




BIF

BLACK IMPACT FOUNDATION

Empowered people, empower people

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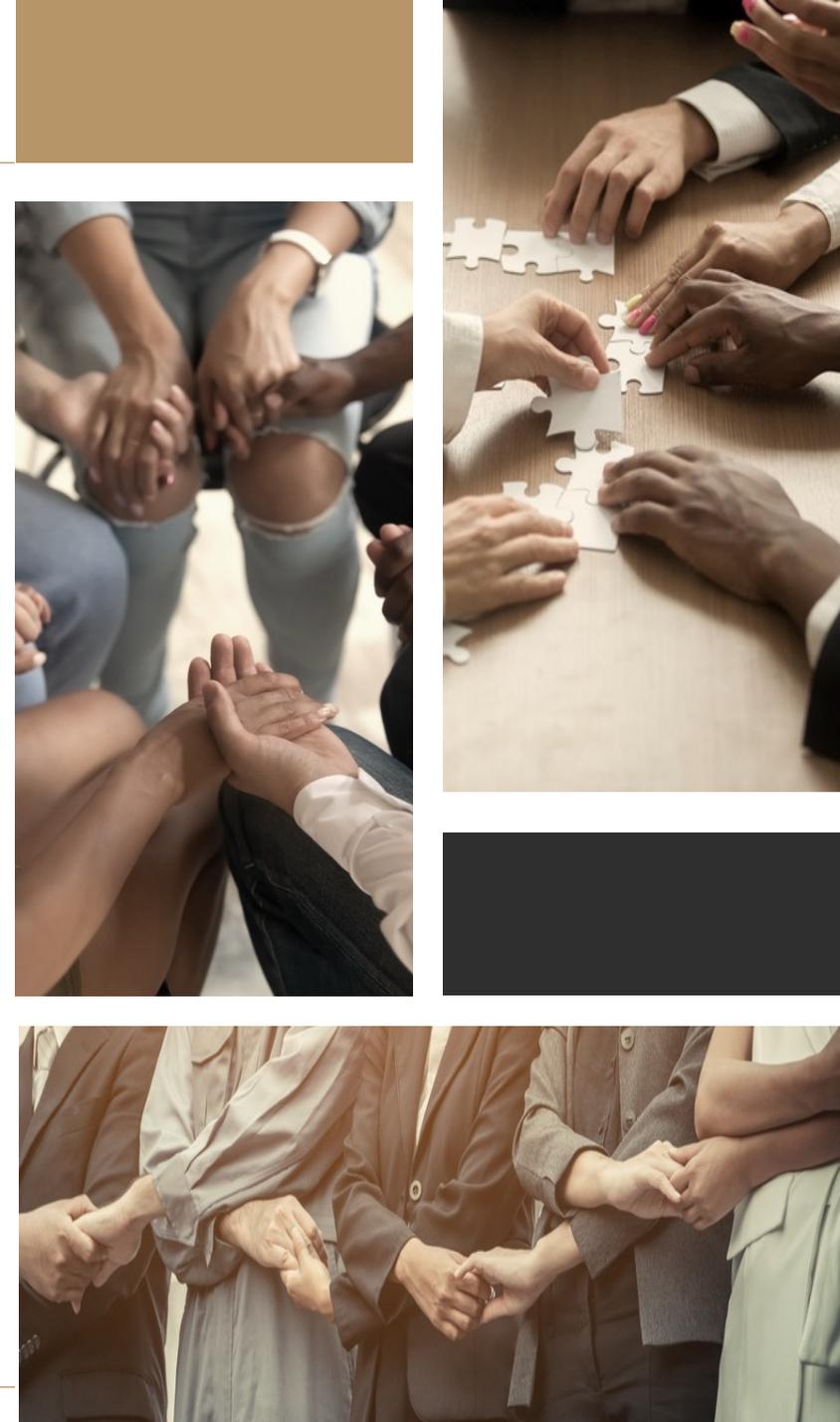
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Our Culture

Our company culture is shaped by our purpose, ambition, values and behaviors which influence how we lead and interact with one another and how we handle business.

Culture drives Strategy

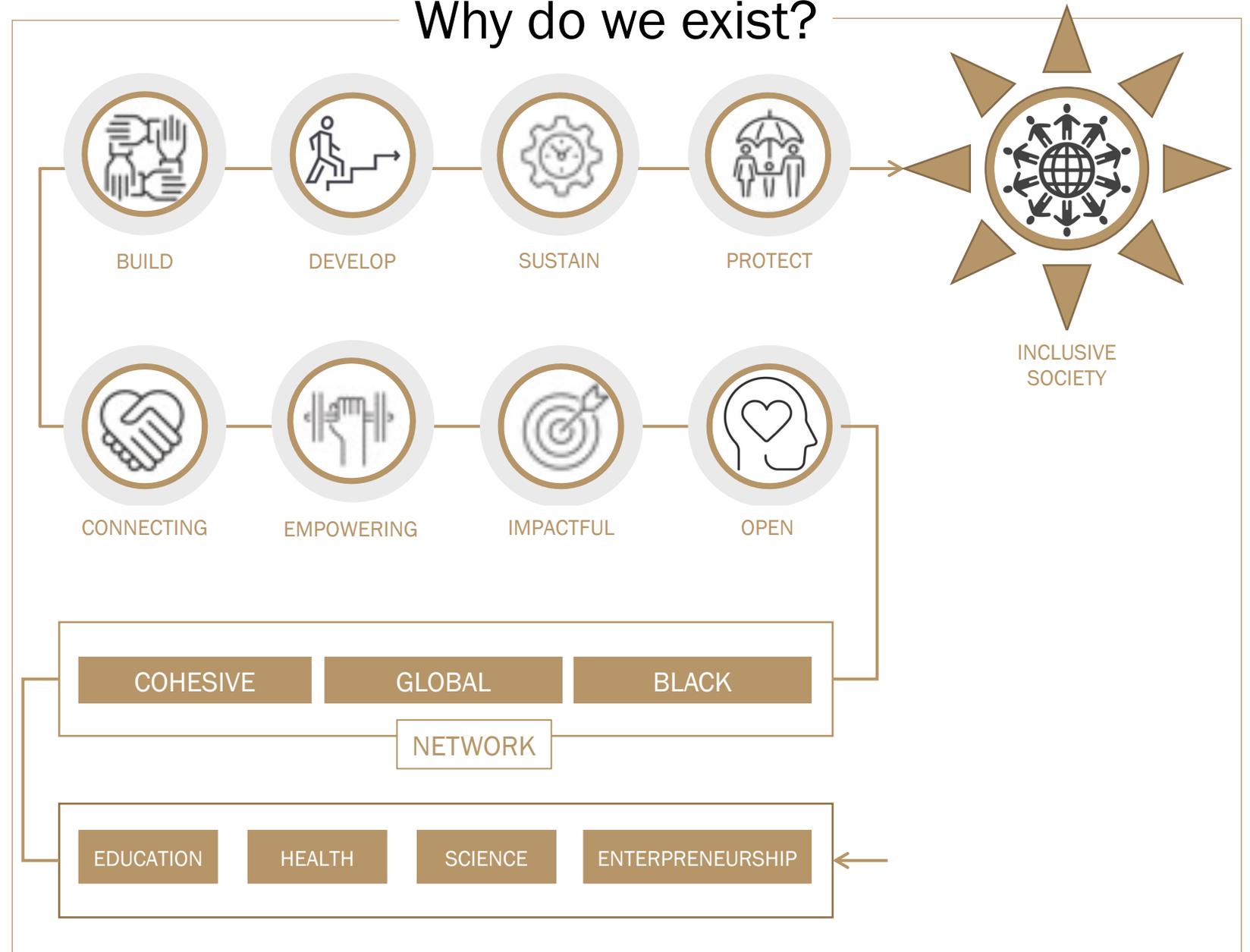
Our Culture Purpose

Purpose, or in Dutch “levenslust”, in French “raison d’être” and in Japanese “ikigai”; our source from which we draw our zest for life.

Our purpose is to **build, further develop, sustain and protect an inclusive society**, where no one is left behind. That means, having equal access to opportunities in society, enabling everyone to participate in an authentic way and have a true sense of belonging. This is fundamental to having a peaceful and prosperous world.

We foster (social) inclusion to enhance quality of life of racial and ethnic minorities all over the world, but in particular the black community. By connecting, empowering, being impactful and open (minded and open-hearted), we will build a cohesive global black network focusing on topics like education, health, science and entrepreneurship.

Why do we exist?

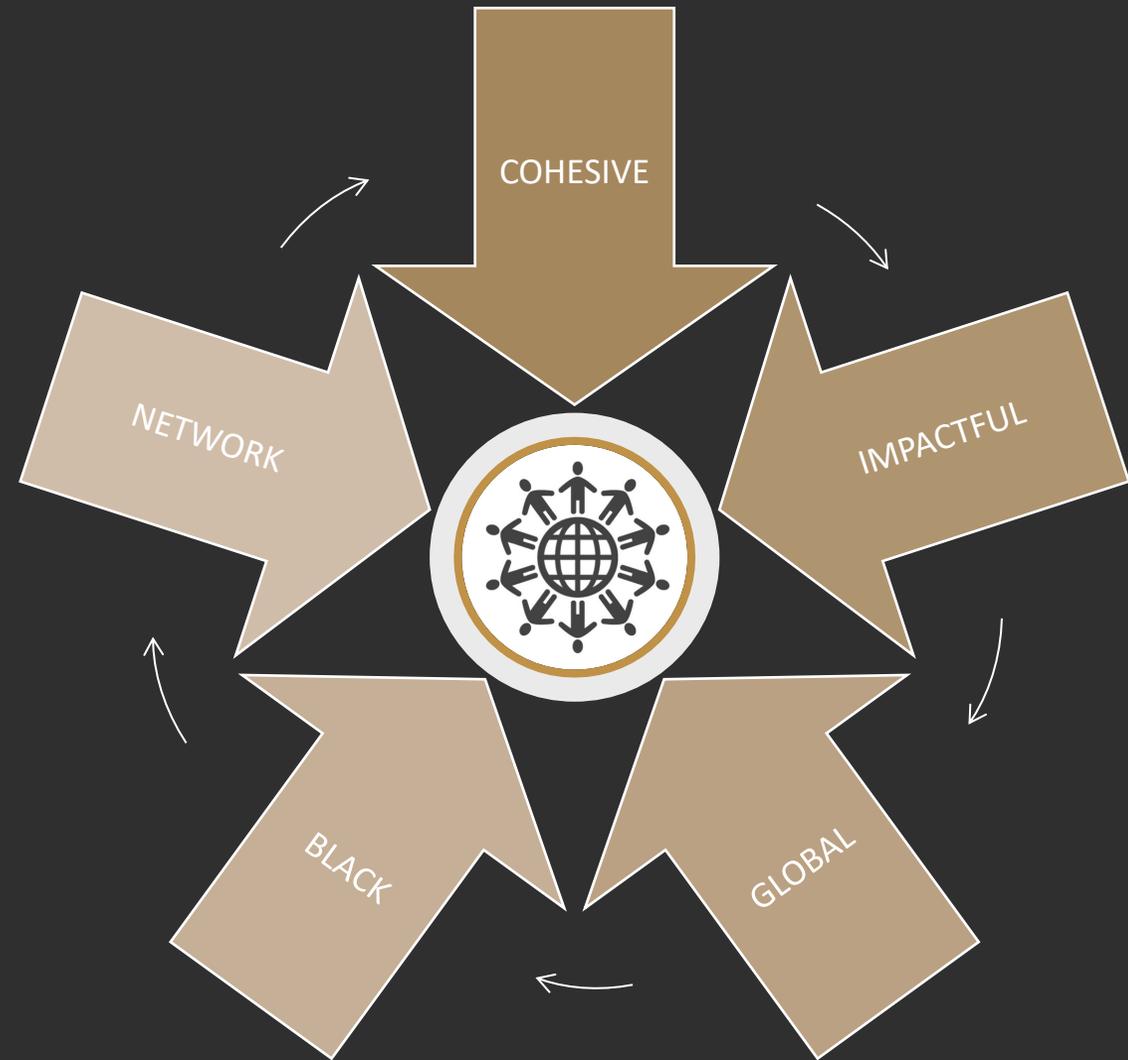


Our Culture Ambition

Our ambition is to become a **cohesive and impactful global black network**, where black people across the globe are empowered to take control and improve the quality of their lives, assert their value, and be protected from exploitation. This will support us in building our capacity for social economic independence and social responsibility.

Embracing everyone who identifies him/her/themselves as black and everyone with an affinity with the black global community.

What do we want to become in the future?



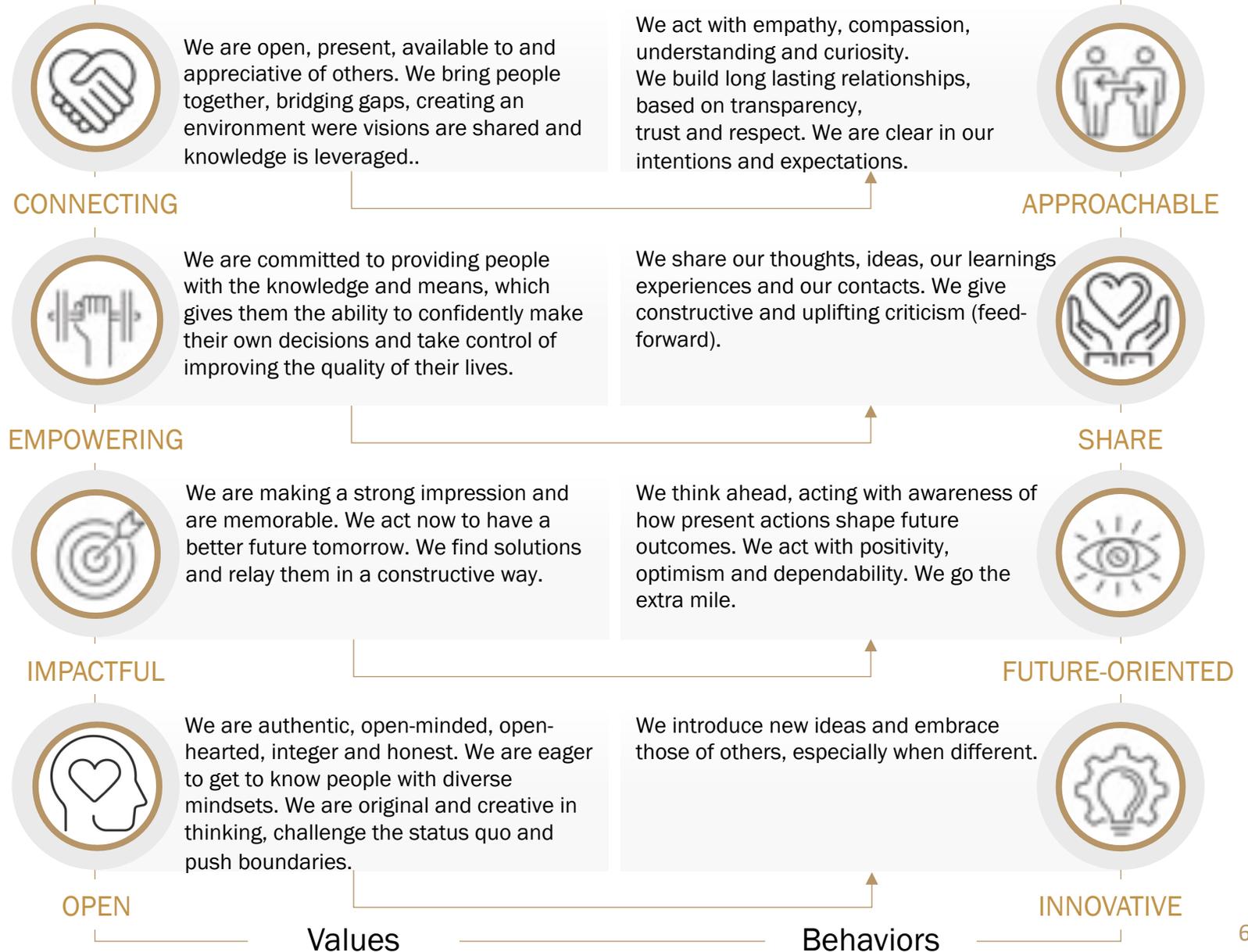
Our Culture

Values and Behavior

Our **values** are our intentions and is part of our DNA and represents what we stand for. We intend to be **connecting, empowering, impactful** and **open**. Our Foundation is driven by these values. They support our ambition and decision making processes and the way we conduct business.

Our **behaviors** are our values in action. Describing how we do things on a day-to-day basis. We are **approachable, always willing to share, future-oriented** and **innovative**.

Our way of being and interacting





Our Organization

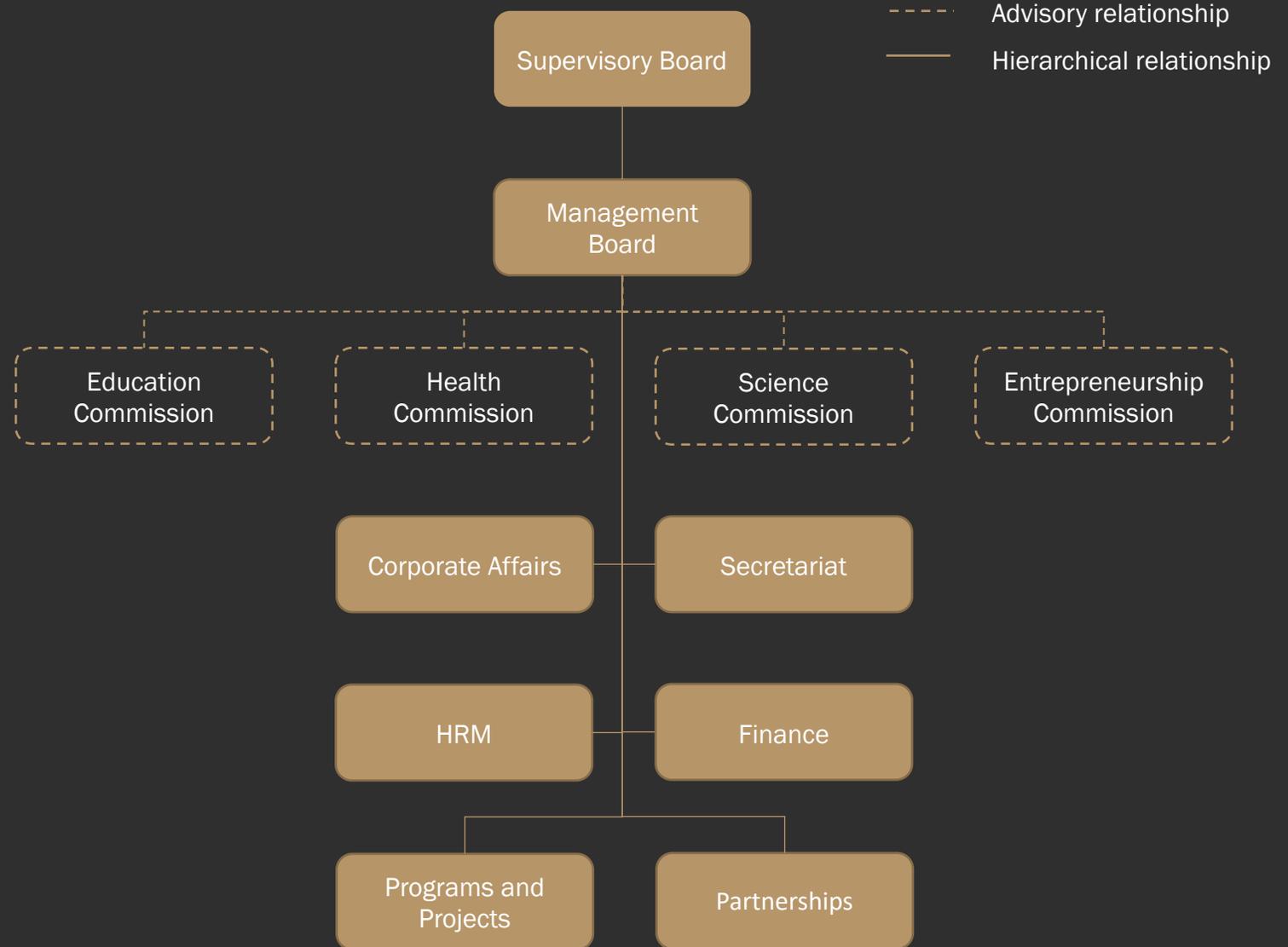
Our organization form is a manifestation of our strategy and purpose implementation. Rules, roles, responsibilities are defined, and information flows are determined.

A living, breathing organism made up of people

Our Organization Governance

We have adopted a two-tier governance model, where the management board is responsible for the day-to-day management of the foundation, while the supervisory board oversees the management board. Currently, as the foundation is in start-up phase, a supervisory board is not yet installed.

We have adopted an organizational structure that reflects our foundation's values.



Our Organization

Management Board



**Clarence Clyde
Seedorf**
Chair



NJ Ayuk
Vice-chair



**Rachel
Drieling**
Treasurer



**Ivolaïne de
Nobrega**



**Wilma Gillis-
Burleson**



Vincent Hooplot



Ron Lemmers
Board Secretary



Our Organization

Management Board

Clarence Clyde Seedorf

Chair

Clarence Clyde Seedorf is a Dutch professional football manager and former player. He last was the manager of the Cameroon national team. Regarded by many as one of the best midfielders of his generation, in 2004, he was chosen by Pelé as part of the FIFA 100.

Rachel Drielinger

Treasurer

Rachel is a experienced executive who holds a degree in Business and in (Tax) Law. Rachel has extensive knowledge of Corporate Tax matters, including domestic and cross-border mergers and acquisitions, financing transactions, and other legal aspects.

Vincent Hooplot RM

Director

Vincent Hooplot RM is entrepreneur, experienced board level strategist and an authority in the field of commerce and marketing. Vincent has held senior management positions in global asset management as CMO, COO and head of global marketing. He is recognised as a gamechanger by the 'Community Top100'.

Ivolaine de Nobrega

Director

Ron Lemmers

Board Secretary

NJ Ayuk

Vice-chair

NJ Ayuk is a leading authority in the African energy sector and a strong advocate for African entrepreneurship and the indigenous energy sector, NJ Ayuk is recognized as one of the foremost figures in African business today. A well-known dealmaker in the petroleum and power sectors.

Wilma Gillis-Burleson

Director

Wilma Gillis-Burleson LLM is a entrepreneur and active in the field of labour , diversity and governance for more than 30 years. Founder of a mentoring-foundation for children. Wilma served in several governmental committees and is a experienced member of supervisory boards for several organizations in Healthcare ChildCare/Daycare, Housing, Banking.



Our Strategy

Driven by our culture, our strategy forms our plan of action, answering three basic questions: what will we do, how and when will we do it.

**Honor our purpose, accomplish
our ambition**

Our Strategy

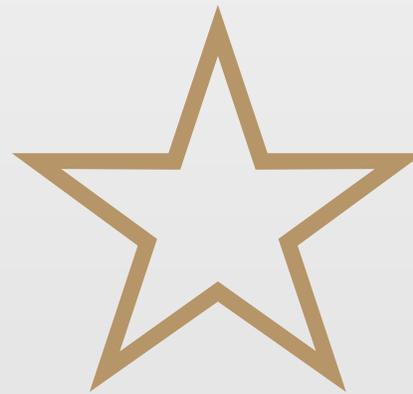
Goals 2021-2023

What will we do?



Grow the organization

1. Raise financial and people capacity so we can increase our output and impact
2. Receive the status of a Registered Charity (“ANBI”)
3. Strengthen our Governance Model



Increase brand recognition

1. Build strategic and productive alliances to increase our influence and ability to act.
2. Strengthen our brand and our reputation both in the Netherlands and internationally.

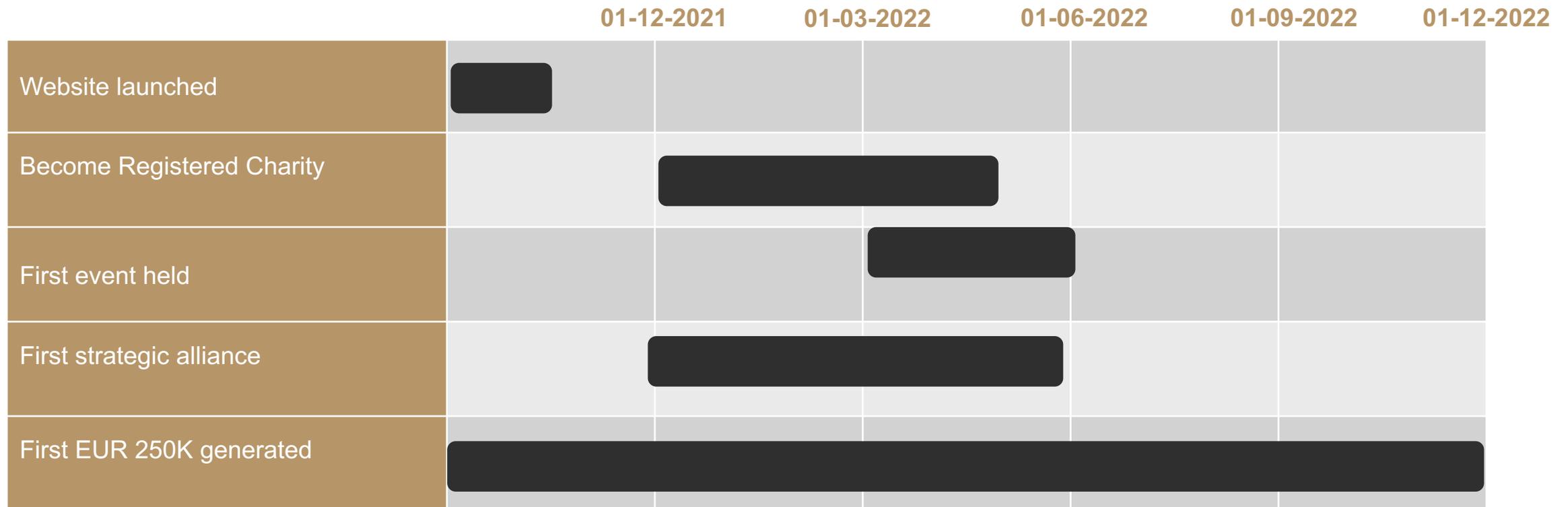


Run programs and projects

1. Advance and measure the progression of Inclusion through community initiatives and advocacy, resulting in increased wellbeing, and authentic, empowered participation of our black community in society.

Our Strategy

Milestones





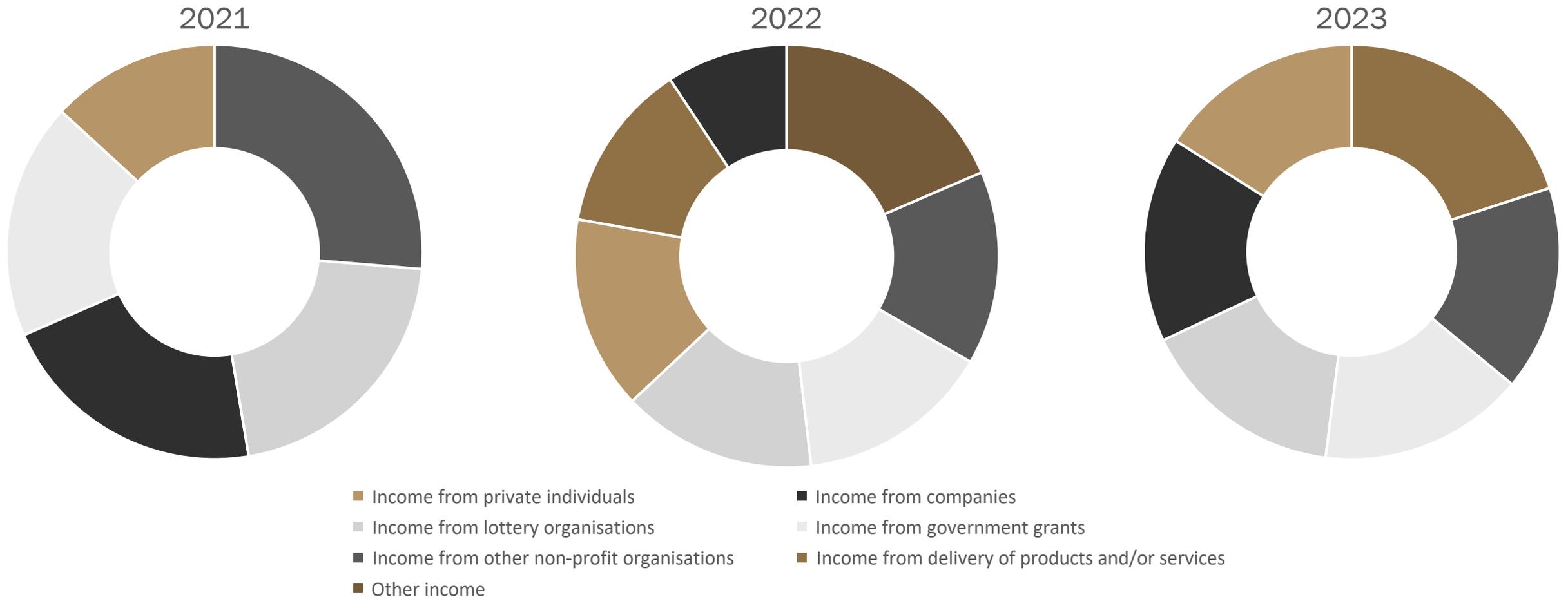
Our Financial Position

How do we generate income and what do we spend it on?

Income, Expenses, Net Result

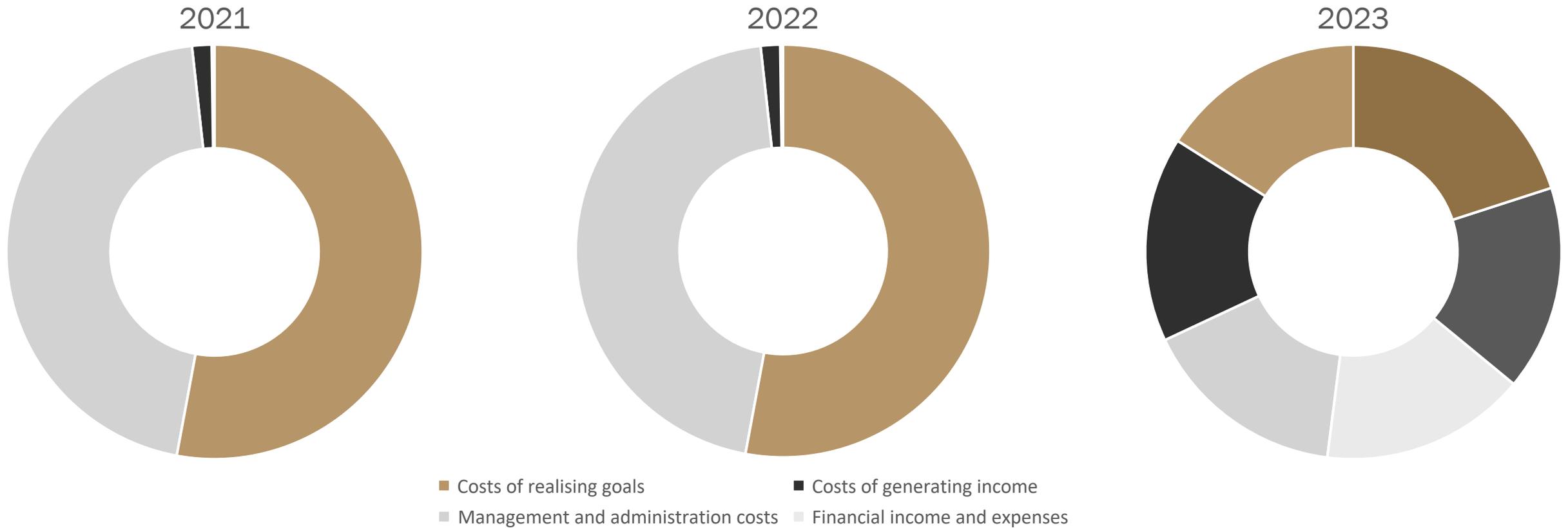
Our Financial Position

Income: How do we generate our income?



Our Financial Position

Expenses: What do we spend our income on?



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