

Extraordinary General Meeting

Date: Tuesday 9 December 2025, 19:00-22:20

Location: Salle Polyvalente, EEBII, Woluwe Site

Present in situ: 172 class representatives present, out of which 74 proxies

Others: APEEE Director; lawyer (Eubelius) representing APEEE.

The EGM was requested as a result of a petition signed by EEBII class parents, with the sole agenda item “Financial Transparency of the APEEE Board.”

It started with a short presentation by one of the petition initiators, presenting the text of the petition and underlining the need for all members to receive full transparency.

The APEEE President thanked for the presentation and agreed with the maximum financial transparency for parents.

In order for all the present parents to have the same understanding, the APEEE President then followed with a presentation of the APEEE Board; emphasising the non-profit AISBL, its statutes, governance, election, as well as division of powers and decision-making process.

Thereafter, the APEEE President continued with presenting the transparency of the APEEE Board; highlighting its purpose, statutes complemented by internal rules, sharing of information policy, publication of board minutes and register of decisions, intra-section communication, monthly newsletters, online information sessions, all parent meetings, budgetary year explanation, publication of budget/accounts and annual accounts deposited at the Banque Nationale Belgique (BNB).

The APEEE President underlined that all information is shared and available for all parents to view, with the exceptions of financial documents not finalised and information breaching GDPR and confidentiality rules.

On the final slides, the non-possibility of streaming of the Board meetings from the governance and GDPR perspective were communicated.

The APEEE Treasurer then continued with a presentation of the financial position of APEEE at large, focusing on the financial structure, explaining the service structure with after school activities, school transport, canteen, general affairs, social fund and supporting shared services, outlining the people and money involved.

In addition, explaining the financial situation today with internal and external challenges. The ongoing efforts, addressing these challenges were presented with the first part on the completed IT assessment (Salesforce) and steps forward. The second part, entailing Cyber security assessment, GDPR risk assessment by the new Data Protection Officer (DPO), IT hardware and management assessment and action plan and financial business processes. The presentation was concluded by listing the top priorities being staff resourcing, canteen organisation, upcoming IT investments, cost pressure and liquidity.

Several times during the meeting it was underlined that there are several future challenges, the main one being the future move of maternelle/primary to the Evere site, resulting in significant changes to all the APEEE services. It was also emphasised numerous times that the APEEE staff face many challenges such as extra work with a school spread over two sites, undocumented processes, inadequate and crowded offices, electricity shortages and an unsatisfactory IT-system creating extra work. These workplace challenges impact directly the wellbeing of APEEE staff.

The Q&A focused on the powers and work of the Board and the AGM, good governance, disclosing of reasons or circumstances of leave, salary payments to employees under different types of contracts, sharing of class representatives contact lists and wellbeing of APEEE staff.

A lawyer from the Eubelius law firm, confirmed that the Board members have to act within the legal framework and respect GDPR and confidentiality rules, underlining that no one according to GDPR rules are allowed to give reasons or circumstances of leave. It was also stated that salaries and payments to employees fall under GDPR regulations.

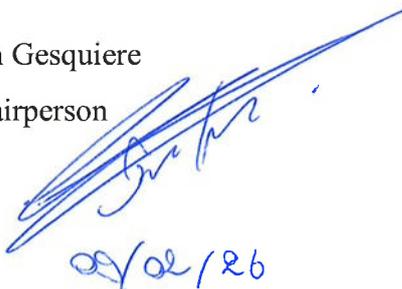
Regarding the APEEE staff wellbeing, the Board responsible for strategic governance has to oversee that adequate policies are in place. The external company IDEWE is responsible for health and safety at APEEE and is amongst other responsible for the audit of the canteen. IDEWE performed a wellbeing survey in 2024. Following this wellbeing survey there is wellbeing action. APEEE has in-house a confidential counsellor whom staff can contact. Moreover, IDEWE also act as external confidential counsellor and provides mediation if needed. There have been occurrences in the past whereby staff contacted IDEWE.

The APEEE President clarified that Board governance and tasks are explained in the internal rules, which indicate the internal functioning of the Board; however, being legally different from the statutes of the Board. The Board takes strategic decisions, while the APEEE Director manages the day-to-day work. Board members are elected at the Annual General Meeting and the Board has the full powers to manage the association.

The financial report and audited accounts could not be presented at the meeting, since they are currently being audited by the APEEE auditor, and have not yet been submitted to the Board. Therefore, the financial report and the audited accounts will be presented in the AGM in January 2026, in line with statutory obligations.

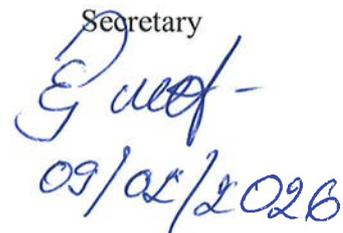
In addition, explaining that the reason for the class representatives contact lists not being shared, is due to that individual consent is needed for each representative, which is currently not the case. It was confirmed that the Board is looking for a solution, however that solution has to be compliant with GDPR legislation.

Pim Gesquiere
Chairperson



09/02/26

Elita Petraitiené
Secretary



09/02/2026