter and YouTube. More specifically, the team created and posted 10 new videos on YouTube, it published posts on Facebook and 203 on Twitter. These included campaigns, such as the "A jacket for every child" that focused on attracting the necessary financial and in-kind resources to provide a winter jacket to every unaccompanied child in Greece; as well as the Foster Care activity campaign that focused on informing families on the ways they could become foster parents.

The team undertook the design and production of 16 guides, educational books and promotional material, including the multilingual support guide "Entaxei", the interpreter's guide "Guide to Community Interpreting", a four-page leaflet describing the activities of METAdrasi among others.

Finally, the team contributed to METAdrasi's visibility by participating in several external events. Indicatively, the team supported the presentation of the "The Itinerary" book in Athens and in London, participated in the "Walk against discrimination" organised by the Greek Forum of Migrants and organised METAdrasi's annual party.

3.5.2_Offices & Infrastructure

In the beginning of 2017 METAdrasi completed the relocation to its spacious new offices in Tavros, Athens. Previously, METAdrasi's personnel was hosted across three floors in a five storey building in Athens. Rise in the number of METAdrasi's beneficiaries and employees led to the search of a more functional workplace. The new workplace in Tavros is

characterized by two floors. The first floor, dedicated to educational and psychosocial support activities comprised of an open space area, 4 training rooms and various offices dedicated to activities. The second floor, dedicated to the administration of the organisation comprised of a large open space, offices and rooms designed for meetings. The new setting allowed employees to benefit from large communal areas, two kitchens and the opportunity to form working groups in the open space, thus enhancing their collaboration while keeping in touch with all their colleagues. Coinciding with the relocation was the launch of functional departments such as Human Resources, IT, Finances, Program and Development, Procurement, Supplies, Communications & Publicity and activity hubs.

3.5.3_Information Technology

In 2017 the IT department focused on developing further the IT infrastructure and capacity of the organization. This was done through the implementation of technological solutions, such as virtualization and multiplexing that the organisation had not used before. Additionally, IT developed online applications that integrated the work of various departments increasing efficiency and cost reduction. That along with improvements in internal procedures led to a more effective coordination of the different functions of METAdrasi, as well as to a timely provision of technical support of METAdrasi's personnel.

3.5.4_Finances

During 2017, we received new funding from UNICEF and European and bilateral country programmes which funded core activities. However, many peripheral, but nevertheless vital activities, such as the Certification of Torture Victims, Greek language courses and Shelters, remained largely unfunded. For this reason, METAdrasi tried to broaden the scope of its funding sources and was able to secure valuable support from a number of foundations, private companies and individuals. Supporters included Roy and Patricia Disney Foundation, Stavros Niarchos Foundation (that funded Chios UASC accommodation facilities), Paul and Alexandra Canellopoulos Foundation, LDS charities and Bodossaki Foundation (that funded Athens UASC accommodation facilities), Terre Des Hommes, Avaaz, Just Cycling (campaign of cyclists that biked from Amsterdam to London and back to raise funds and awareness for UASC), AAR Japan, Pro Victimis, Book Aid International, Vi Gör Vad Vi Kan and many others, to all of whom we are immensely grateful.

The breakdown of our income by source and expenditure by activity can be seen below:

Chart 1: Funding by Source

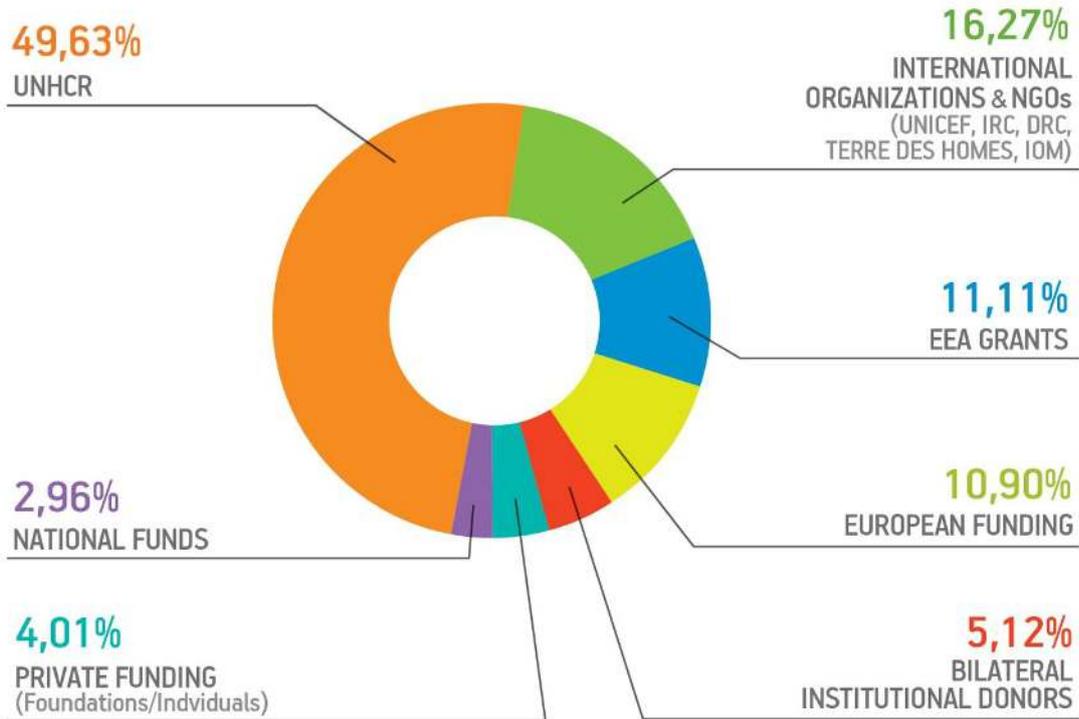
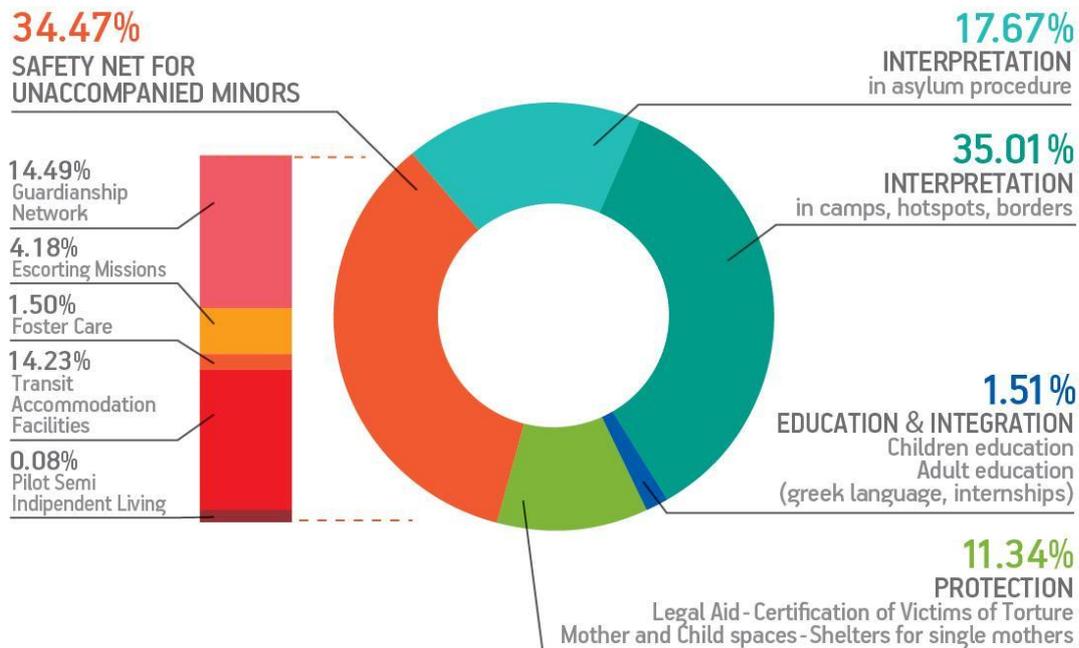


Chart 2: Expenditure by Activity



4_METAdrasi's Future Direction and Challenges 2018-2019

4.1_Current Priorities

1. An important area we are already actively working on, but which requires reinforcement and expansion, is the Stepping Stone apprenticeship programme for refugees. Our emphasis is on identifying further funding for this activity so that the team and infrastructure supporting it may be expanded, and the programme may be extended to Greek and multinational businesses and corporates.
2. A longstanding challenge has been the absence of interpretation at hospitals. In 2018 we will seek to identify and secure specific funding to allow us to train and provide permanent interpretation coverage to even more Greek hospitals treating refugees in the mainland and the islands.
3. As mentioned above, at the end of 2016 we were able to reinstate our activity for the Certification of Torture Victims. For the time being this is being partially funded by Pro Victimis and UNHCR and a key priority for 2018 is to identify fully fledged funding for this activity, to enable it to continue uninterrupted in the medium-term. Funding will also support METAdrasi to expand its activities in the islands as it is the only organisation offering certifications and the need in the islands is immense.
4. Another area is the expansion of our pilot accommodation programme for placing older UASC (16-18 years old) in small groups in semi-independent supervised accommodation for UASC (SIL), building on the launch of this activity in 2017.
5. Furthermore, METAdrasi will continue focusing on securing funding for its Transit Accommodation Facilities in Athens, Samos and Chios. Focus will also be given on reinforcing Guardianship with legal aid and support to the State in assuming responsibility for the development and implementation of a state Guardianship system.
6. As far as education of refugee children is concerned, METAdrasi will strive to register as many children as possible to school and technical institutions as part of their integration process.
7. Finally, in 2018, METAdrasi will have been operating in the field of interpretation for nine continuous years. During 2017 there have been discussions on how to safeguard and protect the future of the community of interpretation. In 2018, METAdrasi is planning to create a community interpretation social enterprise that will operate democratically and will hold the expertise and values of community interpretation.

4.2_Challenges

The main challenge that METAdrasi continues to face, is the ongoing uncertainty regarding Europe's migration policy overall. Clearly, this is a major political issue, one of the most critical that the EU faces as a whole and even small shifts in policy have a disproportionately large impact in Greece, as one of the most important entry countries. This uncertainty impacts not only the number of refugees, but also the conditions in which they are received and accommodated, as well as the funding and resources available to support them.

On the one hand, the decrease in the number of refugees arriving in Greece has meant that many of the international NGOs have gradually departed from Greece, leaving significant gaps in the coverage, which have to be provided by local NGOs such as METAdrasi. There is therefore an urgent need to support local NGOs like METAdrasi to cover current gaps in interpretation, safe accommodation and the emerging needs in the field of integration.

One of the most difficult challenges is that of integration. First, refugee populations due to the adverse developments described previously, are trapped in Greece and require socio-economic and educational integration. The cash assistance and accommodation programmes which UNHCR currently offers will cease to exist in the near future as the State is gradually taking over responsibility for all aspects of the management of the refugee crisis. Once the UNHCR activities cease, and if they are not adequately replaced by an effective state infrastructure, refugees will find themselves in the same position as they were in 2016.

The shift towards integration also means the development of new activities where there has been relatively little national experience or expertise. At the same time however, there is significant asylum processing work to be done in conditions where the State Authorities continue to be under-resourced. Lastly, the increasing shift of both funding and administration of refugee management from the EU to the Greek national authorities, poses significant challenges during the transition.

Areas particularly affected in this way have included the organisation and funding of Transit Accommodation Facilities for unaccompanied children, as mentioned earlier. In July 2017, the transition of the management of EU funding from the EU to the Greek State Authorities has led METAdrasi to struggle securing funding for its Accommodation Facilities.

Another challenge concerns the desire of the Greek state to establish a state-run Guardianship activity and shifting perceptions about how the interpretation activities in the First Reception and Asylum contexts should be funded.

Lastly, METAdrasi believes that 2017 was a very poor year for the protection of unaccompanied children overall and anticipates that in 2018 the situation for

unaccompanied refugee children will get even worse. In 2016, there were only 40 available accommodation places which, within one year and under EU and private donor funding, increased to 1,400. In July 2017, however only 1,100 places remained; out of them only 800 are funded by the State and the rest 300 places are funded by private donors. Shortages in the accommodation places also affect the organisation of Guardianship which jeopardizes the protection of children.

All of these actual or anticipated changes place a significant organisational, bureaucratic and working capital burden on METAdrasi which we believe will continue to be a serious challenge during 2018.

Despite the challenges METAdrasi's principle is not to continuously expand but to sensitively and appropriately respond to essential needs identified, guided by our values and commitment in achieving innovation, social impact and long-term sustainability.

5_Management report

To the Board of Directors of the non-profit organization METAdrasi on the Annual Financial Statements for the year 2017

Ladies and gentlemen, we have the honor to submit

The annual report of the Board of Directors, in accordance with the articles of statute of the organization and relevant articles of the Civil Code (as currently in force)

- the annual report of the Board of Directors, in accordance with the articles of statute of the organization and relevant articles of the Civil Code (as currently in force)
- the financial statements for the year 2017

as well as to inform you on important financial information and to request your approval. Please note that this Annual Report of the Board of Directors has been prepared in accordance with the relevant provisions of the Civil Code and Law 4403/2016 as currently in force.

1. Analysis of the development of the entity's activities and its position.

a. Brief description of the operational model

The organization with the name METAdrasi- Action on Migration and Development and the distinctive title METAdrasi is a non-profit organization in the form of non-profit civil society partnership. Its supreme and governing body is the General Assembly, which meets on a regular basis per year and elects the three-member Board of Directors, whose term of office is four years. The next election year is 2019.

METAdrasi was established in 2009 and from 01/01/2017 is based in Tavros, Athens, Attica (7, 25th March street).

METAdrasi with statutory aim the promotion of a rational management system for mixed migratory flows is active in four key areas:

Interpretation: METAdrasi provides interpretation services in more than 42 languages and dialects, having created a pool of more than 350 active interpreters with specialized training and experience in interpreting for refugee and migrant population in the context of international protection, legal support, education, integration, certification of victims of torture, medical care in hospital and other health units, psychosocial support, etc.

Unaccompanied minors: It includes a holistic framework of innovative actions aimed at solving the problem of the long-term stay of minors in detention facilities or other insecure living conditions and the individual and integrated support of each minor in order to ensure the best interests of the child (Escorting missions, Guardianship Network, Transit Accommodation Facilities, Semi-Independent Living apartments and Foster Families).

Protection: METAdrasi offers legal support to beneficiaries of international protection, maintains a specialized team for the certification of torture victims on the basis of the "Istanbul Protocol", operates Mother and Child Areas at the Asylum Services in Athens and Thessaloniki and has carried out dozens of humanitarian aid missions to camps Greece with the contribution of hundreds of volunteers.

Education and integration: METAdrasi has developed specialized educational programs aiming at: teaching the Greek language; providing educational opportunities to adults and minors; supporting teaching to refugee and immigrant children for their smooth integration into the formal education system in Athens, Chios and Lesvos; as well as empowering, guiding, training, preparing refugees and migrants to connect with the labor market.

METAdrasi implements the aforementioned activities and achieves its aims by using resources that come from:

- Grants and funding from national, European and international programs, institutions and organizations based in Greece and abroad
- Donations and sponsorships
- Provision of interpretation and translation services to third parties (commercial activity). It is noted the total amount of income stemming from every source is allocated for the purposes of METAdrasi and is not distributed to its members as profit.

Collaborating partners of METAdrasi are mainly NGO (from Greece or abroad), with UNHCR being the preeminent organization as represented and operate in Greece. Other organizations indicatively are:

- UNICEF
- The International Rescue Committee (IRC)
- The Stavros Niarchos Foundation
- The Danish Refugee Council in Greece
- The Swiss Confederation, represented by the Swiss Federal Ministry of Justice and Police (FDJP), through the State Secretariat for Immigration (SEM) The International Organization for Migration

- The International Organization for Migration
- The Bodossaki Foundation
- The Captain Vasilis and Carmen Konstantakopoulos

METAdrasi collaborates with the Ministry of Migration Policy (the Asylum Service and the Reception and Identification Service).

b. Administration principles and internal management systems

The administration of METAdrasi provides direction, leadership and an appropriate environment for its operation in order to ensure that all its available resources are fully committed to the achievement of its objectives. Its policies in the stages of its operation put emphasis on:

- Implementing procedures based on transparency and fairness and establishing common principles and rules.
- The immediacy and effectiveness of METAdrasi's team members regarding the areas it is concluded services should be provided (escorting mission, interpretation, education, etc.)
- Providing high quality services

The operation of the Organization, the management scheme as well as the procedures for monitoring and managing the implemented projects are governed by the following regulatory texts of the Organization:

1. Internal Operation Regulation & Organization Chart
2. Work Regulations
3. Procurement Policy
4. Policy Against Fraud and Corruption

METAdrasi does not have an independent Internal Audit Service. In order to ensure the independence and full transparency of the implemented actions, its operation is supervised by the Board of Directors.

2. Major Risks

METAdrasi continuously monitors developments in the circumstances with the aim of minimizing as far as possible the possible negative effects that may arise from various events.

The usual financial and other risks that METAdrasi is exposed to are:

The supply chain

The main suppliers-creditors of METAdrasi are from the domestic market. The rules for cooperation between them are in line with common market conditions. There are no suppliers - creditors the discontinuation of which would jeopardize the operation of the METAdrasi.

Risk of unpredictable increase in mixed migratory flows

METAdrasi's ability to adapt to the needs in the field by providing properly designed, targeted and quality services has been tested by providing services continuously, not only under a geometric growth of the migratory flows, but also under a substantial change in the nature of the needs of the beneficiaries (such as, the overwhelming increase in arrivals between the summer of 2015 to the beginning of 2016, the shift in the burden of the reception and asylum procedures from the mainland to the island and border regions (2016-2017), the constant changes in the hosting capacity of camps in the Greek territory, the increased needs for integration of the refugee population into Greek social community in the end of 2016 onwards, etc.). However, it should be stressed that the repetition of such an event is a test for all parties involved (ministry and public bodies, financiers, staff).

Operational and regulatory risk

Possible amendments to the regulatory and legislative framework (especially in labor and tax legislation), the implementation of the provisions of the Memorandum of Understanding on financial assistance to the Hellenic Republic, etc., may have a significant impact on the operation, the financial situation, the operating results and the liquidity of METAdrasi.

Liquidity risk

METAdrasi maintains the necessary cash reserves, which exceed its entire exposure to liabilities, in order to hedge against liquidity risks. METAdrasi enjoys high credibility in the eyes of banks and its suppliers as its presence is always accompanied by transparency and solvency.

3. Environmental issues

Due to the section METAdrasi operates has extremely low (almost negligible) environmental footprint. METAdrasi recognizes its obligations towards the environment and the need to

continuously improve its environmental performance. Its environmental policy focuses on the following:

- Management of solid waste produced, giving priority to their separation during collection and recycling
- Keeping staff informed on environmental issues.

4. Labor issues

Relations with staff

Promoting equal opportunities and protecting diversity are key principles of METAdrasi. Administration does not discriminate during the recruitment/selection process, concerning payments, training opportunities, job assignment or any other work activities. The factors that are exclusively taken into account are person's experience, personality, theoretical training, qualification, efficiency and ability.

METAdrasi encourages and recommends to all its employees to respect the diversity of their colleagues, supplier or customer and not to accept any conduct that may cause discrimination in any form.

METAdrasi in 2017 employed 708 workers of different sexes and ages and its standing policy was and still is to provide equal opportunities to workers, regardless of gender, religion, disadvantage or other aspects.

Health and safety at work

Occupational safety for workers is a top priority and a prerequisite for the operation of the METAdrasi.

The organization maintains in all workplaces first-aid materials (medicines, dressings, etc.), has a safety technician and a working doctor, in accordance with the legislation in force.

Training, evaluation and staff development systems

METAdrasi systematically educates all categories of its employees with either internal or external seminars. In particular, training, evaluation and staff development (promotions) are set out in detail in the current Work Regulation of the Organization.

5. Financial Progress Indicators

The Financial Indicators that show the financial status of the Meta Action are illustrated below.

| Accounts | 2017 | 2016 | Diff |
|----------------------------------|-------------|-------------|---------------|
| Current Assets | 3.177.806 | 2.714.007 | 17,1% |
| Short-term Liabilities | 3.039.790 | 2.604.563 | 16,7% |
| General Liquidity Index | 1,05 | 1,04 | 0,3% |
| Cash and cash equivalents | 537.604 | 1.889.034 | -71,5% |
| Daily operating expenses | 38.082 | 26.028 | 46,3% |
| Defensive Space Indicator | 14 | 73 | -80,5% |

6. Predicted evolution of METAdrasi

Given the apparent sustenance of the existing international geopolitical climate, combined with the state of the Greek economy at the current juncture, METAdrasi's administration monitors constantly the developments, adapts its movements, continuously enhances its interventions, presence and effectiveness, but at the same time, is preparing for a possible liquidity crisis due to a possible shrinking of the financial flows.

The major aims of the administration for 2018 are:

- keeping costs at a level comparable to that of all incoming resources,
- Maintaining all initiatives in progress (escorting missions, integration and training programs and actions, etc.) and
- Increasing funding in relation to the essential needs arising from refugee flows.

Accurate Copy of the Proceedings of the Board of Directors of the Non-Profit Society "METAdrasi - ACTION FOR MIGRATION AND DEVELOPMENT"

The President of the Board of the Directors

Maria-Dafni (Lora) Pappa

Independent Auditor's Report

To the members of the organization "METAdrasi - ACTION FOR MIGRATION AND DEVELOPMENT"

Audit Report on Financial Statements

Opinion

We have audited the accompanying financial statements of the organization METAdrasi – ACTION FOR MIGRATION AND DEVELOPMENT (the Organization), which comprise the balance sheet as of 31 December 2017, the income statement, changes in equity and cash flows for the year that ended , as well as the relevant appendix.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the METAdrasi - ACTION ON MIGRATION AND DEVELOPMENT as at 31 December 2017, its financial performance and its cash flows for the year expired on that date, in accordance with the provisions of Law 4308/2014 as in force.

Basis of Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) as incorporated in the Greek Legislation. Our responsibilities, according to these standards, are further described in the paragraph of our report "Auditor's Responsibilities for the Auditing of Financial Statements". We are independent of the Organization in accordance with the Code of Conduct for Professional Auditors of the International Standards Board of Auditors, as incorporated in the Greek Legislation and the ethical requirements related to the audit of the financial statements in Greece and we have fulfilled our ethical obligations according to the requirements of applicable law and the above mentioned Code of Conduct. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion

Other information

The administration is responsible for the other information. Other information is included in the Management Report of the Board of Directors, which is referred to in the Report on Other Legal and Regulatory Requirements but does not include the financial statements and the audit report thereon.

Our opinion on the financial statements does not cover the other information and we do not express in our opinion any form of assurance on them.

Regarding our examination of the financial statements, it is our responsibility to read the other information and thus to examine whether the other information is materially inconsistent with the financial statements or knowledge acquired during the audit or otherwise appear to be fundamentally incorrect.

If, on the basis of the work we have done, we come to the conclusion that there is a material error in this other information; we are obliged to report this fact. We have nothing to report on this issue, beyond what is mentioned in the Report on the Management of the Board of Directors in the "Report on Other Legal and Regulatory Requirements" below.

Management's Responsibilities on the Financial Statements

The administration is responsible for the preparation and fair presentation of the financial statements in accordance with the provisions of L.4308 / 2014 as it stands and for those internal control procedures that the administration considers necessary to enable the preparation of financial statements that are free from material error, whether due to fraud or error.

During the preparation of the financial statements, the administration is responsible for assessing the organization's ability to continue its activity, disclosing where relevant the matters relating to the continuing activity and the use of its accounting policy of continuing activity, unless the management either intends to liquidate the organization or to cease its activity or has no other realistic option than to do so actions.

Auditor's Responsibilities for the Audit of Financial Statements

Our goals are to obtain reasonable assurance that the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. The reasonable assurance recommends ensuring a high level of assurance, but it is not guaranteed that the audit carried out in accordance with the IAS as incorporated into the Greek Legislation will always detect a substantial error when it exists. Errors may result from fraud or mistakes and are considered essential when individually or collectively could reasonably be expected to affect the economic decisions made by users based on these financial statements.

Following our auditing duties, according to the EIS as incorporated in the Greek Legislation, we exercise a professional judgment and maintain professional skepticism throughout the audit. Additionally:

- We identify and evaluate the risks of material misstatement in the financial statements, whether due to fraud or error, by designing and performing audit procedures that respond to those risks, and we obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of failing to detect a material error due to fraud is higher than that due to mistakes, as fraud can involve collusion, forgery, deliberate omissions, false assertions or bypassing internal control.
- We understand the internal control procedures that relate to auditing, in order to design auditing such procedures that are appropriate to the circumstances but do not express an opinion on the effectiveness of organization's internal control. We assess the appropriateness of the accounting policies and methods used and the reasonableness of accounting estimates and disclosures made by management.
- We conclude on the appropriateness of the use by management of the accounting principle of going concern and based on the audit evidence obtained as to whether there is a material uncertainty related to events or conditions that may indicate a material uncertainty as to the Organization's ability to continue its activity. If we conclude that there is material uncertainty, we are required to draw the attention of the auditor's report to the relevant disclosures of the financial statements or if these disclosures are insufficient to differentiate our opinion. Our findings are based on audit evidence obtained until the date of the auditor's report. However, future events or circumstances may result in the Organization cease to operate as a going concern.

- We assess the overall presentation, structure and content of the financial statements, including disclosures, and whether the financial statements present the underlying transactions and events in a manner that is reasonably presented.

Among other issues, we communicate to the management the planned scope and timing of the audit, as well as significant audit findings, including any material deficiencies in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements

Considering that management is responsible for preparing the Report of the Board of Directors, pursuant to the provisions of paragraph 5, article 2 (section B) of Law 4336/2015, we note the following:

- 1) In our opinion, the Management Report of the Board of Directors has been prepared in accordance with the applicable legal requirements of articles 43a of Codified Law 2190/1920. and its content corresponds to the attached financial statements for the year ended on 31/12/2017.
- 2) Based on the knowledge we gained during our audit of the organization METAdrasi - ACTION FOR MIGRATION AND DEVELOPMENT and its environment, we have not identified material inaccuracies in the Board of Directors' Management Report.

Athens, 09/09/2018

Konstantinos Koutroulos

Certified Auditor Accountant

Registration number (SOEL): 25701

6_Notes to the Financial Statements of 31 December 2017

6.1_General Information

The presented financial statements relate to the period from 1 January 2017 to 31 December 2017. They have been drafted in euros (€), which is the operating currency of the organization. Amounts do not be presented rounded up, unless it is stated in a different way. The financial statements have been prepared in full compliance with the Greek Financial Reporting Standards, as they are applied by virtue of Law 4308/1414 (Government Gazette 251A of 24.11.2014) and approved by the Board of Directors on September 5th, 2018, including the comparative year, as these were classified according to the provisions of the same law.

6.1.1_More information

1. Legal Type: Civil Non Profit Association (under the applicable Civil Code)
2. Reference period of the financial statements: 01.01.2017 to 31.12.2017
3. Address of headquarters: 7 March 25th street, 17778, Tavros, Athens Greece
4. VAT : EL997777147
5. Responsible Tax Authority: 6th Athens Office
6. The Organization operates under the going concern principle.
7. The Organization is not at any legal and/or business liquidation status.
8. Under the quantitative criteria of Law 4308/2014 (Article 2), the Organization recognized as a medium-size entity.

The legal representation has been taken by the Chairman of the Board of Directors, Mr Maria - Daphne Pappa.

6.2_Main Financial Statements

6.2.1_Statement of Financial Position (in historical cost)

| <u>Description</u> | <u>Note</u> | <u>2017</u> | <u>2016</u> |
|---|-------------|------------------|------------------|
| - | - | - | - |
| Non-current Assets | | | |
| Fixed assets | | | |
| Vehicles | 7.1 | 154.412 | 22.912 |
| Other Equipment | 7.1 | 28.031 | 55.764 |
| Total | | 182.443 | 78.676 |
| Intangible assets | | | |
| Other intangible assets | 7.2 | 3.563 | 20.256 |
| Total | | 3.563 | 20.256 |
| Available-for-sale financial assets | | | |
| Other non-current assets | | 24.467 | 32.681 |
| Total | | 24.467 | 32.681 |
| Non-current assets | | 210.473 | 131.613 |
| Current Assets | | | |
| Financial assets and prepayments | | | |
| Receivables and prepayments | 8 | 1.316.876 | 41.669 |
| Other receivables | 9 | 1.323.327 | 783.304 |
| Cash and cash equivalent | 10 | 537.604 | 1.889.034 |
| Total | | 3.177.806 | 2.714.007 |
| Current assets | | 3.177.806 | 2.714.007 |
| Total Assets | | 3.388.280 | 2.845.620 |
| Equity | | | |
| Paid-up capital | | | |
| Capital | 11 | 20.237 | 20.237 |
| Total | | 20.237 | 20.237 |
| Reserves and retained earnings | | | |
| Reserves | 12 | 338.268 | 338.267 |
| Retained earnings | 12 | (327.482) | (434.914) |
| Total | | 10.786 | (96.647) |
| Equity | | 31.023 | (76.410) |
| Provisions | | | |
| Retirement and termination benefit obligations | 16.2 | 317.467 | 317.467 |
| Total | | 317.467 | 317.467 |
| Liabilities | | | |
| Current liabilities | | | |
| Trade and other paybles | 13 | 431.323 | 390.730 |
| Income tax | 14 | 47.453 | - |
| Other liabilities | 15 | 2.561.014 | 2.213.833 |
| Total | | 3.039.790 | 2.604.563 |
| Liabilities | | 3.039.790 | 2.604.563 |
| Total equity, provisions and liabilities | | 3.388.280 | 2.845.620 |

6.2.2_Income statement

| <u>Descriptions</u> | <u>2017</u> | <u>2016</u> |
|--|----------------|------------------|
| Income (grants and fundraising) to implement programs and actions | 14.028.785 | 9.686.117 |
| (-) : Relative expenditure | (13.866.880) | (9.458.835) |
| Gross amount (programs and actions) | 161.905 | 227.281 |
| (+) : Other revenues | 486 | 1.216 |
| (+) : Other expenses | (8.245) | (401.871) |
| (+) : Expenditures out-of-EBITDA | 177.286 | 106.282 |
| Profit/(loss) before interest, taxes, depreciation and amortization | 331.432 | (67.092) |
| (-) : Depreciation and amortization | (157.225) | (106.282) |
| (+) : Finance income | 739 | - |
| (-) : Finance expense | (20.060) | (17.490) |
| Profit/(loss) before taxes | 154.885 | (190.863) |
| (-) : Income tax | (47.453) | - |
| Profit/(loss) after taxes | 107.432 | (190.863) |

6.2.3_Statement of Changes in Equity

| | Capital | Statutory reserves | Retained earnings | Total |
|---|----------------|---------------------------|--------------------------|-----------------|
| Balance on 01.01.2016 | 20.237 | 91.979 | 2.237 | 114.453 |
| Changes in accounting policies and correction of errors | - | - | - | - |
| Figures deviation in the period | - | - | - | - |
| Internal transfers | - | - | - | - |
| Profit or loss for the period | - | 246.289 | (437.152) | (190.863) |
| Balance on 31.12.2016 | 20.237 | 338.268 | (434.914) | (76.410) |
| Changes in accounting policies and correction of errors | - | - | - | - |
| Figures deviation in the period | - | - | - | - |
| Internal transfers | - | - | - | - |
| Profit or loss for the period | - | - | 107.432 | 107.432 |
| Balance on 31.12.2017 | 20.237 | 338.268 | (327.482) | 31.023 |

6.2.4_Cash-flow statement

| <u>Descriptions</u> | <u>2017</u> | <u>2016</u> |
|---|--------------------|------------------|
| Cash flows from operating activities | | |
| Profit/(loss) before taxes | 154.885 | (190.863) |
| Plus or minus adjustments for | | |
| Depreciation and amortization | 157.225 | 106.282 |
| Provisions | - | 317.467 |
| Net financial outcome | (20.799) | (17.634) |
| Total | 291.311 | 215.251 |
| Plus or minus adjustments in working capital | | |
| In receivables | (1.815.230) | 386 |
| In liabilities | 435.227 | 943.583 |
| Total | (1.088.692) | 1.159.221 |
| Minus | | |
| Interest paid | 20.060 | 17.634 |
| Income tax paid | (47.453) | - |
| Total | (1.116.084) | 1.176.855 |
| Cash flows from financing activities | | |
| Net (payments)/proceeds from the acquisition/disposal of fixed-assets | (244.300) | (177.896) |
| Interest received | 739 | - |
| Total | (235.347) | (177.896) |
| Net (decrease)/increase in cash and cash equivalents | | |
| Cash and cash equivalents at beginning of the year | (1.351.431) | 998.959 |
| Effects of exchange rate changes | 1.889.035 | 890.075 |
| Cash and cash equivalents at end of the year | 537.604 | 1.889.034 |

6.3_Summary of accounting policies and estimates

Accounting policies are consistently applied from period to period to ensure the comparability of financial information. There is no set-off between assets and liabilities or between income and expenses.

Below are summarized basic accounting policies adopted for the individual financial statements.

Fixed – assets & intangible assets

- Tangible Fixed Assets:** Tangible fixed assets are initially recorded at cost, which includes any expense required to bring the asset to the present condition and subsequently measured at amortized cost. Depreciation is accounted for using the straight-line method of depreciation, based on the useful life, which, based on management's conclusion, was defined as follows:

| | |
|------------------------|-----------------------|
| Buildings and similars | <i>up to 25 years</i> |
| Machinery | <i>up to 10 years</i> |
| Motor Vehicles | <i>up to 10 years</i> |
| Other equipment | <i>up to 20 years</i> |

2. Intangible Fixed Assets: Intangible fixed assets include study expenses and software programs. The intangible assets, with a limited useful life, acquired are stated at their cost less accumulated amortization and impairment losses. Study expenses are recognized as an asset when and only when all of the following conditions are met:

- There is intent and technical ability on the part of the firm to complete the relevant data so that it is available for use or disposal.
- It is considered highly probable that this data will generate future economic benefits.
- There is a reliable system for measuring the cost amounts to be reimbursed to them.
- In all other cases, the expense is recognized as an expense.

The value of the software programs includes the cost of purchasing software programs, as well as any expenses incurred in order to put them into operation / reduced by the amount of accumulated depreciation and any impairment of their value. Significant subsequent costs are capitalized in software programs when they add up their performance beyond the original specifications. The depreciation of expenses and software programs is accounted for using the straight-line depreciation method of 10%. The amortization of a period is included in the income statement.

3. Disposal of tangible, intangible and financial fixed assets: When disposing tangible and financial fixed assets, the difference between the carrying amount and the disposal cost is recognized as a gain or loss in the statement of comprehensive income.

4. Leases:

4.2 Finance Leasing

The Organization on 31 December 2017 has no finance leases.

4.3 Operating leases

The lessee under operating leases recognizes rentals as expenses in profit or loss on a straight-line basis over the lease term unless another systematic method is more representative of the distribution of lease expense over the lease term.

The Organization on 31.12.2017 has active operating leases as tenant

5. **Advances and non-current assets under construction:** Advances are initially recognized at cost (payments). Subsequently, they are measured at the initial cost of acquisition, less the amounts used under the accrual principle and any impairment losses.
6. **Trade and other receivables:** Trade and other receivables are measured at cost less estimated impairment losses. Criteria for the classification of receivables and current or non-current assets based on the settlement date after the reporting date of the financial statements (12 months) have been set. The company diminishes the value of its trade receivables when there are data or indications that the collection of a receivable in whole or in part, is unlikely. Periodically, the adequacy of the provision for bad and doubtful debts is reassessed on the basis of factors such as its credit policy, legal service reports of recent developments in cases handled by it, and its assessment / judgment of the effect of other factors on the recoverability of receivables.
7. **Equity items: Equity items include:**
 - The paid-up capital.
 - Reserves formed on the basis of tax or other legislation or statutes.
 - Retrieval results.

Equity items are recorded at the nominal amounts received or paid.

8. **Provisions for Employee Benefits:** According to Greek labor law, employees are entitled to compensation in the event of their dismissal or retirement, the amount of which varies according to the salary, the years of service and the way of leaving (dismissal or retirement) of the employee (N 3198/1955 & N 4093/2012, article 1. IA12). Employees who resign or are reasonably dismissed are not entitled to compensation. The compensation payable in the event of retirement is equal to 40% of the compensation that would be payable in case of unjustified dismissal. Provisions for post-employment benefits are recognized and measured in the statutory amounts resulting from the legislation at the reporting date of the financial statements and the results of the financial year are charged with the cost of personnel compensation on the accrual basis seniority under existing legislation on retirement).
9. **Other provisions:** The other (for example, in court cases) are initially recognized and subsequently measured at the nominal amount expected to be settled. Discrepancies that arise either on revaluation or on provisions are recognized as gains or losses in the period in which they arise. Major considerations are required to determine the provision for court cases. The management of the organization

recognizes provisions against its results, based on estimates of the legal service for the amount that will be required when a case is handed down. When the final outcome to be decided in the final grade differs from the amounts originally calculated, such differences will have an impact on the outcome of the use of the court case. On 31.12.2017 there are no pending court cases with sufficient evidence to form other provisions.

10. Government grants:

Government Asset Grants: Government grants relating to assets are initially recognized as liabilities in the period they are received or in the period in which they are finally adopted and there is certainty that they will be collected. State grants are recognized with amounts received or approved definitively. Subsequent to initial recognition, government grants are amortized by transferring them to profit or loss in the same period and in the same way as the carrying amount of the item that is subsidized.

State grant subsidies: Government grants relating to costs are initially recognized as liabilities in the period in which they are received or in the period when their approval is final and there is certainty that they will be recovered. Government grants related to expenses are transferred to profit or loss as income in the period in which the subsidized expenses are charged.

11. Deferred taxes: Deferred taxes arise when there are temporary (reversible) differences between the carrying amount and the tax base of balance sheet items.

12. Financial liabilities: Financial liabilities both on initial recognition and subsequently onwards are measured at their nominal amounts.

13. Non-financial liabilities: Non-financial liabilities are initially recorded and subsequently measured at the nominal amount expected to be required to settle them. Differences arising either on revaluation or on settling non-financial liabilities, including provisions, are recognized as gains or losses in the period in which they arise.

14. Income and expense: Income and expenses are recognized in the period in which the financial statements are based on the accrual basis, i.e. within the period in which they are accrued. Revenue is recognized separately from the related expenses.

15. Significant accounting estimates and judgments: The preparation of the financial statements in accordance with the GAAP requires the management to make judgments, estimates and assumptions that affect the published assets and liabilities, as well as the disclosure of contingent liabilities and receivables the date

of preparation of the financial statements and the published amounts of income and expense over the reporting period. Actual results may differ from what has been estimated. Estimates and judgments are continually reassessed and based on both past experience and other factors, including expectations for future events that are considered reasonable under the circumstances. Estimates and assumptions that present a material risk of causing material changes in the amounts of receivables and payables in the following year are set out below.

15.2 **Income Tax:** In order to determine an enterprise's income tax income, a significant subjective judgment is required. In the normal course of business, many transactions and calculations for which exact tax calculation is uncertain. In the event that the final taxes that result from the tax audits are different from the amounts originally recorded, these differences will affect the income tax for the fiscal year in which the determination of tax differences has occurred. Current income tax is recognized as an expense in the income statement and includes income tax resulting from tax legislation and tax audit differences for income tax and surcharges.

15.3 **Impairment losses:** When there is evidence that future benefits from the use of tangible and intangible assets due to technological depreciation or other conditions are impaired, impairment provisions are created at the expense of the results.

15.4 **Contingent liabilities:** The existence of contingent liabilities requires Management to continually make assumptions and judgments about the likelihood of future events occurring or not occurring, as well as the effect these events may have on the activity of the organization

16. Changes in accounting policies and methods, changes in accounting estimates and correction of prior period errors:

- the carrying amounts of assets, liabilities and net worth for the cumulative effect of the change at the beginning and end of the comparative period and the current period; and
- Income, expenses and losses, as to the effect on the carrying amounts of the comparative period.
- Changes in accounting estimates are recognized in the period in which they are determined to occur and affect that period and future periods, as appropriate. These changes are not recognized retrospectively. Errors are corrected immediately when identifying them.

6.4_Derogations from the provisions of the law in order to achieve a fair presentation of the financial statements

The financial statements have been prepared under the historical cost convention. Where, in exceptional circumstances, the firm deviates from the application of a provision of the law in order to meet the obligation to fairly present the financial statements, it shall provide sufficient justification and justification for such a derogation. There has been no need for such a derogation in the present period.

6.5_Relationship of an asset or liability with more than one balance sheet item

There are no assets or liabilities that relate to more than one balance sheet item.

7_Fixed assets

7.1_Tangible fixed assets

Tangible assets resulted in the reported balances of the financial position at 31.12.2017 following the following movements:

| Type of activity per tangible assets category | Building equipment | Machinery | Motor Vehicles | Other Equipment | Total |
|--|--------------------|-----------|----------------|-----------------|-----------|
| Opening balance on 01.01.2016 (acquisition value) | - | - | 27.497 | 267.027 | 294.523 |
| Opening balance on 01.01.2016 (accumulated depreciation) | - | - | (185) | (267.020) | (267.206) |
| Undepreciated balance on 01.01.2016 | - | - | 27.312 | 6 | 27.318 |
| Purchases | - | - | 629 | 147.829 | 148.458 |
| Depreciation on 31.12.2016 | - | - | (5.029) | (92.071) | (97.099) |
| Closing balance on 31.12.2016 (acquisition value) | - | - | 28.126 | 414.855 | 442.981 |
| Closing balance on 31.12.2016 (accumulated depreciation) | - | - | (5.214) | (359.091) | (364.305) |
| Closing balance on 31.12.2016 (undepreciated value) | - | - | 22.912 | 55.764 | 78.676 |
| Opening balance on 01.01.2017 (acquisition value) | - | - | 28.126 | 414.855 | 442.981 |
| Opening balance on 01.01.2017 (accumulated depreciation) | - | - | (5.214) | (359.091) | (364.305) |
| Undepreciated balance on 01.01.2017 | - | - | 22.912 | 55.764 | 78.676 |
| Purchases | 14.641 | 9.531 | 156.967 | 58.732 | 239.870 |
| Depreciation on 31.12.2017 | (253) | (397) | (25.467) | (109.987) | (136.104) |
| Closing balance on 31.12.2017 (acquisition value) | 14.641 | 9.531 | 185.093 | 473.587 | 682.852 |
| Closing balance on 31.12.2017 (accumulated depreciation) | (253) | (397) | (30.681) | (469.078) | (500.409) |
| Closing balance on 31.12.2017 (undepreciated value) | 14.387 | 9.134 | 154.412 | 4.509 | 182.443 |

There are no encumbrances on the above tangible assets.

7.2_Intangible fixed assets

Intangible assets resulted in the reported balances of the financial position at 31.12.2017 following the following movements:

| Type of activity per intangible assets category | Software | Other intangible assets | Total |
|--|----------|-------------------------|----------|
| Opening balance on 01.01.2016 (acquisition value) | 19.455 | 21.181 | 40.636 |
| Opening balance on 01.01.2016 (accumulated depreciation) | (19.455) | (21.181) | (40.636) |
| Undepreciated balance on 01.01.2016 | - | - | - |
| Purchases | 29.438 | - | 29.438 |
| Depreciation on 31.12.2016 | (9.183) | - | (9.183) |
| Closing balance on 31.12.2016 (acquisition value) | 48.893 | 21.181 | 70.074 |
| Closing balance on 31.12.2016 (accumulated depreciation) | (28.638) | (21.181) | (49.819) |
| Closing balance on 31.12.2016 (undepreciated value) | 20.256 | - | 20.256 |
| Opening balance on 01.01.2017 (acquisition value) | 48.893 | 21.181 | 70.074 |
| Opening balance on 01.01.2017 (accumulated depreciation) | (28.638) | (21.181) | (49.819) |
| Undepreciated balance on 01.01.2017 | 20.256 | - | 20.256 |
| Purchases | 4.429 | - | 4.429 |
| Depreciation on 31.12.2017 | (21.121) | - | (21.121) |
| Closing balance on 31.12.2017 (acquisition value) | 53.322 | 21.181 | 74.503 |
| Depreciation on 31.12.2017 | (49.759) | (21.181) | (70.940) |
| Closing balance on 31.12.2016 (undepreciated value) | 3.563 | - | 3.563 |

8_Trade receivables

| | 2017 | 2016 |
|--|------------------|---------------|
| Opening balance receivables | 1.316.876 | 41.669 |
| Cheques receivables | - | - |
| Minus : Allowance for doubtful debtors | - | - |
| Total | 1.316.876 | 41.669 |

9_Other receivables

Other receivables are formed by the following items:

- Receivables from the Greek government
- Rent guarantees and DEKO accounts
- Guaranteed accounts vis-à-vis financiers

Consequently, the depiction of the above is shaped as follows:

| Receivables category | 2017 | 2016 |
|--|------------------|----------------|
| Other advances | 10.206 | 8.906 |
| Pledged bank deposits | 42.964 | 38.159 |
| Prepaid expenses related to sponsorships of following financial year | 974.042 | 522.696 |
| Sundry debtors | 454 | 3.315 |
| Income tax prepayment & other withholding taxes | 295.661 | 210.228 |
| Total | 1.323.327 | 783.304 |

10_Cash and cash equivalents

Cash and cash equivalents of METAdrasi are analyzed in the following table:

| Cash categories | <u>2017</u> | <u>2016</u> |
|------------------------|--------------------|--------------------|
| Cash-in-hand | 2.835 | 6.147 |
| Cash in bank | 534.769 | 1.882.887 |
| Total | 537.604 | 1.889.035 |

11_Capital

The share capital of METAdrasi amounts to € 20.237 and is fully paid.

12_Reserves

The amount of the reserves is equal to the donation payments and the annual total of members' contribution fees.

13_Trade and other payables

The total payables amount is equal to the vendors balance:

| Type of payable | <u>2017</u> | <u>2016</u> |
|------------------------|--------------------|--------------------|
| Vendors | 431.323 | 390.730 |
| Total | 431.323 | 390.730 |

14_Income Tax Obligations

| Income tax | <u>2017</u> | <u>2016</u> |
|--------------------------------|--------------------|--------------------|
| Income tax on taxable earnings | 47.453 | - |
| Total | 47.453 | - |

15_Other liabilities

Following is the liabilities analysis:

| Other liabilities | <u>2017</u> | <u>2016</u> |
|---|-------------------------|-------------------------|
| Advance payments related to programs | 0 | 43.404 |
| Staff salaries payable amount | 530.125 | 321.005 |
| Social security fees payables | 1.046.306 | 292.898 |
| Dividend payables | - | - |
| Other taxes (not including income tax) | 184.408 | 228.447 |
| Next financial year revenues | 81.351 | 1.054.772 |
| Liabilities concerning related companies | - | - |
| Payable remuneration of members of the Board of Directors | - | - |
| Funding and grants for the next period (prepaid) | 647.533 | 8.000 |
| Interest payables | - | - |
| Other short-term liabilities | 71.291 | 265.308 |
| Total | <u>2.561.014</u> | <u>2.213.833</u> |

16_Income statement analysis

16.1_Expenses analysis

The flow of expenses in 2017 followed trend below:

| Cost Description | <u>2017</u> | <u>2016</u> |
|---|--------------------------|-------------------------|
| Expenses and costs for implementation of programs | 11.573.890 | 8.180.786 |
| Cost of operation and service | 2.292.990 | 1.678.462 |
| Total | <u>13.866.880</u> | <u>9.859.247</u> |
| Payments and staff costs | 8.937.237 | 5.812.168 |
| Payments and expenses of third parties | 1.458.394 | 1.246.034 |
| Third party benefits | 596.648 | 282.687 |
| Taxes and Fees | 321.926 | 264.686 |
| Other Expenses | 2.375.390 | 1.746.836 |
| Depreciation of fixed assets | 157.225 | 106.282 |
| Provisions, related and unrealized expenses | - | 382.921 |
| Financial cost and banking expenses | 20.060 | 17.634 |
| Total expenditure shared | <u>13.866.880</u> | <u>9.859.247</u> |
| Total | <u>13.866.880</u> | <u>9.859.247</u> |

16.2_Staff costs

Staff costs were as follows:

| Provisions development | <u>2017</u> | <u>2016</u> |
|---|--------------------|--------------------|
| Starting balance | 317.467 | - |
| Formed within the financial year | - | 317.467 |
| Use of provisions within the financial year | - | - |
| Closing balance | 317.467 | 317.467 |

On 31.12.2017, 708 persons were employed, whereas on 31.12.2016 the number of employed persons was 507.

| Account | <u>2017</u> | <u>2016</u> |
|---|--------------------|--------------------|
| Gross staff cost | 6.729.575 | 4.148.075 |
| Employer social contribution fees | 1.795.513 | 1.177.585 |
| Compensation for dismissal | 22.668 | 1.682 |
| Interpreter fees | 329.535 | 471.745 |
| Employer contribution for interpreters | 58.960 | 12.884 |
| Other provisions | 986 | 198 |
| Provision for compensation of secession | - | - |
| Total | 8.937.237 | 5.812.168 |

17_Other information on the financial statements

During the reference period it is noted that:

- There was no interest accrued on the value of assets.
- There are no advances and / or credits and / or loans to Board members
- In 2018 (from 18 March) METAdrasi has been subject to a partial income tax audit for the year 2015. Until the finalization of the financial statements, the audit was not completed.
- It is noted that the METAdrasi has not been tax audited for the years 2009, 2010, 2011, 2012, 2013, 2014 and 2016, but has made no provision for additional taxes and surcharges in its books, because it is not possible at this stage to be formed with documented and at least precise terms.

18_Events after the reporting period

After the reporting period, the following events need to be disclosed:

- Prepayments of the period shall be accrued in part by 2018.
- Taxes and insurance deductions have been repaid or settled in their entirety.

- The balance of liabilities presented as Other Liabilities, in respect of the remuneration payable to the staff, was accrued in January 2018. The number of employees is increasing.