

2022 = 2023

**ECOLINT  
ANNUAL  
REPORT  
RAPPORT  
ANNUEL  
DE L'ECOLINT**

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 **Ecolint**



2022 - 2023

**ANNUAL REPORT**  
**RAPPORT ANNUEL**



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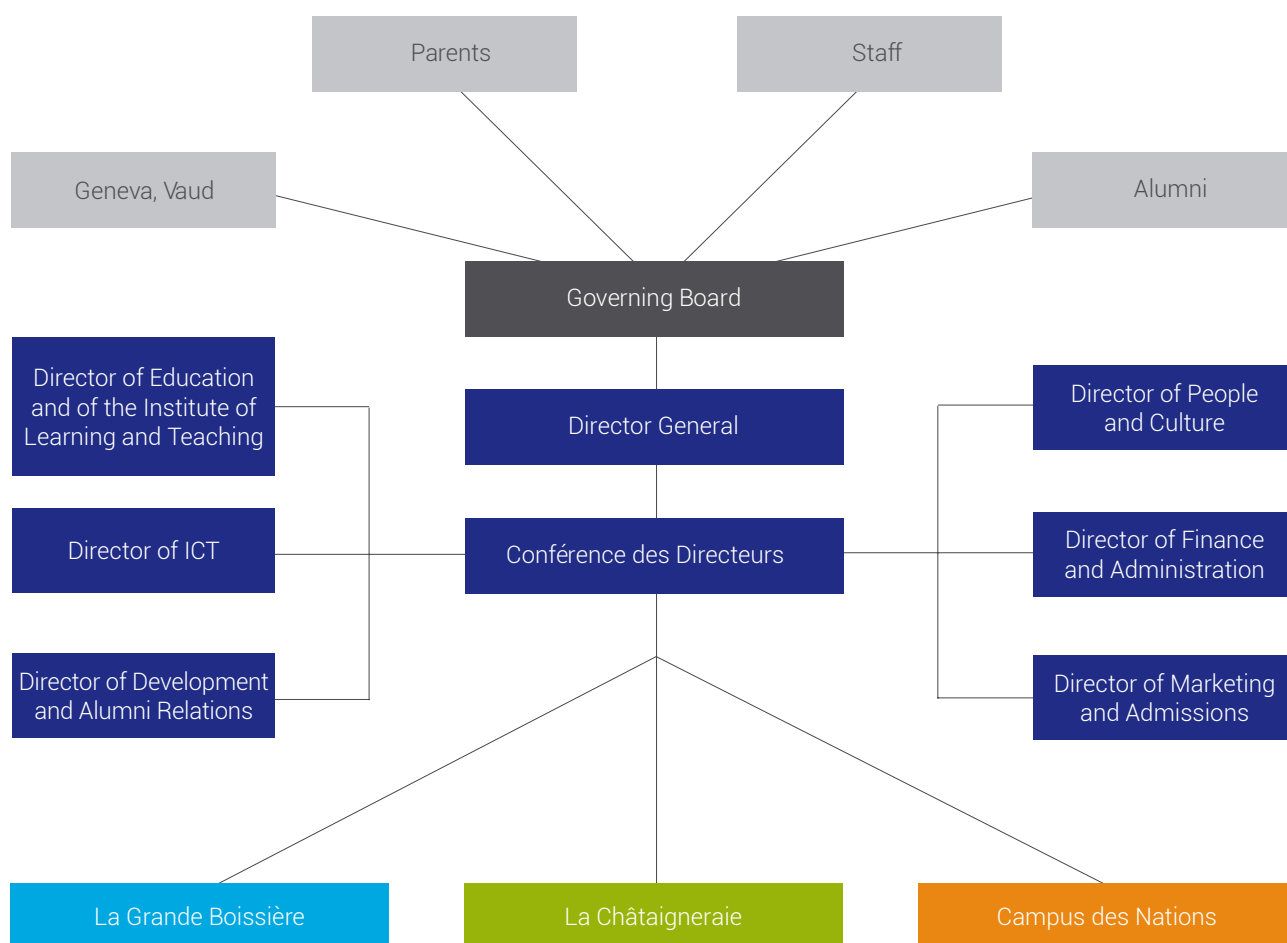
### Disclaimer | Avertissement

As a bilingual Foundation, we strive to publish most of our documents in French and English. In certain cases however, including this Annual Report, we choose for practical reasons not to translate all texts.

*En tant que Fondation bilingue, nous nous efforçons de publier la plupart de nos documents en français et en anglais. Pour certains d'entre eux et dans le cas du présent Rapport annuel, nous choisissons cependant de ne pas traduire la totalité des textes pour des raisons pratiques.*

# Foundation governance and management structure 2022 – 2023

## Organigramme de la Fondation 2022 – 2023



## Governing Board 2022 – 2023

### Conseil de Fondation 2022 – 2023

#### Executive committee / Comité exécutif

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**Mr René BUJARD**

Chairperson / *Président*

2019 – 2023



**Mrs Andrea LUCARD**

Vice-Chairperson / *Vice-présidente*

2019 – 2023



**Mr Chris STREBEL**

Treasurer / *Trésorier*

(Board Treasurer until 24 January 2023 /  
*Trésorier jusqu'au 24 janvier 2023*)

(Board member until 30 June 2023 /  
*Membre du Conseil jusqu'au 30 juin 2023*)

2022 – 2023



**Mrs Ivana ŠIROVIĆ**

Treasurer / *Trésorière*

(as of 25 January 2023 / *à partir du 25 janvier 2023*)

2022 – 2023



**Mrs Chitra SUBRAHMANIAN**

Secretary / *Secrétaire*

(until 1 May 2023 / *jusqu'au 1er mai 2023*)

2020 – 2024



**Mrs Julia LEAR**

Secretary / *Secrétaire*

(as of 12 May 2023 / *à partir du 12 mai 2023*)

2022 – 2026



**Mrs Jenny MOBERG**

2021 – 2025



**Mr Jamie WILLIAMSON**

2021 – 2023

## Members / Membres

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### **Mrs Jill BAILEY**

Nominated by the Staff Association Committee  
*Désignée par le Comité de l'association du personnel*

2022 – 2024

### **Mr Hans BARITT**

Nominated by the United Nations  
*Désigné par les Nations Unies*  
(until 3 March 2023 / *jusqu'au 3 mars 2023*)

2015 – undefined

### **Mr Nicolas BINDSCHIEDLER**

Nominated by the Geneva State Council  
*Désigné par le Conseil d'Etat genevois*

2019 – undefined

### **Mrs Emanuela DOSE SARFATIS**

Nominated by the Geneva State Council  
*Désignée par le Conseil d'Etat genevois*

2009 – undefined

### **Mr Philip JENNINGS**

2022 – 2026

### **Mrs Inès LAMUNIERE**

(until 4 May 2023 / *jusqu'au 4 mai 2023*)

2019 – 2022

### **Mr Sébastien LENELLE**

(until 25 January 2023 / *jusqu'au 25 janvier 2023*)

2021 – 2025

### **Mrs Véronique NEISS**

(until 30 June 2023 / *jusqu'au 30 juin 2023*)

2021 – 2025

### **Mr Nakshatra PACHAURI**

2022 – 2026

### **Mrs Oksana WOLFSON**

2022 – 2026

## Staff observers / Observateurs du personnel

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### **Mrs Kathryn CONCANNON**

Campus des Nations

### **Mr David TODD**

La Châtaigneraie

### **Mr Inal UYGUR**

La Grande Boissière



## Members of the 2022 – 2023 Conférence des Directeurs\* Conférence des Directeurs 2022 – 2023



### **Dr David HAWLEY**

Director General  
*Directeur général*

Foundation / *Fondation*



### **Mrs Jennifer ARMSTRONG**

Primary School Principal  
*Directrice de l'Ecole primaire*

La Châtaigneraie



### **Mrs Alix DE MAUNY**

Director of Development & Alumni Relations\*  
*Directrice du développement et des relations avec les alumni*

Foundation / *Fondation*



### **Mr Gilbert EKOTTO**

Middle School Principal  
*Directeur de l'Ecole moyenne*

La Grande Boissière



### **Mr Laurent FALVERT**

Director of Finance & Administration  
*Directeur des finances et de l'administration*

Foundation / *Fondation*



### **Mrs Isla GORDON**

Campus and Early Years Centre Principal  
*Directrice du Campus et du Centre de la petite enfance*

Pregny,  
Campus des Nations

Primary School Principal\*\*  
*Directrice de l'Ecole primaire*



### **Mr Mark GRACE**

Director of ICT  
*Directeur de l'informatique*

Foundation / *Fondation*



### **Mrs Mirna HAFEZ-FARAH**

Primary School Principal  
*Directrice de l'Ecole primaire*

La Grande Boissière

\* As from November 2022 / *A partir de novembre 2022*

\*\* As from 1 May 2023 / *A partir du 1 mai 2023*





**Mr Jonathan HALDEN**

Interim Campus & Secondary School Principal\*\*\*  
*Directeur intérim du Campus et de l'Ecole secondaire*

La Grande Boissière



**Dr Conrad HUGHES**

Campus & Secondary School Principal\*\*\*  
*Directeur du Campus et de l'Ecole secondaire*  
 Interim Director General\*\*\*  
*Directeur général par intérim*

La Grande Boissière



**Mr Michael KEWLEY**

Director of Admissions and Marketing  
*Directeur des admissions et du marketing*

Foundation / *Fondation*



**Mrs Soizic LE CLÈRE**

Director of People and Culture  
*Directrice People and Culture*

Foundation / *Fondation*



**Mrs Christelle LONEZ**

Primary School Principal\*\*\*\*  
*Directrice de l'Ecole primaire*

Saconnex,  
 Campus des Nations



**Mrs Soraya SAYED HASSEN**

Secondary School Principal  
*Directrice de l'Ecole secondaire*

La Châtaigneraie



**Dr Karen TAYLOR**

Director of Education  
*Directrice de l'éducation*

Foundation / *Fondation*



**Mr Jamie WILLIAMS**

Secondary School Principal  
*Directeur de l'Ecole secondaire*

Saconnex,  
 Campus des Nations

\*\*\* As from January 2023 / *A partir de janvier 2023*

\*\*\*\* Until 30 April 2023 / *Jusqu'au 30 avril 2023*



## A word from the Chair of the Governing Board

**René BUJARD**

After the difficult year we had experienced, the theme emerging in the first few weeks of the 2022-2023 school year was that "what unites us is stronger than what divides us." Working together to rebuild a strong, united community was at the heart of our concerns for the new school year.

The Governing Board was committed to building strong relationships with all stakeholders in our community. Thus, we worked together to set up regular meetings with key community players, such as the Campus Advisory Bodies, the Staff Association, the I-DEA Steering Committee and others.

The year was also marked by the appointment of a new Director General, following David Hawley's announcement in June 2022 that he would be leaving Ecolint to lead a school in the United States. An advisory committee representing the whole Foundation was set up for this recruitment, in order to ensure that the search process take into account the views and opinions of all members of the Ecolint community. In December 2022, the Board was pleased to announce the appointment of Conrad Hughes as Director General and successor to David Hawley. The Board was impressed by Conrad's extensive leadership experience, his student-centred philosophy of teaching and learning, and his unique influence on international education through innovation. Having worked at Ecolint for the past 16 years, Conrad had in-depth knowledge of its distinct history and culture, which was undoubtedly going to help build strong, positive bonds and trust within the community. During March 2023, a transition plan was put in place to ensure a smooth handover between David Hawley and Conrad Hughes.

Other objectives for the 2022-2023 year were to review the composition and direction of the various Board committees (Executive Committee, Strategic Planning Committee, Nominating and Governance Committee, Finance Committee and Development Committee) and to coordinate the Board's major priorities. We were delighted to receive confirmation of accreditation from the Council of International Schools (CIS), which recognised

our progress on our comprehensive governance review, and the work done to implement a sound financial plan for the next 6 years. The Finance Committee's hard work in adopting a balanced budget and keeping tuition fees stable for the first time in many years is a perfect example. The CIS also recognised the steps taken to create a positive culture and better stakeholder relations throughout the Foundation.

Closely linked to both finances and the building of a positive culture was the Collective Labour Agreement (CCT). For almost two years, negotiations on the CCT had given rise to a great deal of emotion and conflict within our Foundation. Intensive background work was therefore carried out by all those involved to negotiate a new CCT, and significant progress was made. However, it was finally decided that the conditions for an agreement had not been met, and that further negotiations were not desirable. The previous agreement was therefore renewed to allow us to return to stability, comfort and peace, while remaining focused on our students and the long-term viability of the Foundation. As mentioned above, a sustainable financial plan and a positive culture, as requested by the CIS, were key to this decision.

Our ambition remained to build on promising seedlings to become a Board at the service of the whole community, true to the Foundation's DNA - education for peace with a firm commitment to inclusion through diversity, equity and anti-racism - but also ready to ensure that we are fit for purpose for decades to come, so that our students can continue to "be global citizens with the courage and capacity to create a just and joyful tomorrow together."

**René BUJARD**

Governing Board Chair  
(elected by the Board in 2022)

## Le mot du Président du Conseil de fondation

### René BUJARD

Après l'année difficile que nous avons traversée, la vision qui se dégageait des premières semaines de la nouvelle année scolaire 2022-2023 était que «ce qui nous unit est plus fort que ce qui nous divise».

Travailler ensemble à la reconstruction d'une communauté forte et unie était au cœur de nos préoccupations en cette nouvelle année scolaire.

Le Conseil de Fondation s'est attaché à nouer des relations solides avec toutes les parties prenantes de notre communauté. Ainsi, nous avons travaillé ensemble à l'instauration de réunions régulières avec les principaux acteurs de la communauté, tels que les Comités Consultatifs de Campus, l'Association du personnel, le comité de pilotage de l'I-DEA, etc.

Cette année fut aussi marquée par le recrutement du nouveau Directeur général alors que David Hawley avait annoncé, au mois de juin 2022, son départ prochain pour la direction d'une école aux Etats-Unis. Pour ce recrutement, un comité consultatif représentant l'ensemble de la Fondation fut mis en œuvre afin de garantir que le processus de recherche tienne compte des points de vue et des opinions de tous les membres de la communauté de l'Ecolint. En décembre 2022, le Conseil de Fondation fut heureux d'annoncer la nomination de Conrad Hughes au poste de Directeur général, pour succéder à David Hawley. Le Conseil fut impressionné par la vaste expérience de Conrad en matière de leadership, par sa philosophie d'enseignement et d'apprentissage centrée sur l'élève et par l'influence unique qu'il a exercée sur l'éducation internationale en matière d'innovation. Ayant travaillé à l'Ecolint au cours des 16 dernières années, Conrad a une connaissance approfondie de son histoire et de sa culture distinctes, ce qui contribuera sans aucun doute à établir des liens solides et positifs et à susciter la confiance au sein de la communauté. Au cours du mois de mars 2023, un plan de transition fut mis en place pour assurer la passation de poste entre David Hawley et Conrad Hughes. Les autres objectifs pour cette année 2022-2023 furent de revoir la composition et la direction des différents comités du Conseil de Fondation (Comité exécutif, Comité de la planification stratégique, Comité des nominations et de la gouvernance, Comité des finances et Comité du développement) et de coordonner les priorités majeures du Conseil de Fondation.

Nous fûmes ravis de la confirmation de l'accréditation du *Council of International Schools* (CIS) ayant reconnu nos avancées concernant notre examen complet de la gouvernance, et les travaux réalisés pour la mise en œuvre d'un plan financier solide pour les 6 années à venir. Le travail considérable du Comité des finances pour adopter un budget équilibré et maintenir des frais d'écolage stables pour la première fois depuis de nombreuses années en est le parfait exemple. Le CIS a également reconnu les mesures prises pour instaurer une culture positive et de meilleures relations entre les parties prenantes dans l'ensemble de la Fondation.

Étroitement lié à la fois aux finances et à la culture positive recherchée se trouvait la Convention collective de travail (CCT). En effet, depuis près de deux ans, les négociations autour de la CCT avaient suscité de nombreux émois et conflits au sein de notre Fondation. Un travail de fond intensif fut réalisé par toutes les personnes impliquées pour négocier une nouvelle CCT et des progrès importants furent alors réalisés. Cependant, il fut finalement décidé que les conditions n'étaient pas remplies pour un accord et que la poursuite des négociations n'était pas souhaitable. Le précédent accord fut donc reconduit pour permettre de revenir à la stabilité, au réconfort, et à la paix, en restant concentré sur nos élèves ainsi que sur la viabilité à long terme de la Fondation. Comme indiqué ci-dessus, un plan financier durable et une culture positive, comme demandés du CIS prenaient tout leur sens dans cette décision.

Notre ambition resta de nous appuyer sur des forces prometteuses pour devenir un Conseil de Fondation au service de l'ensemble de la communauté, fidèle à l'ADN de la Fondation - l'éducation pour la paix avec un engagement ferme en faveur de l'inclusion par la diversité, l'équité et l'antiracisme - mais aussi prêt à s'assurer d'être adapté à son objectif pour les décennies à venir, afin que nos élèves puissent continuer à «être des citoyens du monde ayant la capacité et le courage de créer ensemble un lendemain juste et joyeux».

### René BUJARD

Président du Conseil de Fondation  
(élu par le Conseil en 2022)



## A word from the Director General

### Conrad HUGHES

2022-2023 was another year of thriving for Ecolint. Despite a return to pre-Covid grade boundaries in the International Baccalaureate Diploma Programme, and, therefore, a drop in the global pass rate, our students achieved some magnificent results with a 96% pass rate (17% above the world average), a points average of 35 (against a world average of 30), and 19% of our students achieving between 40 and 45 points (only 9% of world candidates achieve this.)

Learning is not only about academic results though, as our Ecolint Learner Passport makes clear by recording all the competences students develop during their education: our community enjoyed some remarkable theatrical performances, notably five at La Grande Boissière, six at La Châtaigneraie and two at Campus des Nations. In December, we enjoyed a particularly high standard of debate during the Students League of Nations, to mention just a very few examples of holistic learning across the Foundation.

#### **Listening and learning**

I officially began my functions as Director General in July 2023 but acted as interim Director General the months before. My goals from January 2023 were to listen and to learn. Meeting with students, colleagues, parents and members of the wider community was a necessary step to better understand what the needs of the Foundation were. Subsequently, I presented to the Board the two superordinate concepts that emerged from these discussions. The first is clarity: we need to work on greater transparency, openness, clearer project planning, checking in on the progress of initiatives, generating more consultation within the community and even clearer communication. With clarity comes understanding. The second concept is kindness: we can look up to our noble mission with even more confidence and humanity, communicating with each other even more mindfully and humanely. This is something that leaders and teachers across the Foundation have to exemplify, as we are in positions of power and must be aware of the emotional and psychological effects our words and actions can have on others. This also applies to communication between students. Being kinder is not a goal unique to us, it is the ongoing North Star that every human being must look to in a quest, ultimately, for wisdom and for world peace.

#### **Accreditation fully reconfirmed**

In April 2023, our Council of International School (CIS) accreditation was fully reconfirmed. In its report, CIS praised Ecolint for its multi-year financial plan with the school's leadership, governance, and community as a whole undertaking a rational and balanced approach to keeping Ecolint on a sound financial footing. CIS also recognised the steps taken to build an even more positive culture across the organisation concerning relationships between all stakeholders.

#### **Ecolint: a school of incredible diversity**

During the 2022-2023 school year, we saw record enrolment of over 4500 students and more than 140 nationalities in our student body. It remains an extraordinary privilege to serve such a multitudinous community, a veritable microcosm of the world with its wonderful kaleidoscopic cultural diversity. We stood firmly by our values during news of serious international conflict across the world, ensuring that students continued to learn in a serene and peaceful, but also a critical and informed manner. Our Guest Speakers Series and school assemblies on current affairs have contributed to keeping the Ecolint tradition alive, where we learn to live together, to discuss the issues around us, but always in a spirit of friendship and camaraderie.

#### **A place of flourishing**

We face extraordinary planetary challenges but remain wedded to our mission, as the world's first international school, to educate for global citizenship. There are extraordinary opportunities ahead of us: our Ecolint community is full of talent, dedication to our mission and creative ideas about how we might forge a pathway to our 100<sup>th</sup> Anniversary that is built on friendship, respect, the equal value of each human being, social renewal, environmental custodianship, peace across those identity markers that can be used to divide us and always, of course, the human flourishing of each student at the centre of what we do. For our students to flourish, all of us must flourish.

**Conrad Hughes,**  
Director General

## Le mot du Directeur général

**Conrad Hughes**

2022-2023 a été une nouvelle année florissante pour l'Ecolint. Malgré un retour des limites posées par la notation pré-Covid dans le programme du diplôme du Baccalauréat International et, par conséquent, une baisse du taux de réussite global, nos élèves ont obtenu de magnifiques résultats avec un taux de réussite de 96% (17% au-dessus de la moyenne mondiale), une moyenne de 35 points (contre une moyenne mondiale de 30) tandis que 19% de nos élèves ont obtenu entre 40 et 45 points, ce qui n'est le cas que de 9% des candidats au niveau mondial.

L'apprentissage ne se limite cependant pas aux résultats académiques, comme le montre notre Passeport de l'apprenant-e de l'Ecolint qui recense toutes les compétences développées par les élèves au cours de leur scolarité : notre communauté a bénéficié de représentations théâtrales remarquables, notamment quatre à La Grande Boissière, six à la Châtaigneraie et deux au Campus des Nations. En décembre, nous avons assisté à des débats d'un niveau particulièrement élevé lors de la Société des Nations des Etudiants, pour ne citer que quelques exemples de l'apprentissage holistique au sein de la Fondation.

### Écouter et apprendre

J'ai officiellement pris mes fonctions de directeur général en juillet 2023, mais j'ai assuré l'intérim les mois précédents. Mes objectifs à partir de janvier 2023 étaient d'écouter et d'apprendre. Rencontrer des élèves, des collègues, des parents et des membres de la communauté au sens large était une étape nécessaire pour mieux comprendre les besoins de la Fondation. Par la suite, j'ai présenté au Conseil de Fondation les deux concepts primordiaux qui ont émergé de ces discussions. Le premier est la clarté : nous devons travailler à une plus grande transparence, à une plus grande ouverture, à une planification plus claire des projets, à un contrôle de l'avancement des initiatives, à une plus grande consultation au sein de la communauté et à une communication encore plus transparente. La clarté est synonyme de compréhension. Le deuxième concept est la bienveillance : nous pouvons envisager notre noble mission avec encore plus de confiance et d'humanité, en communiquant les uns-es avec les autres avec toujours plus d'attention et d'humanité. Les dirigeants-es et les enseignants-es de toute l'organisation doivent donner l'exemple, car nous sommes en position de pouvoir et devons être conscients des effets émotionnels et psychologiques que nos paroles et nos actes peuvent avoir sur les autres. Cela s'applique également à la communication entre les élèves. L'objectif de montrer davantage de bienveillance n'est pas seulement le nôtre : c'est une boussole qui doit guider la quête ultime de chaque être humain, au nom de la sagesse et de la paix dans le monde.

### Accréditation entièrement reconfirmée

En avril 2023, notre accréditation auprès du *Council of International School* (CIS) a été entièrement reconfirmée. Dans son rapport, le CIS a félicité l'Ecolint pour son plan financier pluriannuel, la direction de l'école, la gouvernance et la communauté dans son ensemble ayant adopté une approche rationnelle et équilibrée pour maintenir l'Ecolint sur une base financière solide. Le CIS a également reconnu les mesures prises pour instaurer une culture encore plus positive dans l'ensemble de l'organisation en ce qui concerne les relations entre toutes les parties prenantes.

### Ecolint : une école d'une incroyable diversité

Au cours de l'année scolaire 2022-2023, nous avons enregistré un nombre record d'inscriptions avec plus de 4500 élèves et plus de 140 nationalités dans notre cohorte d'apprenants-es. Cela reste un privilège extraordinaire de servir une communauté aussi multiculturelle, véritable microcosme du monde avec sa merveilleuse diversité culturelle kaléidoscopique. Nous avons fermement défendu nos valeurs lors de l'annonce de graves conflits internationaux à travers le monde, en veillant à ce que les élèves continuent d'apprendre dans la sérénité et la paix, mais aussi de manière critique et informée. Notre série de conférences et nos assemblées scolaires sur l'actualité ont contribué à maintenir vivante la tradition de l'Ecolint, où nous apprenons à vivre ensemble, à discuter des problèmes qui nous entourent, mais toujours dans un esprit d'amitié et de camaraderie.

### Un lieu d'épanouissement

Nous sommes confrontés à des défis planétaires extraordinaires, mais nous restons fidèles à notre mission, en tant que première école internationale au monde, d'éduquer à la citoyenneté mondiale. Des opportunités extraordinaires s'offrent à nous : notre communauté Ecolint regorge de talents, de dévouement à notre mission et d'idées créatives sur la manière dont nous pourrions tracer la voie vers notre 100<sup>e</sup> anniversaire, une voie fondée sur l'amitié, le respect, la valeur égale de chaque être humain, le renouveau social, la protection de l'environnement, la paix au-delà des marqueurs identitaires qui peuvent être utilisés pour nous diviser et toujours, bien sûr, l'épanouissement humain de chaque élève au centre de ce que nous faisons. Pour que nos élèves s'épanouissent, nous devons toutes et tous nous épanouir.

**Conrad Hughes,**  
Directeur général



## Treasurer's Report - *Rapport de la Trésorière*

**Ivana ŠIROVIĆ**, *Treasurer 2023*

The school year 2022-23 was marked by the Collective Labour Agreement (CCT) negotiations and the renewal of the full re-accreditation by the Council of International Schools (CIS). Both activities were very much related to the financial situation of the Foundation.

Upon a request from the CIS, the plan on reaching financial long-term sustainability was developed. To this end, several financial assumptions and policies were reviewed, revised and adjusted. Enrolment and fundraising assumptions were rationalised, and the capital development fund accounting was optimised. According to this plan, the Foundation has a five-year window of opportunity to adjust the current model, from one in which revenues grow slower than expenses into an optimal one, where growth of revenues can match that of expenses. The management team has set on implementation of the plan starting in year 2023-24.

At its April 2023 meeting, the Board passed a resolution to dissolve the *Fondation pour la Promotion des Études Internationales* (FPEI). A short term provision of 9.5m was reversed back into the accounts, as a cash reserve. An endowment fund was established for the benefit of the Foundation, under the guidance of the Swiss Philanthropic Foundation. This fund will receive donations raised by Ecolint's Development and Alumni Relations Office. It will be managed by an independent steering committee, which will be working in coordination with the Governing Board and the management of the Foundation.

The year 2022-23 financial statements include a number of changes compared to the previous year presentations, which triggered the need for restatement of the accounts for the year 2021-22 as well. Details of the changes resulting from the restatement can be found in the report prepared by the Director of Finance.

The Foundation's accounts for the year 2022-23 closed with an operational deficit of CHF 0.7m as of June 30, 2023 (vs. a profit of CHF 3m as of June 30, 2022, after restatement), and with a consolidated profit (including exceptional items) before tax of CHF 8.3m (vs CHF 1.3m in the previous period). In January 2023, the Board passed a balanced budget for school year 2023-24, keeping the school fees stable and leaving the existing CCT and capital development plans in place. At the time of this report,

enrolment projections for the school year 2023-24 show a total number of enrolled students of 4,513 vs a budget of 4,474, ahead of last year by some 1%. Next year's (2024-25) enrolments are also on the right track; this being partly driven by accelerated place offerings for new families in Primary, which started as early as December 2023.

In terms of actual capital investments, two major projects were completed in 2023, the new Centre sportif at La Grande Boissière and the Jura building at Campus des Nations which will allow for integration of the Early Years programme into the Campus des Nations campus. The Foundation's assets are financed by a healthy mix of equity and debt. Our total long term bank debt (CHF 49.7m, with UBS) has increased and represents 24.8% of the non-current assets. The Foundation's equity (after restatement) contributes to more than half (58.1%) of the non-current assets.

I am confident that through the combination of new strategies for increase in revenue and disciplined spending, the Foundation is on the right track to achieve long-term financial sustainability as it heads into its second century of existence.

**Ivana Širović**  
Treasurer

## **Audit report**

## ***Rapport d'audit***

**Fondation de l'Ecole internationale de Genève,  
Geneva**

Report of the Statutory Auditor to the Governing  
Board on the

Consolidated Financial Statements 2023

KPMG SA  
Geneva, 5 December 2023



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## **Report of the Statutory Auditor to the Governing Board of Fondation de l'Ecole internationale de Genève, Geneva**

### **Report on the Audit of the Consolidated Financial Statements**

#### **Opinion**

We have audited the consolidated financial statements of Fondation de l'Ecole internationale de Genève and its subsidiaries (the Group), which comprise the consolidated balance sheet as at 30 June 2023 and the consolidated statements of income and expense and accumulated funds, consolidated statement of cash flows and consolidated statement of changes in equity for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the consolidated financial statements give a true and fair view of the consolidated financial position of the Group as at 30 June 2023, and its consolidated results of operations and its consolidated cash flows for the year then ended in accordance with Swiss GAAP FER and comply with Swiss law, the Foundation's charter and the regulations.

#### **Basis for Opinion**

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's Responsibilities for the Audit of the Consolidated Financial Statements" section of our report. We are independent of the Group in accordance with the provisions of Swiss law, together with the requirements of the Swiss audit profession, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Governing Board's Responsibilities for the Consolidated Financial Statements**

The Governing Board is responsible for the preparation of the consolidated financial statements that give a true and fair view in accordance with Swiss GAAP FER and the provisions of Swiss law, the Foundation's charter and regulation and for such internal control as the Governing Board determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the Governing Board is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern, and using the going concern basis of accounting unless the Governing Board either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.





**Fondation de l'Ecole internationale  
de Genève, Geneva**

Report of the Statutory Auditor to the Governing Board  
on the Consolidated Financial Statements

**Auditor's Responsibilities for the Audit of the Consolidated Financial Statements**

Our objectives are to obtain reasonable assurance about whether the consolidated 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. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with Swiss law and SA-CH, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.
- Conclude on the appropriateness of the Governing Board's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the Group audit. We remain solely responsible for our audit opinion.

We communicate with the Governing Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



**Fondation de l'Ecole internationale  
de Genève, Geneva**

Report of the Statutory Auditor to the Governing Board  
on the Consolidated Financial Statements

**Report on Other Legal and Regulatory Requirements**

In accordance with article 728a para. 1 item 3 CO and PS-CH 890, we confirm that an internal control system exists, which has been designed for the preparation of consolidated financial statements according to the instructions of the Governing Board.

We recommend that the consolidated financial statements submitted to you be approved.

KPMG SA

Hélène Béguin  
Licensed Audit Expert  
Auditor in Charge

Léa Garofalo  
Licensed Audit Expert

Geneva, 5 December 2023

Enclosure:

- Consolidated financial statements (consolidated balance sheet, consolidated statements of income and expense and accumulated funds, consolidated statement of cash flows, consolidated statement of changes in equity and notes to the consolidated financial statements)

**FOUNDATION OF THE INTERNATIONAL SCHOOL OF GENEVA, GENEVA**
**Consolidated balance sheet as of June 30,  
(in CHF'000s)**

	Notes	<b>30.06.2023</b>	<b>30.06.2022</b> Restated
<b>ASSETS</b>			
<b>Current assets</b>			
Cash and cash equivalents		26,970	35,602
Receivables net of provision for doubtful debts	(2)	16,012	16,766
Other receivables		1,277	1,256
Inventory of supplies and text books	(2)	401	340
Prepaid expenses		1,943	3,511
		<u>46,604</u>	<u>57,476</u>
<b>Non current assets</b>			
Property, plant and equipment	(3)	198,755	159,651
Intangible assets	(3)	1,519	2,546
Participations	(2)	50	50
		<u>200,324</u>	<u>162,247</u>
<b>TOTAL ASSETS</b>		<b><u>246,927</u></b>	<b><u>219,723</u></b>
<b>LIABILITIES AND EQUITY</b>			
<b>Current liabilities</b>			
Short-term financial debt	(4)(4b)	1,700	1,375
Accounts payable	(2)	13,241	7,616
Other short-term liabilities	(8a)	18,367	18,450
Fees received in advance	(2)	33,344	32,147
Short-term provisions	(8b)	6,142	14,927
Accrued expenses		162	329
		<u>72,956</u>	<u>74,843</u>
<b>Non current liabilities</b>			
Long term financial debt	(4)(4b)	49,700	29,400
Long term non-financial debt	(4)	2,603	2,881
Long term provisions	(8c)	2,969	1,539
Deferred tax on Capital Development Fund	(9)	2,379	2,379
		<u>57,652</u>	<u>36,199</u>
<b>Equity</b>			
Capital of the organization		50	50
Reserve for enrolment decrease		4,000	4,000
Retained earnings		112,270	104,630
<i>Retained earnings</i>		72,891	72,526
<i>Reserve for Swiss GAAP RPC 1st adoption</i>		127	127
<i>Restricted reserve, Capital Development Fund</i>	(2)(9)	31,613	31,613
<i>Profit of the year</i>		7,638	363
		<u>116,320</u>	<u>108,680</u>
<b>TOTAL LIABILITIES AND EQUITY</b>		<b><u>246,927</u></b>	<b><u>219,723</u></b>
Minority interests		37	35

The accompanying notes are an integral part of these consolidated financial statements



## FOUNDATION OF THE INTERNATIONAL SCHOOL OF GENEVA, GENEVA

### Consolidated statements of income and expense and accumulated funds for the period from 1/07/22 till 30/06/23 (in CHF'000s)

	Notes	<u>PERIOD FROM 01/07/22 TILL 30/06/23</u>	<u>PERIOD FROM 01/07/21 TILL 30/06/22</u> Restated
<b>INCOME</b>			
Tuition fees, net of grants and rebates		138,275	135,918
Enrolment fees		2,340	2,442
Other educational income		12,499	10,190
Transport, cafeteria and after school care income		6,422	5,989
Rents and other operational income		739	330
Income from Capital Development Fund		5,149	5,282
Donations		71	67
<b>Total income</b>		<b>165,496</b>	<b>160,218</b>
<b>EXPENSES</b>			
Wages and social charges	(6)	-129,051	-126,004
Other personnel costs		-2,522	-1,510
Teaching materials, books, principal offices and student activities		-4,572	-3,741
Cafeteria and transport expenses		-5,528	-4,917
Building maintenance, insurance and general		-1,388	-1,289
Rent, heat, light and cleaning		-5,132	-4,153
Safety and security		-511	-516
IT costs		-2,649	-2,542
Communication		-292	-348
Professional services		-593	-719
Depreciation on property, plant and equipment and intangible assets		-9,508	-8,470
Bad debts		-195	-168
Other educational expenses		-4,270	-2,840
<b>Total expenses</b>		<b>-166,211</b>	<b>-157,216</b>
<b>Operating result</b>		<b>-715</b>	<b>3,002</b>
Financial income		72	10
Financial expense		-543	-360
<b>Financial result</b>		<b>-471</b>	<b>-350</b>
<b>Loss/profit before income taxes and before non-operating result</b>		<b>-1,187</b>	<b>2,652</b>
Extraordinary, non-recurring or prior-period income	(12)	9,521	-
Extraordinary, non-recurring or prior-period expenses	(12)	-	-1,320
<b>Non-operating result</b>		<b>9,521</b>	<b>-1,320</b>
<b>Profit before taxes</b>		<b>8,334</b>	<b>1,332</b>
Taxes		-696	-969
<b>Profit of the year</b>		<b>7,638</b>	<b>363</b>
Minority interests		2	8

The accompanying notes are an integral part of these consolidated financial statements

**FOUNDATION OF THE INTERNATIONAL SCHOOL OF GENEVA, GENEVA**
**Consolidated statement of cash flows for the year ended June 30, 2023**  
**(in CHF'000s)**

	<u>Year ended</u> <u>June 30, 2023</u>	<u>Year ended</u> <u>June 30, 2022</u> Restated
<b>Cash flows from operating activities</b>		
Net result before taxes	8,334	1,332
Adjustments for:		
- depreciation	9,508	8,470
- income recognised from Capital Development Fund	-5,149	-5,282
Operating income before working capital changes	<u>12,693</u>	<u>4,521</u>
(Increase) / decrease in receivables net	754	-3,541
(Increase) / decrease in prepaid expenses	1,568	-970
(Increase) / decrease in other receivables	-21	-319
(Increase) / decrease in inventory	-61	-12
Increase / (decrease) in accounts payable	5,625	4,087
Increase / (decrease) in other short-term liabilities	-83	-99
Increase / (decrease) in fees received in advance	1,197	413
Increase / (decrease) in Short and long term provisions	-6,831	1,981
Increase / (decrease) in accrued expenses	-167	-600
Increase / (decrease) in long term non-financial debt	-277	-140
Cash generated from operations	<u>14,397</u>	<u>5,320</u>
Income taxes	-696	-969
<i>Net cash from operating activities</i>	<u><b>13,700</b></u>	<u><b>4,351</b></u>
<b>Cash flows from investing activities</b>		
Purchase of fixed assets	-47,585	-27,918
Increase / (decrease) in donations received for investments	-523	78
<i>Net cash used in investing activities</i>	<u><b>-48,108</b></u>	<u><b>-27,841</b></u>
<b>Cash flows from financing activities</b>		
Net subscription of new loans	20,625	-400
Contributions received for Capital Development Fund	5,149	5,282
<i>Net cash used in financing activities</i>	<u><b>25,774</b></u>	<u><b>4,882</b></u>
<b>(Decrease) / Increase in cash and cash equivalents</b>	<u><b>-8,632</b></u>	<u><b>-18,607</b></u>
Cash and cash equivalents at the beginning of the year	35,602	54,210
Cash and cash equivalents at the end of the year	26,970	35,602
<b>Evidence of change in cash</b>	<u><b>-8,632</b></u>	<u><b>-18,607</b></u>

The accompanying notes are an integral part of these consolidated financial statements

Consolidated statement of changes in equity for year ended June 30, 2023  
(in CHF'000s)

Statement of changes in equity  
Year ended on June 30, 2023

	Table of changes in equity			
	Capital of the organization	Reserve for enrolment decrease	Retained earnings	Total equity
Opening balance 01.07.2021	50	4,000	104,266	108,316
Profit of the year	-	-	363	363
<b>Closing balance 30.06.2022</b>	<b>50</b>	<b>4,000</b>	<b>104,630</b>	<b>108,680</b>
Opening balance 01.07.2022	50	4,000	104,630	108,680
Profit of the year	-	-	7,638	7,638
<b>Closing balance 30.06.2023</b>	<b>50</b>	<b>4,000</b>	<b>112,270</b>	<b>116,320</b>

The retained earnings include the KCHF 9,500 linked to the reversal of the provision for donation to FPEI.

## FOUNDATION OF THE INTERNATIONAL SCHOOL OF GENEVA, GENEVA

### Notes to the consolidated financial statement for the year ended June 30, 2023

The Foundation of the International School of Geneva prepares its accounts in compliance with the policies described in the following notes. Accounting policies are in compliance with Swiss GAAP FER.

The arithmetical differences in the tables as well as in the present financial statements are due to rounding.

#### NOTE 1 - ACTIVITIES

The Foundation operated three school campuses in the Geneva area which together provide education for 4,467 enrolled children at the end of June 2023 (June 30, 2022 : 4,494). The average number of employees during year 2022/2023 is 1,125, stable compared to previous period.

#### NOTE 2 - SIGNIFICANT ACCOUNTING POLICIES

##### Consolidation

Subsidiary undertakings, which are those companies in which the Foundation, directly or indirectly, has an interest of more than one half of the voting rights, or otherwise has power to exercise control over the operations, have been fully consolidated. In that respect, the attached financial statements comprise the activities of the school and are a consolidation of the financial statements of the Foundation and its subsidiary companies, SI de la Fondation de l'Ecole internationale de Genève, Geneva, (SIF) and Collège international de la Châtaigneraie SA, Founex, Vaud, (CIC). SIF and CIC are property owning companies for which most assets consist of land and buildings.

The Foundation owns 100% of SIF and 99% of CIC as at June 30, 2023 (respectively 100% and 99% at June 30, 2022). These subsidiaries have been consolidated since the date of their incorporation and therefore no differences arose at consolidation level (goodwill).

All intercompany transactions, balances and unrealised surpluses and deficits on transactions between group companies have been eliminated.

The Foundation has a strong influence on the Fondation pour la Promotion des Etudes Internationales (FPEI), which has been dormant since its inception, **and of which the liquidation process is engaged**. FPEI is not active and not consolidated in the FEIG accounts.

##### Revenue recognition

###### 1/ Fees

Amounts received as deposits in respect of the following school year are identified as fees billed in advance.

###### 2/ Capital Development Fund - Restatement

The Capital Development Fund (CDF) shall be used for the restricted purposes, exclusively for capital expenditure, used to improve the school's facilities, as decided by the Governing Board.

The CDF revenue is recognized upon utilization of the CDF for asset capitalization. Until last year, the income from CDF had been recognized as restricted income, while the unused portion of the CDF was held as Deferred Income under Non-Current liabilities. During ensuing discussions about the past accounting treatment of the CDF on the Balance sheet, it appeared that the accounting treatment based on the restrictive nature of recognized CDF revenue, both on the Consolidated Statement of Income and Expenses as well as on the Balance sheet, of CDF-specific unused funds did not comply any more with Swiss GAAP RPC, and led to a restatement of the financial statements.

Regarding this reclassification of the unused CDF funds, since the CDF received is non-refundable, the unused CFD funds should be considered as a Restricted Reserve under the Equity instead of the previous treatment as a deferred liability. The capital asset usage restriction remains for the usage for capital development, thereby ensuring the commitment to parents of its restrictive use for capital development. The funds utilized for capital development, specifically utilizing the CDF, are recognized in the Statement of Income and Expenses as "Income from Capital Development Fund" while the accumulated balance available for capital expenditure is presented under a separate line of the retained earnings. The impact on the financial statements are disclosed in note 9.

This has been modified and reclassified accordingly, and the comparative previous year figures were restated.



## FOUNDATION OF THE INTERNATIONAL SCHOOL OF GENEVA, GENEVA

### Notes to the consolidated financial statement for the year ended June 30, 2023

Since the Foundation has a tax ruling stating that CDF contributions are taxed at utilisation only and not at receipt, a provision for deferred tax has been calculated on the received but not yet used portion of the CDF, which is recorded under the retained earnings. The deferred taxes are calculated with a tax rate of 14.00% (2022: 14.00%), reduced by 50% due to a tax exemption.

#### 3/ Donations

Donations received with respect to the extension of the International School are recorded in current liabilities as accrual until they are brought into use.

#### 4/ Scholarship Program

As part of our Corporate Social Responsibility programme, the Foundation offers a full scholarships to students meeting the scholarship criteria listed on the Ecolint website.

Donations received in relation to the Scholarship Program are recorded in current liabilities. They are recognised as revenue in line with the educational services provided during the fiscal year.

The amount recognised during the year is 262 KCHF for 6 students (155K for 5 students in the previous year).

#### Receivables net

Accounts receivables are valued at their nominal values. The provision for doubtful debts is calculated to take into account the credit default risk. The method is based on a first calculation based on specific criteria to categorize debtors as risky and then fully provision them. The second calculation corresponds to 5% of the remaining balance, overdue over 180 days, to take into consideration the inherent risk on receivables. The 5% relies on historical data and may be adapted depending on the evolution of the data. The amount provisioned is KCHF 831 (June 30, 2022: KCHF 606).

#### Credit risk

The cash at bank and short-term deposits are placed with well established financial institutions. Accounts receivable are presented net of the allowance for doubtful debts. Credit risk with respect to accounts receivable are considered to be limited and accordingly the Foundation does not expect to sustain any material losses as a result of counterparties not fulfilling their contractual obligations.

#### Property, plant and equipment

All property, plant and equipment is stated at cost less depreciation calculated using the straight line method over the estimated useful lives of the assets. The depreciation rates used are 1.75% to 2.5% pa for buildings and 10% to 33% pa for fixtures, fittings and vehicles. The estimated cost of land, included in the purchase price of land and buildings, is not depreciated as land is deemed to have an indefinite useful life.

#### Intangible assets

Intangible assets correspond to different softwares developed for HR, Finance and other departments, as well as the My Ecolint website.

The method of depreciation, duration and annual depreciation percentage is listed in the following table:

Category	Method	Duration	Annual percentage
Land	No depreciation	N/A	N/A
Building	Linear	40 to 57 years	1.75 to 2.5%
Fixtures & fittings	Linear	10 years	10%
Other assets	Linear	3 to 10 years	10 to 33%
Intangible assets	Linear	10 years	10%



## **FOUNDATION OF THE INTERNATIONAL SCHOOL OF GENEVA, GENEVA**

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### **Notes to the consolidated financial statement for the year ended June 30, 2023**

#### Inventories

Inventory items are valued at their purchasing price. They are written off from inventory once they are identified as obsolete. Books in particular are considered obsolete when still in inventory 1 year after the last usage of the title by the pedagogical staff.

#### Accounts payable

Account payables are stated at their nominal values.

#### Early termination agreement

Since the year ended June 30, 1997, the Governing Board of the Foundation has booked the costs for the early termination benefits offered to employees when they have more than 10 years' seniority, have reached the age of 60 and request an early retirement. The costs are split between short and long term debts, for the amounts that FEIG owes to the employees whom benefit already from this early retirement plan. Moreover, under the long term provisions an estimated amount is booked to take into account the employees who have reached the condition related to the years of experience and may request to benefit from this plan, and are likely to do so. At the end of fiscal year 2023, the financial statements include liabilities in relation to the early retirement plan amounting to KCHF 6,836 (KCHF 5,832 in 2022).

#### Derivative financial instruments

Derivative financial instruments are used only to hedge future cash flows against interest rate risks. These instruments are not recorded in the balance sheet, but are published in the notes (note 4b). Changes in value of the hedging instrument are also presented in the notes only.

**FOUNDATION OF THE INTERNATIONAL SCHOOL OF GENEVA, GENEVA**

Notes to the consolidated financial statement for the year ended June 30, 2023  
(in CHF'000s)

**NOTE 3 - PROPERTY, PLANT AND EQUIPMENT & INTANGIBLE ASSETS**  
**Year ended June 30, 2022**

	Land & Buildings		Intangible assets		Total		
	Land and buildings owned by the Foundation	Buildings on land owned by the Canton of Geneva and by the United Nations	Buildings renovation and improvements	Construction in progress		Software, website and other intangible assets	Fixtures and fittings
<b>Opening net book amount</b>	<b>42,409</b>	<b>54,953</b>	<b>18,119</b>	<b>16,383</b>	<b>2,686</b>	<b>8,200</b>	<b>142,750</b>
Additions	-	-	-	27,918	-	-	27,918
Disposal	-	-	-	-	-	-	-
Correction	-	-	-	-	-	-	-
Transfer of construction in progress	2,269	-	3,783	-8,435	238	2,145	-
Depreciation charge	-1,419	-1,911	-3,011	-	-378	-1,751	-8,470
Depreciation write-off	-	-	-	-	-	-	-
Depreciation - disposal	-	-	-	-	-	-	-
<b>Closing net book amount</b>	<b>43,259</b>	<b>53,042</b>	<b>18,891</b>	<b>35,866</b>	<b>2,546</b>	<b>8,594</b>	<b>162,197</b>
<b>As at June 30, 2022</b>							
Cost	87,111	114,598	54,772	35,866	3,948	24,478	324,504
Accumulated depreciation	-43,852	-61,556	-35,881	-	-1,402	-15,885	-162,307
<b>Net book amount</b>	<b>43,259</b>	<b>53,042</b>	<b>18,891</b>	<b>35,866</b>	<b>2,546</b>	<b>8,594</b>	<b>162,197</b>

The land and buildings owned by the Foundation are pledged as security for bank mortgage loans - see Note 4. The last professional valuation was made in the fall of 2018 (on the land and buildings existing at that date). The outcome of this study demonstrates that the market value of our assets on our different campuses is far above its net book value (respectively KCHF 242,370 vs a book value of KCHF 162,197), and that there is no indication of a need for impairment.

With respect to the buildings on the land owned by the Canton of Geneva, the Foundation obtained leasehold rights on the land until 2028 for La Grande Boissière with extension currently under negotiation, and until 2064 for The Campus des Nations (Saconnex site).

The United Nations have given the Foundation permission to occupy its land in Pregny until August 31, 2023 subject to twelve months notice should the United Nations require the property earlier for its own use.

**FOUNDATION OF THE INTERNATIONAL SCHOOL OF GENEVA, GENEVA**

Notes to the consolidated financial statement for the year ended June 30, 2023  
(in CHF'000s)

**NOTE 3 - PROPERTY, PLANT AND EQUIPMENT & INTANGIBLE ASSETS**  
Year ended June 30, 2023

	Land & buildings		Fixtures & fittings	In progress	Other assets		Intangible assets	Total
	Land and buildings owned by the Foundation	Buildings on land owned by the Canton of Geneva			Buildings on land owned by the United Nations and improvements	Buildings renovation and improvements		
<b>Opening net book amount</b>	<b>43,258</b>	<b>53,043</b>	<b>7,201</b>	<b>35,866</b>	<b>1,392</b>	<b>2,546</b>	<b>162,197</b>	
Additions	-	-	-	47,585	-	-	47,585	
Disposal	-	-	-116	-	-47	-	-5,364	
Correction	-	-	-	-	-	-	-	
Transfer of construction in progress	-129	14,549	1,616	-19,068	46	-	-	
Depreciation charge	-1,430	-2,092	-1,332	-	-494	-364	-8,845	
Depreciation write-off	-	-	-	-	-	-	-663	
Depreciation - disposal	-	-	116	-	47	1,216	5,364	
<b>Closing net book amount</b>	<b>41,699</b>	<b>65,499</b>	<b>7,485</b>	<b>64,382</b>	<b>-</b>	<b>1,519</b>	<b>200,274</b>	
<b>As at June 30, 2023</b>								
Cost	86,981	129,147	19,382	64,382	6,594	2,732	366,725	
Accumulated depreciation	-45,282	-63,648	-11,898	-	-5,650	-1,213	-166,451	
<b>Net book amount</b>	<b>41,699</b>	<b>65,499</b>	<b>7,485</b>	<b>64,382</b>	<b>944</b>	<b>1,519</b>	<b>200,274</b>	

The land and buildings owned by the Foundation are pledged as security for bank mortgage loans - see Note 4. The last professional valuation was made in the fall of 2018 (on the land and buildings existing at that date). The outcome of this study demonstrates that the market value of our assets on our different campuses is far above its net book value (respectively KCHF 242,370 vs a book value of KCHF 198,755), and that there is no indication of a need for impairment. The value of the study does not yet include the newly acquired buildings from the Geneva State.

With respect to the buildings on the land owned by the Canton of Geneva, the Foundation obtained leasehold rights on the land until end 2072 for La Grande Boissière, and until 2064 for The Campus des Nations (Sacommex site).

The Foundation is no longer using the Pregny land and buildings of the United Nations. Furthermore, a new software for HR and payroll administration was implemented. The net book amount of the former software was written off for an amount of KCHF 663.

Part of the assets are financed by CDF contributions. Their depreciation is listed on a separate line in the above table, and compensated by the identical amount of CDF revenue in the P&L statement. The net value of assets which depreciations are covered by CDF is KCHF 44,632 at the end of the year, and included in the total net book amount of KCHF 200,274.



## FOUNDATION OF THE INTERNATIONAL SCHOOL OF GENEVA, GENEVA

### Notes to the consolidated financial statement for the year ended June 30, 2023

#### NOTE 4 - LONG TERM FINANCIAL AND NON-FINANCIAL DEBT

(in CHF'000s)	30.06.2023	30.06.2022
Loan from the Canton of Geneva	5,200	5,300
Mortgage loans	46,200	25,475
Total financial debt	<u>51,400</u>	<u>30,775</u>
Less: Repayable within one year disclosed under current liabilities	<u>-1,700</u>	<u>-1,375</u>
Total long term financial debt	<u>49,700</u>	<u>29,400</u>
Long term obligations from early retirement	<u>2,603</u>	<u>2,881</u>
Total long term non-financial debt	<u>2,603</u>	<u>2,881</u>

The loan from the Canton of Geneva is interest free and repayable in annual instalments of KCHF 100.

The mortgage loans are secured on land and buildings owned by the Foundation (see Note 3) and are repayable through annual instalments. The average interest rate during the year was 1.3% (1.2% during the previous year).

#### NOTE 4b - DERIVATIVE FINANCIAL INSTRUMENTS

An interest rate SWAP was subscribed with UBS to mitigate the interest rate risk on our mortgages for a total loan amount of up to CHF 31.5 million.

As per 30/06, at total of CHF 22 million of loans was covered by this SWAP (CHF 0 as per 30/06/22).

(in CHF'000s)	30.06.2023		30.06.2022	
	Book value	Fair value	Book value	Fair value
Interest rate SWAP	<u>-</u>	<u>3,358</u>	<u>-</u>	<u>-</u>
Total derivatives	<u>-</u>	<u>3,358</u>	<u>-</u>	<u>-</u>

#### NOTE 5 - ASSETS PLEDGED IN FAVOUR OF THIRD PARTIES

(in CHF'000s)	30.06.2023	30.06.2022
Assets pledged towards the mortgage loans	<u>46,200</u>	<u>25,475</u>

**FOUNDATION OF THE INTERNATIONAL SCHOOL OF GENEVA, GENEVA**

**Notes to the consolidated financial statement for the year ended June 30, 2023**

**NOTE 6 - WAGES AND SOCIAL CHARGES**

(in CHF'000s)	2022/2023	2021/2022
Wages and salaries	102,930	100,021
Pension costs	10,699	10,564
Social security costs	15,422	15,419
Total staff costs	<u>129,051</u>	<u>126,004</u>

**NOTE 7 - PENSION FUND**

(in CHF'000s)	31.12.2023	31.12.2022
Total Assets	323,322	366,034
Accounts payable and provisions	<u>-5,323</u>	<u>-4,745</u>
Net assets	<u>317,999</u>	<u>361,289</u>
Technical obligations	-313,836	-306,125
Value fluctuation reserve	<u>-4,163</u>	<u>-55,164</u>
Surplus / (Overdraft)	<u>-</u>	<u>-</u>

The figures are taken from the pension fund audited financial statements of the year ending December 31, 2022.

The pension fund is a defined contribution plan, and is separately audited.

At June 30, 2023, there were no amounts due to the pension fund, nor as at June 30, 2022.



**FOUNDATION OF THE INTERNATIONAL SCHOOL OF GENEVA, GENEVA**

**Notes to the consolidated financial statement for the year ended June 30, 2023**

**NOTE 8a - Other short-term liabilities**

(in CHF'000s)	30.06.2023	30.06.2022
Payable for teacher holidays	11,741	11,329
Payable for early retirement	1,264	1,412
Other payables	5,363	5,709
<b>Total</b>	<b>18,367</b>	<b>18,450</b>

The largest payable, accounting for more than 64% of the total, is composed of a payable for the teachers' holidays. It represents the salary of teachers for the months of July and August of the following year, based on their activity during the previous 10 months.

The payable for early retirement only consists of the amount due next year to the employees who already benefit from the early retirement plan. The long term part of this debt can be found in note 4 under the long-term non-financial debt.

**NOTE 8b - Short-term provisions**

(in CHF'000s)	Provision for admin holiday	Provision for tax	Deferred tax	Other provisions	Total
Carrying amount as at June 30, 2021	995	-31	280	11,969	13,213
Creation of accruals	305	47	-	2,346	2,698
Utilization of accruals	-	-	-	-978	-978
Increase of provisions recognized in the income statement	-	-	-	-	-
<b>Carrying amount as at June 30, 2022</b>	<b>1,300</b>	<b>16</b>	<b>280</b>	<b>13,338</b>	<b>14,934</b>
Carrying amount as at June 30, 2022	1,300	16	280	13,338	14,934
Creation of accruals	551	-	-	1,189	1,741
Utilization of accruals	-	-99	-	-10,435	-10,534
Increase of provisions recognized in the income statement	-	-	1	-	1
<b>Carrying amount as at June 30, 2023</b>	<b>1,851</b>	<b>-83</b>	<b>281</b>	<b>4,093</b>	<b>6,142</b>

The utilization of accruals under "other provisions" is mainly linked to the reversal of the provision for donation to FPEI of KCHF 9,500.

The balance of the provisions under "other provisions" relates mainly to social security expenses.

**NOTE 8c - Long term provisions**

The provision relates to an estimation of future costs related to the early retirement plan (i.e. employees that could request, when they are in the age, and are likely to do so in the coming years).

The provision increase amounts to 1.4M of which 1.2M is related to the inclusion of exceptional covid years, which were not included previous year.

**FOUNDATION OF THE INTERNATIONAL SCHOOL OF GENEVA, GENEVA**
**Notes to the consolidated financial statement for the year ended June 30, 2023**
**NOTE 9 - RESTRICTED RESERVE, CAPITAL DEVELOPMENT FUND - RESTATED**

(in CHF'000s)	Restricted reserve - Capital Development Fund	Deferred tax impact	Total
Carrying amount as at June 30, 2021	29,281	2,204	31,485
Creation	-	-	-
Utilization	<u>-2,580</u>	<u>-194</u>	<u>-2,774</u>
Carrying amount as at June 30, 2022	<u>31,613</u>	<u>2,379</u>	<u>33,993</u>
Carrying amount as at June 30, 2022	31,613	2,379	33,993
Creation	5,149	-	5,149
Utilization	<u>-5,149</u>	<u>-</u>	<u>-5,149</u>
Carrying amount as at June 30, 2023	<u>31,613</u>	<u>2,379</u>	<u>33,993</u>

As the CDF received is non-refundable, instead of the previous treatment as deferred liability, the unused part of the CDF should be consider as a Restricted Reserve under the Equity. The capital asset usage restriction remains for the usage for capital development, thereby ensuring the commitment to parents of its restrictive use for capital development.  
The impact of the restatement is as follows.

Financial Statements per 30/06/22	Before restatement	After restatement
<b><u>Consolidated Balance sheet, in CHF'000s</u></b>		
Current Assets	57,476	57,476
Non current assets	<u>162,247</u>	<u>162,247</u>
Total assets	<u>219,723</u>	<u>219,723</u>
Current liabilities	74,843	74,843
Non current liabilities	67,812	36,199
<i>of which Deferred income - CDF</i>	33,993	-
<i>of which deferred tax on CDF</i>	-	2,379
Equity	77,068	108,680
<i>of which Restricted reserves</i>	-	31,613
Total liabilities and equity	<u>219,723</u>	<u>219,723</u>
<b><u>Profit and loss statement, in CHF'000s</u></b>		
Income	157,711	160,218
<i>of which income recognised from CDF</i>	2,774	5,282
Expenses	-157,216	-157,216
Financial result	-350	-350
Non-operating result	-1,320	-1,320
Taxes	<u>-969</u>	<u>-969</u>
Profit/loss of the year	<u>-2,144</u>	<u>363</u>



## FOUNDATION OF THE INTERNATIONAL SCHOOL OF GENEVA, GENEVA

### Notes to the consolidated financial statement for the year ended June 30, 2023

#### NOTE 10 - LEASING AND OTHER CONTRACTUAL AGREEMENTS

Leasing agreements that have not expired, or that cannot be cancelled within the following 12 months, have the following maturity dates. These amounts include all payments due until the end of the contract or until the end of the cancellation date.

(in CHF)	30.06.2023	30.06.2022
Less than 1 year	1,246,613	1,236,406
Between 1 and 5 years	2,050,601	1,020,227
More than 5 years	<u>7,050</u>	<u>91,656</u>
	<u>3,304,265</u>	<u>2,348,288</u>

#### NOTE 11 - RELATED PARTIES DISCLOSURE

##### 1/ Key management personnel

The Director General is assisted by the Conférence des Directeurs. Together they represent the Foundation's key management personnel. The Director General and the Conférence des Directeurs are remunerated by the Foundation.

The aggregate remuneration relating to the Director General and the Conférence des Directeurs personnel includes salaries, allowances, employer social contributions, benefits and other entitlements paid directly or indirectly.

	30.06.2023	30.06.2022
Director General - KCHF	417,736	414,098
Other Directors - KCHF	3,192,043	2,773,682
Directors - FTE	16	13

In addition, the outgoing Director-General received the benefit of the use of a car which represents an amount of KCHF 12 in 22-23 (KCHF 16 in 21-22).

During 22-23, members of the Conférence des Directeurs who have ended their contracts have received a total amount of KCHF 304 (during 21-22: KCHF 32) as part of their severance package.

5 children of directors benefitted from free tuition, equivalent to KCHF 174 (8 students in 21-22, representing KCHF 273).

Close members of the family are defined as close relatives of the individual or members of the individual's immediate family who can be expected to influence, or be influenced by, that individual in their dealings with the entity. The close family members of key management personnel include spouses and children, whose aggregate remuneration including the post-employment benefits was KCHF 88 in 22-23 (KCHF 68 in 21-22).

##### 2/ Governance

The Foundation is governed by the Governing Board, which is the highest authority of the Foundation and, as such, appoints the Director General and the statutory auditors. During the year, the Governing Board was composed of 12 elected members, 4 co-opted members as well as members appointed/nominated by the Canton of Geneva, United Nations and Staff association, based on the foundation charter. The Governing Board members contribute voluntarily and therefore do not receive any remuneration. Expenses linked to the Governing Board amounted to KCHF 119 (KCHF 171 in 21-22).



## **FOUNDATION OF THE INTERNATIONAL SCHOOL OF GENEVA, GENEVA**

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### **Notes to the consolidated financial statement for the year ended June 30, 2023**

#### **3/ Other related parties**

Parties are considered to be related if one party has the ability to control the other party or exercise significant influence over the other party in making financial and operating decisions, or if an entity is deemed a related party and is subject to common control with another entity.

The Foundation contributes to a significant portion of the Foundation's Pension Fund (CAPFEIG) financing. While the pension fund is an autonomous operating entity, for the purposes of Swiss GAAP disclosure requirements, it is considered to be a related party. Although the Pension Fund meets the cost of its operating expenses, some central support services are also provided free of charge. During the financial year, the Foundation acquired a building (Grande Villa à la Grande Boissière) which was partially owned by the Foundation pension fund for CHF 4.5 million.

#### **NOTE 12 - EXTRAORDINARY, NON-RECURRING OR PRIOR PERIOD EXPENSES**

The exceptional revenue in 2023 is linked to the reversal of the provision for donation to FPEI which had been accounted as exceptional expenditure in previous years.

The expenses in 2022 mainly concerned expenses due to the COVID-pandemic (KCHF 205), expenses related to the increase in the tax value of buildings and the taxation of the FPEI provision earmarked for future donations in the 2019 tax statement (KCHF 414), and the increase in the tax provision for 2020 and 2021 following this same increase (KCHF 600).

#### **NOTE 13 - EVENTS OCCURRING AFTER THE BALANCE SHEET DATE**

From the balance sheet date until the financial statements were approved by the Governing Board on December 5th, 2023, no major events occurred which could adversely affect the validity of the annual financial statements.



## Remarks – Commentaires

The year 2022-23 financial statements include a number of changes compared to the previous year presentations, which has triggered the need for a restatement of the accounts for the year 2021-22.

These changes include in particular:

- More details and further disclosures included into the notes and in the Financial Statements
- The statement of income and expense does not distinguish any more between “restricted” and “unrestricted” funds. As a consequence, the income from the Capital Development Fund is now effectively included into our regular income.
- Historically, only the used part of the Capital Development Fund was recognised as a restricted revenue, the balance being accounted for as long term deferred liability. A full review has led us to change the liability treatment, and position the past liability under the equity. This has improved the institutional debt equity ratio.

A risk analysis is conducted by the Governing Board of the International School of Geneva on a yearly basis. A review of the risk register has been performed and our risk matrix has been updated accordingly.

Major variations on the **Consolidated Balance Sheet** are driven by the following:

- Current assets decreased by CHF 10.9m. This is driven mostly by the lowering of our cash position by CHF 8.6m (with major CAPEX projects being paid) and of our prepaid expenses by CHF 1.6m, and movements on our receivables.
- Non-current assets show an increase of CHF 38.1m, corresponding to net acquisitions of CHF 47.6m (of which the large majority is related to the finalisation our two large projects at Campus des Nations and La Grande Boissière), balanced by depreciation charges of CHF 9.5m, including the exceptional impairment of our replaced payroll software.
- Current liabilities decrease of CHF 1.9m is driven by an increase in our payable of CHF 5.6m and of our fees received in advance (CHF 1.2m), balanced mostly by the reversal of the net tax adjusted FPEI provision (shown as extraordinary income, considering it was shown as extraordinary expenditure in previous years) running through the Statement of Income and Expenses.

- Non-current liabilities show an increase of CHF 21.5m, mostly driven by the increase of our loans by CHF 20.3m. Another driver of the increase is related to our long-term provision for early retirement (AVS bridge), after a change in statistical approach, which has added CHF 1.2m to our personnel costs compared to last year.
- It also now includes an amount of Deferred tax (CHF 2.4m), related to the Capital Development Fund held now in our equity.
- Equity has increased by CHF 7.6m, equivalent to the net profit for the year, due to the reversal of the FPEI short-term provision under the current liabilities.
- As mentioned above, it now includes the reclassification of the unspent part of the Capital development Fund.

Major variations on the **Consolidated Statement of Income and Expenses** are driven by the following:

- Revenue increase of CHF 5.3m is driven by:
  - Tuition fees increase of CHF 2.3m
  - CDF and donations revenue recognition decrease of CHF 0.1m
  - Transport and Cafeteria income increase of CHF 0.4m
  - Other educational income (ECAs, trips, etc...) increase of CHF 2.7m
- Expenses increase overall by CHF 9m, driven by:
  - Compensation & Benefits increase of CHF 4m, of which CHF 1.2m relates to previous years (with the inclusion of exceptional years not considered previously in the calculation of our early retirement provision)
  - An increase of CHF 1.4m of other educational expenses (ECAs, trips)
  - An increase in our depreciation charges of CHF 1m (of which 700k is the exceptional software impairment)
  - An increase of our heating, light and cleaning expenses of CHF 1m
  - An increase of our teaching material expenses of CHF 0.8m
  - An increase of our transport and cafeteria expenses of CHF 0.6m

- Movements on the other lines are individually smaller, and explain the rest of the variation.
- Non-operating result of positive CHF 9.5m is driven by the reversal of the long-standing short-term provision for potential donation to an endowment fund set aside over 3 past years as exceptional expenditure, further to the decision by tax authorities as well as a Board decision to restate the said provision as the cash reserve it was originally meant to be created for. Besides, the Board has now decided to use another strategy to create a separate endowment fund.
- Total profit after tax is at CHF 7.6m, the increase vs last year (of CHF 7.3m) being significantly impacted by the exceptional income generated by the reversal of the CHF 9.5m provision set off against rising inflationary costs and changes in AVS methodology which has included CHF 1.2m for past year as well.

Major variations on the **Consolidated Cash-flow Statement** are driven by the following:

- Cash from Operating activities shows an increase vs last year of CHF 9.3m, at CHF 13.7m. Overall Cash From Operations has remained stable, yet the exceptional jump is mostly driven by FPEI provision movement and working capital cycle improvements, both on our Payables and Receivables.
- Cash from Investing activities is a negative CHF 48.1m, vs CHF 27.8m last year. As forecasted for a few years, this is the direct impact of the finalisation of our investment in our two large projects at Campus des Nations and La Grande Boissière.
- Cash from financing activities, representing the movements on our loan position, has increased significantly, at CHF 20.6m (vs a negative CHF 0.4m the previous year), as the 2 first legs (of 3) of our new loan at some 1% interest rate have been drawn during the period.
- Contributions received from the Capital Development Fund remain relatively stable, at CHF 5.1m
- Overall Cash position at the end of the year is at CHF 27m, shows a decrease of our cash position by CHF 8.6m (vs. a decrease of CHF 18.6m during the previous period), driven mostly by our capital asset investments partly compensated by increase of our bank loans and operational revenue.

As a reminder, the Foundation of the International School of Geneva Pension Plan is a Foundation totally independent from Ecolint, for which Ecolint bears no formal financial responsibility other than regular employer contributions. However, note 11.3 in the consolidated financial statements refer to the plan run for the employees. For further information purposes, it generated a deficit in 2022, and the Fund is covered in the range of 101.3% at the end of the year, in line with the position of pension funds in Switzerland.

**The Board at its 463<sup>rd</sup> meeting held on 5<sup>th</sup> December 2023, adopted the consolidated and statutory standalone financial statements together with [pending points 2023](#). The minutes during which the financial statements were adopted can be found [here](#).**

**Laurent Falvert,**  
Director of Finance and Administration



## Accreditation report

### *Rapport d'accréditation*

In February 2022, the Foundation underwent a re-accreditation visit involving all curricular programmes in all schools, simultaneously by the Council of International Schools, the Middle States Association, and the International Baccalaureate on the eight domains required by the CIS/MSA protocol:

- Domain A: Purpose and Direction
- Domain B: Governance, Leadership and Ownership
- Domain C: Curriculum
- Domain D: Teaching and Assessing for Learning
- Domain E: Students' Learning and Well-being
- Domain F: Staffing
- Domain G: Premises and Physical Accommodations
- Domain H: Community and Home Partnerships

Ecolint received notification of provisional re-accreditation in March of 2022 with three areas for further development. The Director of Education, School Principals and members of the Governing Board undertook the necessary review of these areas and submitted supplementary reports in December 2022.

At that time, CIS determined that we had met two of the three standards requiring demonstrable progress following the CIS visit in February 2022: the Learning Principles (Standard A2) and trust and community healing (Standard F5). Our ongoing work on the Learning Principles was particularly well received. CIS concluded, however, that requirements on finance and governance (Standard B3) were still only partially met. As this is a core standard of the protocol it is thus required for re-accreditation. We were asked to submit an additional supplementary report on 1 May 2023 to report progress in this area.

In May 2023, CIS concluded that the Ecolint Governing Board and school leadership had undertaken a professional, reflective, and serious analysis of the recommendation relating to governance and community trust, and that this had resulted in an appropriate action plan. The Governing Board was urged to follow all recommendations from external governance consultants with respect to maintaining its role as trustees of the school's future continuity and sustainability. CIS further confirmed that the school had determined a rational and balanced approach to keeping Ecolint on a sound financial footing for the coming accreditation cycle, and our re-accreditation was fully confirmed.

The next stage of the 5-year accreditation cycle will be an annual check-in in April 2024. Ecolint is scheduled for a preparation visit in the fall of 2025 and a full team visit in the spring of 2027. Both visits require comprehensive reports based on institutional self-reflection.

**Karen Taylor,**  
Director of Education



## Inclusion through Diversity, Equity and Anti-Racism (I-DEA) 2022 – 2023 Report

### Rapport sur l'Inclusion, la Diversité, l'Équité et l'Anti-racisme (I-DEA) Rapport 2022 – 2023

The third year of Ecolint's I-DEA journey was marked by increasing international partnerships through the creation of a renowned International School Anti-Discrimination Task Force (ISADTF) and the creation of more in-house professional development opportunities for the entire community.

#### Expanding Scope Internationally

In the summer of 2022, the I-DEA leadership of Ecolint started to meet with the leadership of the International Baccalaureate (IB), European Council of International Schools (ECIS) and the Association of International Educators and Leaders of Color (AIELOC). Together, these pioneering organisations in the field of international education decided to co-found a structure to elevate the work around inclusive education. This structure took the form of an International School Anti-Discrimination Task Force (ISADTF).

On 14 and 15 October 2022, Ecolint hosted the inaugural meeting of this task force in La Grande Boissière's Centre des arts. Ninety-one educators, positional and thought leaders came together from 5 different continents to participate in this milestone event. The task force was set up with six different committees, each covering a crucial element of the anti-discrimination work necessary for international school education:

1. Recruitment
2. Governance
3. Leadership
4. Pedagogy
5. Accreditation
6. Agency

On 18 January 2023, the first annual online ISADTF meeting was held, to accommodate participants around the world who were unable to attend the meeting in Geneva. Through offering multiple online sessions, the ISADTF was happy to see over 600 individuals from around the world express their interest in participating. Each of the committees continued to work on research, collaboration and strategies throughout the rest of the school year.

#### Ecolint Created Professional Training Opportunities

There were two milestone moments for professional development at Ecolint in the 2022-23 school year: the leadership training in March 2023, and the launch of the first ever I-DEA module in June 2023.

##### 1. Leadership Training March 2023

Important for the advancement of I-DEA is the alignment of all constituents of our institution. For this reason, in March 2023, a full day of training was scheduled for the first time ever, for the following groups together:

- Conférence des Directeurs
- Assistant Principals
- HR Team
- Staff Association Ex. Com.
- Governing Board

The facilitators were a mix of internal and external speakers, experts in the field.

#### Facilitators

##### Internal:

- Violeta Reyes (student in Year 12)
- John Deighan (SA)
- Isla Gordon (CdD Campus Principal)
- Conrad Hughes (DG)
- René Bujard (Board Chair)
- Yasmine Sadri (I-DEA Lead)

##### External:

- Angeline Aow (CIS expert in Systems of Inclusion)
- Nunana Nyomi (Guidance Counsellor LAS and specialist in Inclusive Leadership)
- Cynthia Roberson (Director of Inclusion, Mulgrave IS)

This training was very successful in terms of content and community building. It was a great step in the right direction for Ecolint.

### **I-DEA Mandatory Online Module**

Since the inception of I-DEA in 2020, a goal was to create opportunities for professional development much like the Child Protection module, which is a mandatory training module to be completed by all staff of the institution.

In the last term of 2022-23 school year, a module was created with this goal in mind, featuring Speakers from the leadership training in March 2023, including Year 12 student Violeta Reyes. The modules were as follows:

1. Module 1:  
**Creating a Culture of Inclusion**  
by Cynthia Roberson
2. Module 2:  
**Inclusive Leadership**  
by Nunana Nyomi

3. Module 3:  
**Systems and Processes for Inclusion**  
by Angeline Aow
4. Module 4:  
**The Inclusive Classroom**  
by Violeta Reyes

[Training programme in English](#)  
[Programme de formation en français](#)

The module was to be completed by all staff before the end of September 2023.





# The Impact of Giving

## L'impact du don

### Overview: Philanthropy at Ecolint

As a not-for-profit foundation, all revenue to Ecolint is used to enable young people to reach their potential and lead positive change in the world.

Just as kindness and generosity are central to the humanitarian values we teach, they are woven into the fabric and spirit of the school. Every student at Ecolint today is benefitting from a legacy of philanthropic support – from the founding efforts of Arthur Sweetser and Adolphe Ferrière in 1924 to the donors who made possible the Campus des Nations, the Centre sportif at La Châtaigneraie and the breath-taking Centre des arts at La Grande Boissière more than 90 years later.

While tuition fees cover more than 99% of our costs, it is the generosity of our donors that allows us to go beyond, providing additional opportunities for our students and allowing us to invest in initiatives that support our mission. We are deeply grateful to the hundreds of parents, staff, alumni (including former parents and staff), trusts, foundations and companies, who supported us in 2022-23.

Total giving to the Foundation in 2022-23 amounted to CHF 459,736\*, and an additional grant of USD 99,000 was made by the Ecolint-American Foundation, an independent, alumni-run 501(c)(3) not-for-profit corporation, which supports Ecolint's mission.

While donors gave to a number of areas, the vast majority of gifts in 2022-23 were directed at two key priorities: the Ecolint Scholarship Programme and our "Building Healthy Minds in Healthy Bodies" campaign for the new Centre sportif at La Grande Boissière.

### The Ecolint Scholarship Programme

Thanks to the support of our donors, we were able to offer fully-funded scholarships to three new talented young people, who would not otherwise have been able to access an Ecolint education. Hosted on all three campuses, they joined the five scholars who had started the previous year, bringing the total number of current scholars to eight. The Ecolint Scholarship Programme was relaunched in 2019 and aspires to provide scholarships to up to 15 students per year, from 2024-25 onwards.

*"I felt disoriented when I first started school because it was a new place with a new language, new teachers, and most significantly, new surroundings. Being a new student is difficult, but once you connect with the suitable people, you quickly pick up on your surroundings. My academic English was significantly lower at the start of the year than it is today, and I have made progress throughout the academic year. With the help of the challenges that I faced during my IB course, I have matured and gained more experience. I have already overcome many concerns and problems that I am positive I could not have handled in my previous school. The scholarship is one of the many chances offered by this school. I am incredibly appreciative of the opportunity to study at Ecolint."*

**SK, Year 13, joined Ecolint in 2022 from Ukraine**

\*Funds received from 01 July 2022 to 30 June 2023, excludes funds pledged for future years.



## Centre sportif – La Grande Boissière

As the Centre sportif neared completion, donors responded extremely generously to our campaign to take two of the new internal spaces to the next level: creating a truly motivating and interactive space for our students to improve their overall strength and fitness, and upgrading our gymnastics equipment to Olympic standard, in order to allow our young gymnasts to develop their skills far further than was previously possible.

## Laying strong foundations for the future

In June 2023, Ecolint signed an agreement with Swiss Philanthropy Foundation, an independent, Swiss registered foundation, to set up the Ecolint Endowment Fund. The purpose of the fund will be to support Ecolint's educational mission in perpetuity, through providing long-term funding for general operational expenditures as well as specific projects. As we approach our Centenary, this new vehicle for philanthropy will play a vital role in ensuring that we can continue to create a just and joyful tomorrow for the next 100 years and beyond.





## Capital projects

### Projets de développement

#### Building for the future

The Governing Board's role is to ensure that Ecolint lives up to its mission to "educate students to be global citizens with the courage and capacity to create a just and joyful tomorrow together," well into a sustainable future for the Foundation. Sustainability is reached by ensuring the annual operational budget is balanced and that there is a stable stream of investment in our capital assets, both to upkeep existing facilities and to build new ones in line with pedagogical evolutions.

Three major capital projects have been approved by the Board over the last years: the construction of a new Early Years centre on the main Saconnex site of Campus des Nations, the replacement of La Grande Boissière's gymnasium with a new, world-class Centre sportif and the La Ferme II project at La Châtaigneraie. This report captures the progress of the constructions over the year 2022-23.

#### Campus des Nations – New Early Years Centre & Play Space

The new Jura building was completed in 2023 and houses 2,900 square metres of learning space - approximately fifty percent more space per learner than the Pregny site. The new Early Years centre has brought bigger classrooms, flexible learning spaces, a food preparation area, a learning support space for the Extended Support Programme (ESP) and an atrium for assemblies, concerts and community events.

With sustainable development "baked" into its structure, the building has been designed to maximise energy efficiency and natural light, featuring green roofs and clever planting that ensure not only that the building blends into the landscape, but also that there is no loss of outdoor play space for our young learners.

This project brings the whole campus together at Saconnex, building a stronger sense of community and facilitating transition for students as they progress through the school from Early Years to Secondary. [Video link of the construction until completion.](#)

The improvement of the outdoor zone is ongoing, with the creation of a new multisport turf which gives additional playspace to both the Primary and Secondary sections. The bus arrival and departure zone has been upgraded so that students can enjoy basketball.

#### Centre sportif at La Grande Boissière

During 2022 and 2023, following an extensive demolition phase that lasted until the Spring of 2022, and a stabilisation and consolidation phase, construction work (Gros oeuvre 1) progressed rapidly, and the building envelope (out of air, out of water) was completed at the end of February 2023. A "bouquet de chantier" celebration took place on 10 March to mark this important step. This was followed by work on the interior fittings (Gros Oeuvre 2) with the installation of all technical equipment (heating, ventilation, electricity, sanitary works). The project team continued to work extensively on the interior fittings, including on the choice of furniture and sports equipment (fitness and gymnastics).

The new building houses five multi-sports courts, a gymnastics and fitness room, changing-room areas and four classrooms, including two additional flexible learning spaces. The new Centre sportif gives La Grande Boissière a sports facility which lives up to the standard of its Sports Science pedagogical and extra-curricular programme.

Arranged over 7520 square metres, the Centre sportif also includes occupational therapy spaces for our Extended Support Programme students, and ample seating in order to ensure that sports tournaments are able to welcome our community of parents and supporters.

In line with our long-term ecological goals and the launch of our Mobility Plan, designed to encourage more staff, parents and students to travel to the campus using means of soft mobility, a bicycle shelter and changing rooms for avid cyclist commuters are also included.

The building itself is also designed to meet the highest "Minergie Plus" standard, awarded to buildings that meet stringent construction and technical criteria in terms of energy consumption. Key features include:

- A roof-top photovoltaic power station, which allows the building to produce electricity for its direct consumption.
- The installation of a heating pump using geothermal energy piles for heating the building and for hot-water showers
- Insulation materials to guarantee optimal user experience during winter months and limit overheating in the summer

### **“La Ferme II” project at La Châtaigneraie**

The Governing Board approved the “La Ferme II” project at La Châtaigneraie in October 2022.

As an update, in May 2023, the Founex municipal council validated both the widening of the access road to campus, and our proposed PPA (*plan partiel d'aménagement*). Both were prerequisites to the construction project.

2023 also saw the launch of our call for tenders, through an *entreprise totale*.



## Mobility Plan

### Plan de mobilité

#### Plan de mobilité - un plan aligné à nos objectifs de développement durable

L'année 2022-23 a marqué le début du déploiement du plan de mobilité pour les membres du personnel.

Ce plan était en cours d'élaboration depuis plusieurs années, mais a été temporairement mis en suspens pendant la pandémie du Covid. Avec l'assouplissement des restrictions, le moment était venu de passer à l'action.

L'objectif global du plan de mobilité est simple : réduire le nombre de personnes se rendant sur nos campus en véhicules motorisés. Les raisons sont multiples :

1. diminuer considérablement les encombrements autour des campus, afin de faciliter l'accès à nos sites et d'améliorer la qualité de l'air autour d'eux ;
2. nous permettre d'augmenter la quantité d'espaces verts dédiés à l'apprentissage et au jeu pour nos élèves ;
3. apporter un soutien financier à ceux et celles qui peuvent venir par des moyens plus respectueux de l'environnement, tels que les transports publics ou la mobilité douce ;
4. répondre aux autorités cantonales et fédérales qui exigent de nous des contributions significatives pour les aider à atteindre leurs objectifs en matière de congestion et de pollution ;
5. refléter la mission de notre école de créer ensemble un lendemain juste et joyeux par nos choix de mobilité.

Le plan de mobilité a été élaboré par un groupe de travail composé de membres du personnel de chaque campus. Il est basé sur une combinaison des meilleures pratiques d'autres organisations, notamment des écoles, sur la consultation des parents, du personnel et de la Commission paritaire, ainsi que sur les conseils d'experts en mobilité.

Afin de limiter le stationnement des voitures et des motos sur le site à celles et ceux qui en ont le plus besoin, en fonction de leur situation personnelle (par exemple, mobilité réduite) et des autres possibilités de déplacement

dont ils disposent, le stationnement est devenu payant et limité.

Ainsi, depuis la rentrée scolaire 2022-23, la Fondation n'octroie des vignettes de stationnement qu'aux personnes qui en ont le plus besoin, en utilisant un système d'attribution par points et un logiciel développé par l'Ecole Polytechnique Fédérale de Lausanne (EPFL) appelé CommuteRank. Ce système analyse les possibilités de déplacement de chaque employé-e, à partir de son adresse, ainsi que les informations relatives aux possibilités de transport. En réponse à la préoccupation exprimée par certains-nes quant à l'utilisation d'un système automatique qui exclut l'impact réel des situations individuelles, nous avons assuré que toutes les demandes d'exceptions seraient examinées par les Ressources humaines et le Comité de pilotage du plan de mobilité. Nous étions conscients que les circonstances individuelles uniques devaient être considérées avec soin, empathie et humanité.

Le coût des vignettes est de CHF 720 par an pour une voiture (CHF 360 pour les motos et scooters), soit moins de la moitié du prix moyen de la location d'une place de stationnement privée dans la région de Genève. Les recettes générées par la facturation des vignettes nous permettent d'accorder une allocation annuelle de 500 CHF à tous les membres du personnel qui ne reçoivent pas de vignette de stationnement. Ce montant, qui est basé sur le coût d'un abonnement annuel de transport TPG de deuxième classe «tout Genève», peut être utilisé comme le membre du personnel le souhaite, que ce soit pour payer des alternatives de mobilité ou non. Le plan de mobilité est donc autofinancé.

Un certain nombre de cartes de stationnement d'une journée sont également mises à la disposition du personnel qui doit venir en voiture de manière occasionnelle. De plus, le personnel peut aussi commander une vignette "après école" gratuite pour se garer uniquement lors d'horaires spécifiques.

Au cours de l'année 2022-23, l'équipe chargée de la mobilité a souhaité mesurer l'impact, par le biais d'une enquête, du plan de mobilité, afin de mieux identifier les domaines prioritaires et les changements qui se sont produits depuis sa mise en œuvre.

Malgré le fait que ce changement en habitudes n'a pas été simple, notamment en raison des particularités liées à chaque campus - le déploiement du plan sur le campus de La Châtaigneraie a été particulièrement délicat en raison du manque relatif d'infrastructures de transports publics - force est de constater qu'en fin d'année scolaire nous avons dépassé l'objectif global de la première phase de notre plan de mobilité, à savoir réduire le nombre de membres du personnel se rendant sur nos campus en véhicule motorisé.

**En effet, nous avons noté une diminution de 26% de personnes se rendant à l'école en voiture ; la majorité a opté pour les transports publics. 20% de notre personnel se rend au travail à vélo.**

A travers les résultats de cette enquête sur la mobilité, les membres du personnel nous ont montré que leur motivation principale pour changer de mode de transport a été de réduire leur impact environnemental. Nous avons également appris que, pour beaucoup d'entre eux, il n'existe pas d'options de transport public pratiques.

Ainsi, les administrateurs des campus ont continué de travailler sans relâche à l'amélioration des services sur et autour de nos campus.

Malgré le défi que représente ce plan de mobilité pour la communauté scolaire, il constitue également une opportunité de montrer que nous pouvons trouver, ensemble, des solutions qui sont bénéfiques pour les membres de notre communauté et pour la planète. C'était aussi l'occasion de voir émerger des idées originales, de la création de groupes de covoiturage au partage de la vignette et de l'allocation pour donner la priorité aux collègues qui ont moins d'options.

Au moment d'écrire ces lignes, cette première phase de notre plan de mobilité est actuellement suivie du déploiement d'un plan pour notre communauté d'élèves et leurs familles.

## Sustainability inspirations

### *Inspirations dans le développement durable*

#### Meet the faces of Ecolint

##### La Grande Boissière

En mars 2023 les cinq classes 4 ont collaboré avec l'ASL (Association pour la Sauvegarde du Léman), qui a mené plusieurs ateliers dans notre école. Les élèves des cinq classes sont allés à pied à la plage des Eaux-Vives pour ramasser les déchets au bord de l'eau. De retour à l'école, ils ont trié les déchets dans la cour afin de pouvoir les jeter dans les poubelles correspondantes. Les élèves ont trouvé des objets bien insolites qui n'étaient pas prévus au programme : lunettes, bonnets, flèche de girouette ou filet de pêche... Environ 15 kg de déchets ont été ramassés. Les élèves ont aussi suivi des ateliers sur différents thèmes environnementaux. Nos deux classes 4 francophones ont également analysé au microscope le sable ramené du bord du lac pour chercher la concentration en microplastiques. Ces résultats se sont ajoutés à bien d'autres dans le cadre d'une étude de l'ASL sur la présence de microplastiques dans le lac.

Bravo à nos élèves d'avoir contribué à protéger les eaux du Léman. Leur engagement permet à des associations comme l'ASL de poursuivre leurs actions à long terme et faire en sorte que les générations futures puissent, elles aussi, bénéficier de ce patrimoine unique !



From January to April 2023, Lucile and Oscar in Year 12 worked really hard for the "Protect Our Winters" initiative in school.

It all started with Lucile who has always been passionate about mountains and sustainability and she was already part of the charity "Protect our Winters". When having to decide what to do for her CAS project, she looked to find a way to connect her passion with her school life. She contacted some of her classmates who might be interested to run this project with her and together they managed to organise and run several activities.

They organised a screening/debate of "Conscience" at Maison des Arts du Grütli in Geneva. The movie is about combining the beauty of freeride skiing and the promotion of virtuous behaviour. It wants to bring together the adventures and stories of professional skiers who, through their contact with the mountains, have come to realise the urgent need to protect them. They also invited a guest speaker, Mat Schaer, a professional snowboarder to talk about winter sports and sustainability.

Lucile is still part of "Protect our Winters" today and plans on continuing to take action and raise awareness on the realities of climate change after graduating.

## Campus des Nations



Sayuri and Avanthikaa in Year 2 were part of the Eco Ambassador Student Committee at Campus des Nations Primary School. They played a big part in planning the Eco Global Citizenship Week in May 2023. The week included some key events such as Year 1 and 2 singing, in front of the UN, songs related to environment and citizenship, a UN sponsored walk as well as a swap sale of winter clothing.

The students showed great commitment and their mantra of the week was "I pledge to respect and care for all living things no matter how big or small. For Life we will care!".

Different focus topics were chosen for each day of the week: gender equality, being an active and caring member of the community, responsible consumption - We can help our planet by sharing!, and education for all. On the last day the students reviewed the various activities, and reflected to plan follow up activities related to what they

experienced.



Anaya in Year 10 started her beach clean-up initiative at the age of 11 in 2018 when she was in Year 6. She chose to do this project because as a child she once participated herself in a beach clean-up and saw how much trash was collected. This inspired her to take action and decided to learn more on Beach Pollution, which became the topic of her Year 6 Exhibition. The initiative was a success since the beginning with 50-60 attendees, including university students, cantonal representatives and local residents, and she has organised five beach clean-ups since then. Many people who participated in her events were shocked to see the amount of garbage that was on the beach. This may seem surprising as Geneva is known for its cleanliness.

Anaya has also created a website: <https://anayachavda.wixsite.com/genevabeachcleanup> and an Instagram and Facebook account: @genevabeachcleanup. She is determined to organise a beach clean up event again this year and she focuses on further raising awareness and make the world a better place.



Before the implementation of the Ecolint Mobility Plan, Hamza used to drive to school every day and used his car on every occasion. It was when electric bikes were bought at Campus des Nations that he started considering another option for his commuting. At the beginning, he was worried about cycling on the road among the cars, motorbikes and pedestrians but when he tried it out he realised that, despite his hesitation, bikes are faster than walking and allow incredible freedom of movement. He couldn't bear to be dependent on bus schedules. Plus, he didn't have to worry about finding a parking space in the city anymore!

This decision had a major impact on his daily life. Hamza now loves to be outdoors, it's good for his health and his mood. Not only does he feel better physically, but he discovers things around him that he didn't used to notice. When asked what he would say to a colleague who could turn to sustainable mobility but is still hesitant, replied "You have to try it! I hear that some people are worried, especially during colder months. All it takes is to be well equipped and ready to go! Trust me, it's totally worth it!"





## La Châtaigneraie

When Lorenzo started studying and reading about climate change in his Year 12 Geography class, something hit home for him in a new way. "We're actually in a real mess," he says. "I saw an elderly couple crying at the Morteratsch glacier on our field trip, because they saw how far the glacier had receded during their lifetime. We need to do something!"

At Ecolint since Year 1, Lorenzo knew there were steps he could take not only to raise awareness, but also to get involved in local initiatives and political efforts. Encouraged by his teacher, he started researching climate change initiatives in Switzerland, and realised the country wasn't doing as much as one would think.

Finding out more about the "Initiative des Glacier" and its counter project, the "Loi Climat", Lorenzo decided to campaign - in and out of school - so that people would be more aware of the situation, and vote for change. He talked to Swiss members of staff who can vote locally, designed a display cabinet on campus, put up flags and posters in his neighbourhood, and educated whoever was willing to listen. "Changing policies will have a great influence in the future," he says, as he mentions his passion for sustainability. "This is what I want to study and what I want my life's work to be about."



## The ECOLINT Learner Passport – Report 2022-2023

The Ecolint Learner Passport is a Foundation-wide project to reform the High School Diploma so that it is more dynamic and inclusive by honouring learning happening both inside and outside the classroom.

The Ecolint Learner Passport recognises student achievement in a holistic manner through academics and extra-curricular activities in line with the seven UNESCO-IBE global competences

- Lifelong learning
- Self-agency
- Interactively using diverse tools and resources
- Interacting with others
- Interacting with the world
- Multi-literateness
- Transdisciplinarity

The 2022-23 school year objective was the roll-out of the Learner Passport Foundation-wide for all Year 12 and Year 13 students. Further to student and staff training, parent information sessions have been organised in spring 2023 actively developing the Ecolint community culture around competence-based learning.

The interactive online platform that the Passport is built upon has evolved throughout the school year by integrating feedback received from students, school administrators, teachers and university counsellors. Consequently, the platform usability has increased significantly. Based on the received feedback, new features for uploading and managing academic data have been developed thus reducing the time required for manual controls and validation. The new features were planned to be released at the beginning of the next school year.

A list of further developments was established and priorities were defined for the next school year.

La Grande Boissière's Secondary School started using the Learner Passport online platform for recording CAS within the IB Diploma Programme with the 2022-23 Year 12 cohort, continuously gathering feedback from students and CAS supervisors on platform effectiveness and process efficiency. While the trial is a success allowing for more student creativity in building their CAS portfolio,

further possible improvements have been identified for an easier CAS progress tracking.

At the end of the academic year 2022-23, 435 Year 13 students (162 at La Grande Boissière, 153 at La Châtaigneraie and 121 at Campus des Nations) have had their Learner Passport issued marking the recognition of their competences by Ecolint, as well as showcasing their capacity to recognise competences.

Based on the lessons learned during the first year of implementation of the Learner Passport Foundation-wide, the project team has put in place a framework of processes with the objective to produce student passports in time for Year 13 student graduation in June.

At Foundation level, a Learner Passport Lead has been assigned to coordinate the project over the three campuses and represent the Foundation Learner Passport initiative within the international schools and tertiary education communities. Roles and responsibilities have also been assigned within each school to ensure the day-to-day execution and progress of the Learner Passport.

**Irina Lupu,**  
Learner Passport Lead





# Enrolment – Effectifs

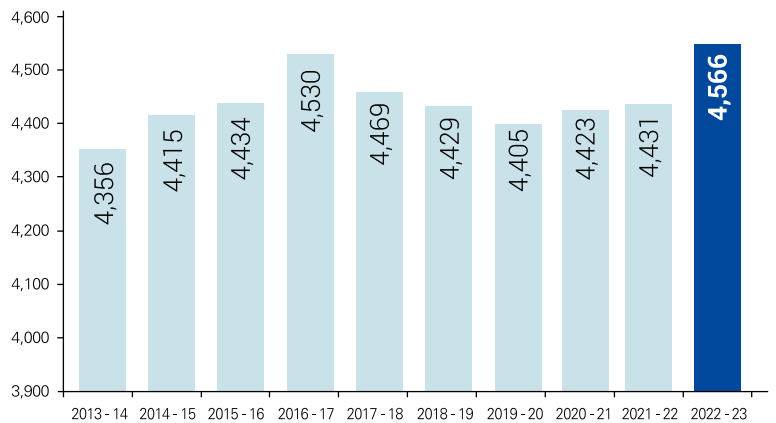
As of 15 November 2022, the school had 100.0% of its budgeted enrolment for the year with 4,566 students.

## Ecolint diversity 2022 – 2023

**131**  
different nationalities

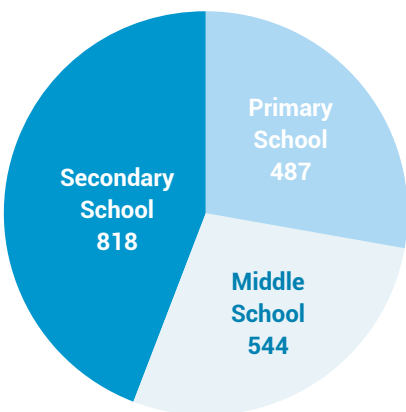
**85**  
different  
first languages

## Enrolment statistics 2013 – 2023



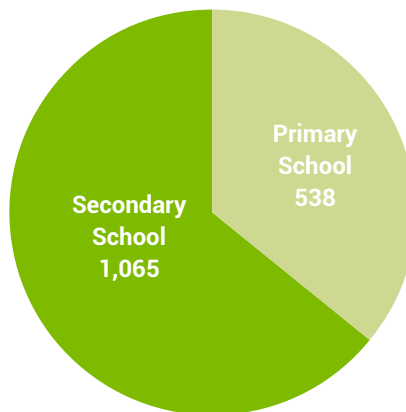
## Enrolment by campus and school 2022 – 2023

### La Grande Boissière



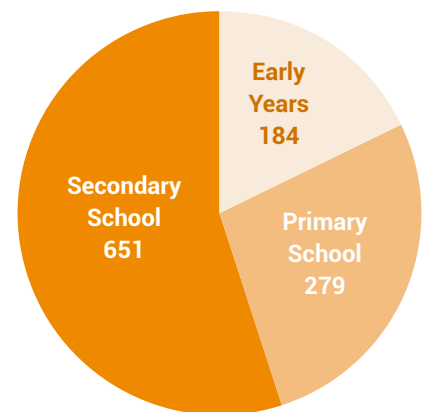
Total: 1,849

### La Châtaigneraie



Total: 1,603

### Campus des Nations



Total: 1,114

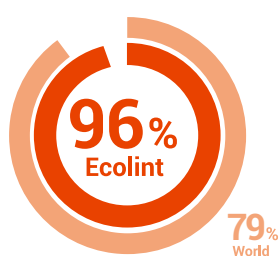
**Total Ecolint : 4,566**

## Results – Résultats

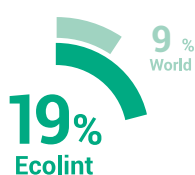
	2020-2021	2021-2022	2022-2023
<b>International Baccalaureate (English and French)</b>			
Number of candidates / Nombre de candidats	345	360	359
Awarded / Reçus	343	357	345
Success rate / Taux de réussite	99%	99%	96%
World results / Taux de réussite mondial	89%	86%	79%
<b>Maturité suisse</b>			
Number of candidates / Nombre de candidats	12	12	11
Awarded / Reçus	12	10	11
Success rate / Taux de réussite	100%	83%	100%
<b>International General Certificate of Secondary Education (Cambridge)</b>			
Number of subjects	762	838	761
Passes	738	723	725
Success rate (Grades A*- C)	96.8%	86.2%	96%

**139** (136) Year 11 students took a total of **761** (838) subject exams in which they obtained **725** (723) passes at grade C and above. In addition, **69** (67) Year 10 students took Foreign Language French, 100% (100%) obtained grade A/A\*. Of the **139** (136) Year 11 candidates, **113** (114) took five or more subjects and **61** (80) obtained 4 or more A\*/A grades, **21** (34) obtaining straight A/A\*s. (figures in brackets refer to the previous year)

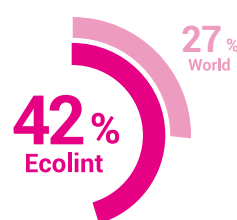
IB Diploma pass rate



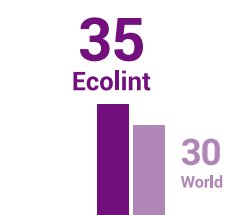
% 40-45 point IBDP



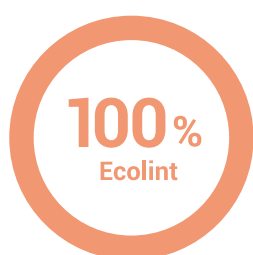
% Bilingual IB Diplomas



IB Diploma average points



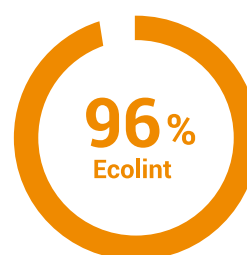
Maturité suisse pass rate



IB Career-related Programme pass rate



% A'-C IGCSE pass rate



## Top Destinations in Higher Education 2022 (by student numbers)

### Classement des établissements supérieurs les plus choisis en 2022 (par nombre d'élèves)

Universities	Number of students
<b>UK</b>	
University of Edinburgh	14
King's College London, University of London (KCL)	8
University College London, University of London (UCL)	8
University of Sussex	8
University of St Andrews	7
University of Westminster	7
City, University of London	6
Durham University	6
University of Bath	6
Lancaster University	5
University of Oxford	5
University of Cambridge	2
<b>North America</b>	
McGill University	11
University of British Columbia (UBC), Canada	7
University of Toronto, Canada	4
Boston University, USA	3
Columbia University, USA	3
Concordia University, Canada	3
University of Southern California, USA	3
Babson College, Canada	2
<b>Switzerland</b>	
Ecole Hôtelière de Lausanne (EHL)	15
Ecole Polytechnique Fédérale de Lausanne (EPFL)	9
Université de Genève (UNIGE)	8
Universität St Gallen (HSG)	5
Glion Institute of Higher Education	3
Eidgenössische Technische Hochschule Zürich (ETHZ)	2
<b>Elsewhere in the world</b>	
Instituto de Empresa (IE), Spain	11
Escola Superior d'Administració i Direcció d'Empreses (ESADE), Spain	3
Maastricht University, Netherlands	3
KU Leuven, Belgium	3
Trinity College Dublin, University of Dublin (TCD), Ireland	2
Bocconi University, Italy	1
Sciences Po, Paris, France	1
Ecole Supérieure de Commerce de Paris (ESCP), France	1
Keio University, Japan	1
Stockholm School of Economics, Sweden	1

## Nationalities – Nationalités

Total: 130

Afghanistan	3	Costa Rica	3	Iran	2	Mongolia	1	South Africa	19
Albania	2	Côte d'Ivoire	1	Ireland	52	Morocco	4	Spain	166
Algeria	5	Croatia	6	Israel	39	Mozambique	1	Sri Lanka	1
Andorra	1	Cyprus	13	Italy	184	Myanmar	3	Sudan	3
Angola	3	Czech Republic	11	Jamaica	2	Namibia	2	Sweden	54
Argentina	38	Denmark	50	Japan	134	Nepal	6	Switzerland	682
Armenia	6	Djibouti	2	Jordan	7	Netherlands	90	Syrian Arab Republic	2
Australia	140	Dominican Republic	1	Kazakhstan	18	New Zealand	15	Tajikistan	3
Austria	26	Ecuador	1	Kenya	6	Nigeria	3	Tanzania	2
Azerbaijan	17	Egypt	15	Korea (Democratic People's Republic of)	1	Norway	12	Thailand	3
Bahrain	1	El Salvador	1	Korea (Republic of)	57	Oman	4	Tunisia	6
Bangladesh	7	Estonia	7	Kuwait	3	Pakistan	25	Turkey	51
Barbados	6	Ethiopia	13	Kyrgyzstan	1	Palestine (State of)	2	Turkmenistan	2
Belarus	2	Fiji	1	Lao People's Democratic Republic	1	Panama	2	Uganda	6
Belgium	109	Finland	31	Latvia	2	Peru	2	Ukraine	52
Bhutan	2	France	498	Lebanon	10	Philippines	11	United Arab Emirates	7
Bolivia	1	Gabon	2	Lesotho	4	Poland	27	United Kingdom	520
Bosnia and Herzegovina	4	Georgia	5	Libya	3	Portugal	16	United States	305
Brazil	86	Germany	105	Lithuania	5	Qatar	2	Uruguay	3
Bulgaria	17	Ghana	3	Macedonia	7	Romania	18	Uzbekistan	1
Burkina Faso	1	Greece	44	Malawi	2	Russian Federation	67	Viet Nam	1
Cameroon	2	Guinea-Bissau	1	Malaysia	12	Rwanda	3	Zambia	4
Canada	204	Hong Kong	2	Malta	7	Samoa	4	Zimbabwe	1
Chile	11	Hungary	13	Mauritius	1	Saudi Arabia	12		
China	45	Iceland	9	Mexico	10	Serbia	12		
Colombia	21	India	108	Moldova	7	Singapore	3		
Congo	1	Indonesia	6			Slovenia	14		

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## First languages – Premières langues

Total: 84

Afrikaans	1	Croatian	2	Icelandic	7	Maltese	1	Slovak	2
Akan	2	Czech	4	Indonesian	5	Marathi	6	Slovenian	11
Amharic	6	Danish	29	Italian	172	Mongolian	2	Sotho, Southern	8
Arabic	75	Dutch; Flemish	104	Japanese	104	Nepali	7	Spanish	204
Armenian	6	Dzongkha	2	Javanese	1	Norwegian	19	Swahili	9
Azerbaijani	7	English	1868	Kannada	2	Oriya	2	Swedish	38
Bambara	1	Estonian	2	Kazakh	4	Panjabi; Punjabi	1	Tagalog	4
Bengali	21	Fijian	2	Kikuyu; Gikuyu	1	Persian	6	Tajik	1
Norwegian	8	Finnish	22	Kinyarwanda	1	Polish	21	Tamil	16
Bosnian	1	French	902	Korean	54	Portuguese	65	Telugu	5
Bulgarian	16	Ganda	1	Latvian	3	Pushto; Pashto	6	Thai	3
Burmese	2	Georgian	4	Lingala	1	Romanian; Moldavian; Moldovan	24	Tswana	3
Catalan; Valencian	8	German	81	Lithuanian	4	Russian	165	Turkish	72
Chechen	1	Greek, Modern (1453-)	52	Luba-Katanga	2	Serbian	11	Ukrainian	23
Chichewa; Chewa; Nyanja	1	Hebrew	25	Macedonian	5	Shona	2	Urdu	20
Chinese	62	Hindi	46	Malay	5	Sindhi	3	Uzbek	2
		Hungarian	20	Malayalam	4			Vietnamese	2
								Xhosa	1

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## Employers – Employeurs

### List of employers (10 students and over) / Liste des employeurs (10 élèves et plus)

Ecolint	J.P. Morgan (Suisse) SA
United Nations Office in Geneva	Permanent Mission of Finland
World Health Organization	Nestlé SA
Procter & Gamble Services	United Nations Office for the Coordination of Humanitarian Affairs (OCHA)
JTI - Japan Tobacco International SA	United Nations Development Programme
International Labour Organization	BD Switzerland SARL
UNHCR	Cargill International SA
The Global Fund	Permanent Mission of Norway to the United Nations Office
Mission of the United States	Pepsi Lipton International
UNICEF	UN Economic Commission for Europe
ICRC	UN Office for Project Services
World Intellectual Property Organization	Firmenich SA
Trafigura Pte Ltd	Gunvor Group
CERN	Permanent Mission of the Republic of Korea to the United Nations
International Organization for Migration	Alcon Management SA
World Trade Organization	Credit Suisse Group AG
OHCHR	European Commission
Intl. Fed. of Red Cross and Red Crescent Societies	Permanent Mission of Japan
International Telecommunication Union	Université de Genève
Gavi Alliance	EA Swiss SARL
Total	Lombard Odier
Pictet & Cie	Olam Group
UK Mission to the United Nations	STMicroelectronics
International Trade Centre	World Economic Forum
Permanent Mission of India	Aga Khan Foundation
International Air Transport Association	HSBC PB Services Suisse SA
Mercuria Energy Trading SA	INEOS AG
UNAIDS	Litasco SA
UN Environment Programme	SIRVA
Caterpillar	ADM International SARL
Mediterranean Shipping Company SA	European Broadcasting Union
Novartis SA	Australian Permanent Mission
Richemont International SA	Permanent Mission of Brazil to the United Nations
UN Conference on Trade & Development	Swedish Mission to the UN
World Meteorological Organization	Permanent Mission of the Kingdom of the Netherlands
Louis Dreyfus Company Suisse SA	Philip Morris International
COFCO International	Bank J. Safra Sarasin Ltd
Etat de Genève	BlueCrest Capital Management Guernsey LP
UBS	DuPont International Operations SARL
Bunge SA	HUG - Hôpitaux universitaires de Genève





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