Passerelles numériques
A Gateway for Life
AT A GLANCE

OUR MISSION
We provide education, technical and professional training in the digital sector to young underprivileged people by leveraging their potential and willpower. We endeavour to truly develop their employability which will allow them and their families to escape poverty in a sustainable way, and contribute to the social and economic development of their countries.

OUR VALUES
Trust • Responsibility • Solidarity • Respect • A demanding approach

OUR COUNTRIES OF OPERATIONS

2005 - Phnom Penh
CAMBODIA

2009 - Cebu
PHILIPPINES

2010 - Da Nang
VIETNAM

OUR BENEFICIARIES
They are typically poor or disadvantaged, in extremely precarious situations. Furthermore, they are keen to learn, have the required faculties to pursue studies, are willing to support their relatives once graduated and employed, thus breaking the circle of poverty.

OUR OBJECTIVES
Our objective is that at least 90% of the students enrolled in our programmes can escape poverty. Our additional objective is to reduce inequality between genders. Therefore, PN strives to enrol a ratio of at least 50% girls.

WHAT WE DO

FAIR AND RIGOROUS SELECTION PROCESS
Each year our Selection teams go through a rigorous 4-step process: Information sessions, Written exams, Motivation interviews and Social investigations.

GENERAL TRAINING IN BUSINESS SKILLS
General training is a distinctive component of our training programme. We prioritize: oral and written English; a « professional life » training and higher-level soft skills.

SOLID TECHNICAL AND PRACTICAL TRAINING
Focusing on employability, PN’s training teams constantly update the curriculum to match labour market needs.

SOCIAL AND EDUCATIONAL DEVELOPMENT
The success of our students depends on us providing them with: material support, moral and educational support and extra-curricular activities.

GUIDANCE TO EMPLOYMENT
Guidance to employment is offered through both their internships and job research supported by our team, the alumni network and our partner companies.
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2019 HIGHLIGHTS

February 25th: PN Philippines 10th Anniversary Kick-Off Party

May 27th: 41 Students Graduated in the Philippines

August 24th: PN Cambodia 6th Career Forum

March 9th: PN Vietnam Women Talk

September 17th: Asia Women Forum in Singapore with PN Teams

November 30th: 48 Students Graduated in Cambodia

October 12th: 40 Students Graduated in Vietnam

December 18th: PN Has Been Granted the Ideas Label
2019 Key Figures

**Team**
- 114 staff including 86% of local staff
- 94 volunteers

**Financial Figures**
- 1,515,355 Euros expenses in 2019
- 80% go to our social mission

**Selection**
- 195 students selected in 2019
- 95% coming from rural areas

**Education**
- 623 students in 2019
- 353 female, 270 male

**Training**
- 92% of 2019 graduates hired within 2 months after graduation

**Employment**
- 129 students graduated in 2019

**Partners**
- 129 students graduated in 2019
- 270 partners
- 94 volunteers
- 86% of local staff

**Alumni**
- Over 31% of their salary given back each month to their family

Passerelles numériques supports the SDGs
Further recognition also can be noted in 2019: fruit of the commitment of all our teams, at the end of the year, Passerelles numériques obtained the IDEAS certification which attests to the quality of control over financial management and the monitoring of efficiency of our association.

In this context an audit committee came to finalize the control of our association. We are pleased to be able to provide all our supporters with this testimony of the discipline of our organization.

At the same time, like an echo of this award, the teams in PN Cambodia set up, for the first time, a very wide ranging operational and financial partnership with the Cambodian Ministry of Finance in the framework of the "Skills Development Funds" program. A major success, and a further step towards financial security, which you know is for us a constant line of work.

For this reason, and more globally, in 2019 we maintained rigorous management of our expenses and our resources. And I would like to thank all those, recent or already faithful supporters, donors, partners, volunteers and employees, who allowed us, through their financial, material or skilled support, to make it possible for us to accomplish our mission every day.

Already last year I shared with you my happiness in belonging to an "association which knows how to adapt to change"; whether it be home-grown or exogenous, each year it requires our "agility" and our endurance. Qualities which will be particularly required in 2020. Not only because it will be the year we implement our new strategic goals, but also, as we already know, because it is the year of unprecedented upheavals in our operations, of our teaching methods, our financial perspectives and our means of collaboration.

We understand the stakes involved and the impact on families and the youngsters we support every day.

For this reason, we are ambitious and determined to contribute towards the provision of critical employability because it is being heckled in a world which more than ever has become "digital".

Michel Cantet, President
In our previous Annual Report, we announced the decision of PN’s Board of Directors to embark on a learning journey to adjust to the evolutions of our environment:

- Constant evolution of the Asian economic, social and educational environments
- Rapidly changing workplace environments.
- Shifting expectations towards the workforce in the IT and digital sector
- New educational alternatives for underserved youngsters,
- Funding challenges in a more “competitive” and “demanding” environment.

Little did we know at the time that the world would soon be entering, early in 2020, into an unprecedented worldwide crisis, where the COVID 19 pandemic would accentuate the impact of digitalization in our current workplace and society, as well as the divide between those with access to TECH and/or digital literacy and those without.

We cannot help looking back at 2019 with those insights in mind, and our strategic journey then suddenly takes on a different perspective and a greater urgency.

In 2019, PN invested time, effort, resources, and the contributions of all of PN’s Stakeholders (Board Members Directors, Managers, Teams and Partners), supported by the assessment and the guidance of skilled experts and professionals, into analyzing our challenges and designing PN’s new goals.

We have noted that, more than ever, technology is a steppingstone to inclusion. PN has chosen to engage in a new dynamic to embrace this movement, with a broadened reach (targets and geography) to fill the gaps to inclusion for underserved youngsters. Not only do we want to enhance the relevance of our existing solutions in Asia, but we want to imagine and diversify PN’s future contributions to foster youth employability in a digital world, wherever PN may be relevant.

Concretely, since the end of 2019, PN has been working to strengthen its capacities (Monitoring and Evaluation, Financial systems, Fundraising strategy, New partnerships and enhanced expertise) to serve our scaling ambition, with already ongoing projects in Asia, with new partners (such a sour NomadLab solution, in Cambodia, in collaboration with SIPAR) and elsewhere (Feasibility study to launch PN in Madagascar in 2021).

In 2020, despite the disturbed pandemic agenda, we will be strongly dedicated, at all PN levels, to giving life to PN’ new goals.
PASSERELLES NUMÉRIQUES IN CAMBODIA

Selection | 75 new students selected
Training | two 2-year training courses
Education | 201 students in total in 2019
Employment | 46 graduates (100% employment rate 1 month ahead of graduating)
Alumni | 1,485 since 2005
Local Partners | 96 companies & NGOs
This year’s Selection was carried out in cooperation with 53 partners (including 22 NGOs) and took place over a period of 7 months, from February to September, involving 30 staff of the local team and a network of 31 high schools.

During the 2019 Selection, new aspects were introduced for every step of the process.

The presentation for Information Sessions was updated and a new selection video (including a testimonial of a student) was created by Apolline, a communication intern, giving a more lively introduction to life in the center.

Written exams have been reviewed by Sina, a selection intern to reinforce computational thinking (more relevant to assess ability to study IT). The team stopped using clickers in 2019 and introduced ZipGrade, a mobile app to scan results, as in the other centres.

This year, for the final deliberation, all staff participated and were able to test a tool developed by students (part of the Virtual Company project) and enhanced by Laura, a WEP intern to facilitate the review of social investigation data and ease the overall process.

As a result, we welcomed 75 students to our center in 2019 (40 girls and 35 boys).
For the past years, classes were evenly split between specialisations, according to market needs. In 2019, the trend has changed in favor of Development (Web and Mobile) and we consequently opened two classes for WEP and only one for SNA. A solid common foundation in IT remains the key feature of both.

For each specialization, further topics have been introduced or updated: Mobile Development (Flutter), Front-End and Design (PHP Laravel) for WEP and Virtualization, Cloud computing (AWS - Amazon Web Services) and Cyber-Security for SNA.

Regarding soft-skills training, we reinforce critical thinking and Professional Life training thanks to additional classes and a play-way method and learning (smart games). In addition, from August to December 2019, some of our trainers and students were given the opportunity to obtain Microsoft Certifications in Data Science through both online and on-site training. The latter was delivered by NTT Data on November 16-17th.

2019 STUDENTS IN SYSTEM & NETWORK ADMINISTRATION (SNA)

2-YEAR PROGRAMME » 2 SPECIALIZATIONS
ASSOCIATE DEGREE WEP/SNA

2-YEAR PROGRAMME » 2 SPECIALIZATIONS
ASSOCIATE DEGREE WEP/SNA

WEB PROGRAMME » 2 SPECIALIZATIONS

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For each specialization, further topics have been introduced or updated: Mobile Development (Flutter), Front-End and Design (PHP Laravel) for WEP and Virtualization, Cloud computing (AWS - Amazon Web Services) and Cyber-Security for SNA.
In 2019, the Education team was assisted by two education Civic Services volunteers. In order to enable more contact with the students and to facilitate more extra-curricular activities, the schedule was adjusted from Wednesday to Sunday to better match the students' schedule.

The increase in the number of students during 2018, also produced challenges in 2019. We did reassert the code of conduct and rules for a good life in community. We followed up more closely (especially regarding health issues) by setting up more sharing sessions. We also had to face the shortage of bathrooms in the dormitories as well as the availability of sports fields.

Another novelty this year, through the "Skype Me" project and thanks to the coordination work of the Education teams, the students were able to get in touch with our other students in Vietnam and in the Philippines.

To broaden our students' horizons, we always want to receive the support of external people or organisations sharing their own expertise during workshops, training. Finding suitable volunteers was not always easy. Nevertheless, our students were able to practice their English during "Speak Dating" sessions with international English speakers. They also received training on environmental issues as well as information about sexual education (For more details, check our Local Partners chapter page 23). For International Human Rights Day, our students participated in a big event on December 7th, organized by the United Nations. The focus was particularly on youth activism for development and democracy.

THE STUDENT ASSOCIATION (SA)

In 2019, the Student Association consisted of 5 members: 1 president, 1 vice-president, 1 accountant, and 2 club facilitators. There were 11 clubs based on the interests and motivation of the students (Maintenance: 22 members, Library: 5 members, Painting: 8 members, Newspaper: 11 members, Solidarity: 17 members, Dancing: 7 members, Singing: 9 members, Training: 8 members, Theater: 7 members, Football: 15 members, Cooking: 14 members)

Among those clubs, some were very active throughout the year. During monthly parties, students were treated to delicious meals prepared by the cooking club and entertained by the singing Club. The Khmer New Year party is a very special moment every year and cooking, theater and dancing clubs made it even more memorable. In addition, the solidarity club provided IT literacy to students from other NGOs such as Les Enfants du Sourire khmer (ESK) or The Children for Better Future (CFB).

INTERNSHIPS

24 companies (7 new partners) provided the 49 second-year students with full-time paid internships. 58% of them operate in the IT sector: Web Development and Design (57%), Internet Service Provider (ISP - 22%), IT Equipment and Solutions Provider (14%) and Mobile Network Operator (7%).

Thanks to a survey conducted by the External Relations Office with the support of the companies, we were able to assess our students’ competencies. They were evaluated above average compared to Cambodian university students on both technical and soft skills. However, many opportunities of improvement have been identified and the training and education teams immediately took action:
- on Technical Skills such as Cloud technology or Mobile app development
- on Professional Skills and English such as English speaking, self learning on new technology or problem solving.

Finally, 37% of the second-year students were hired as full-time employees by their hosting company after their final year internship.

GUIDANCE TO EMPLOYMENT

Throughout their whole journey with PN, students receive guidance to employment notably through Professional Life training and various activities with the support of our company partners.

In 2019, our students participated in eleven Company Visits across various industries (IT, Food & Beverage, Finance, etc.). In February 2019, our students participated in a curriculum vitae and cover letter workshop with Prudential, followed by mock interviews in March with five partner companies (True Money, CIMB Bank, SingMeng, Codingate, Bplan) in order for them to assess and evaluate their job interview skills. In addition, many workshops were organized for our future graduates (Class 2019): a LinkedIn Workshop in June by Click Asia, a Career Talk Workshop in August with ABA Bank to prepare them for their job search.

The high point of the guidance to employment efforts was the 6th edition of PNC’s Career Forum, on August 24th. It assembled 15 exhibitors, 8 guest speakers and over 300 participants who were able to get advice from professionals as well as access recruitment opportunities on the spot.

For International Human Rights Day, our students participated in a big event on December 7th, organized by the United Nations. The focus was particularly on youth activism for development and democracy.
PNC CLASS 2019

48 young people (24 girls, 24 boys) successfully completed their training in September 2019:
> 24 graduated from the “System & Network Administration” training programme,
> 24 graduated from the “Web Programming” training programme.

100% of the graduating students in 2019 found a qualified job as soon as October, immediately after finishing their internship, and ahead of their official graduation ceremony on November 30th. They had a minimum salary of 200 USD, a maximum of 400 USD, with an average of 273 USD (compared to 256 USD in 2018). They all found a job aligned with their skills.

THE ALUMNI ASSOCIATION

Since 2005, 1,485 young people graduated from Passerelles numériques Cambodia and over 625 of them are active members of the Alumni Association, founded in 2008. The association and the alumni organized or participated in many activities throughout the year to raise awareness or money for PNC. Some alumni participated in our mission by sharing their experiences to students (specialisations, careers, achievement and advice) or externally (two alumni participated in the Asia Women Forum in Singapore in September). In addition, a blood donation event at PNC campus was organized in January and a Charity Bike Ride in March. In July, alumni, teachers and staff gathered for a Teachers’ night to acknowledge their great work and to share good memories!
Finally in December, they organized a Charity Trip to Mondulkiri to finance the repair of the roofs of three high schools and donated books and school materials.

SOLIDARITY ACT

The Solidarity Act programme was created in 2011 to allow PNC alumni to give back to their school after having the chance to benefit from a full scholarship for 2 years.
Three months after graduating and once they have found a qualified job, they are expected to pay back a small amount of money each month over three years. In 2019, 10,272 USD were collected (an increase of 51% compared to 2018). 107 graduates participated, and 25 completed their contribution thanks to the opening of an ABA bank account and the work of the PNCAA officers.

LOCAL PARTNERS

Over the year, PNC was able to count on a growing number of partners (companies, NGOs for student sponsorships, in-kind donations and skills development) supporting its training programmes.

We were happy to welcome two new partners with CIMB bank donating ten new computers and desks, and KOOMPI who leased twenty laptops to create a Linux Lab.
We also took pride in welcoming a new financial donor: Proseth Solutions Co. as its IT manager is one of our alumni. It shows the success of our alumni base as well as their increasing responsibilities in companies to influence their CSR towards IT education, thereby continuing the positive cycle of change.

We have also developed new partnerships with NGOs: Marie Stopes supported us on subjects such as Sexual Education for students and also provided training to trainers and educators. EnergyLab Asia provided a workshop on clean energy and accompanied three of our students to organize the event.

Finally, we continued and strengthened our links with local IT training players: the University of Puthisastra, the Royal University of Phnom Penh (RUPP), the Institut de Technologie du Cambodge (ITC), the National Institute of Posts, Telecoms & ICT (NIPTICT) through events or activities.

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31% OF THE SALARY OF ALUMNI GIVEN BACK TO FAMILY ON AVERAGE
PASSERELLES NUMÉRIQUES IN THE PHILIPPINES

Selection | 75 new students selected
Education | 247 students in total in 2019
Alumni | 443 since 2009
Training | one 2.5-year training course
Employment | 41 graduates (90% employment rate within 2 months of graduation)
Local Partners | 33 companies, NGOs & academic partners
This year, the Selection Process was conducted in collaboration with 147 partners (state senior high schools, NGOs, local government), and involved 26 people (staff and volunteers) over eight months (September 2018 to May 2019).

At the beginning of the Selection Process, we were contacted by the DSWD (Department of Social Welfare and Development) and we had to modify our fields of intervention to a more restricted geographic range (Cebu, Bohol, and Negros Oriental). We turned this challenge into a great opportunity as we increased the number of high schools (90 new) we worked with.

This year marked another milestone in the Selection Process especially the written exam and its automation. For five consecutive years (2014-2018) we used Clickers to automate the exam results, which was a huge leap for the selection process. In 2019, as in Cambodia, we switched to another medium to assess the exams: a mobile application called ZipGrade to scan the results.

For the written exams, the pass rate this year was 20% following some content adjustment. These changes were made following the 2018 results when there was a particularly low percentage of passers (15%).

This year, the final deliberation was more efficient compared to the two previous years. We were able to discuss more cases within the same amount of time (easy decisions on obvious cases).

In this context, PN Philippines selected 75 students for the new PN Philippines Class 2021 with a majority of females: 52% (39 students).

I wish I can put into words how much me and my team appreciates the assistance that our PN students have contributed. Starting December 2012, when I came working back in Lear MEPZ2, we already had a PN student in our department working as an intern. This practice continued to the present, but was put on hold when the Covid pandemic started. Our PN interns made our corporate lives easier, by helping us with our daily duties, absorbing some of the day to day tasks in the IT department. As students, their work ethic and professionalism are something to be commended. The skill level of our PN students are a cut above the rest. This can be proved when we hired some of our former PN interns into our company after they graduated. For those who graduated and worked in other companies, we did not cut our communication with them, we continued our good relationship. I am hoping that even with this Covid situation, we can still continue augmenting our IT staff with top notch interns from PN.

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In 2019, the PN Philippines training team continued the revision of the curriculum to focus on modern software and web development, with a practical, vocational approach designed to expose the students to several trendy, useful technologies.

For example, for the second-year students, they implemented for the first time advanced Web Development with a special focus on building full-stack web applications using applications such as NodeJS, MongoDB, and VueJS or ReactJS.

In July 2019, 8 students from Class 2020B won the First and Third prizes of the Bidlisiw Foundation’s Hackathon against online sexual exploitation of children! After 24 hours of nonstop coding, each of the teams created their own prototype of a reporting system making it possible to submit abuse reports to the authorities.

Startup Weeks were organized in July for the fourth time. The aim was to promote entrepreneurship and develop our students’ potential through innovative digital startup ideas. At the end of the two weeks, they had to present their startup project in the form of a 5-minute pitch in front of a panel. Students also participated in another Business Pitch in December, with the same objectives.

As the academic calendar at our educational partner, the University of San Carlos (USC) has changed, the start date of classes was moved to August instead of June - it became necessary for us to rename our Classes:

- Class 2020 became Class 2020A
- Class 2021 became Class 2020B
- Class 2022 became Class 2021

Five Talks@PN were organized throughout the year for all our students. We invited experts from the tech industry to share their experience with our students (Resiliency at the Workplace, Cloud Computing, Game Development, Animation & Creative Industry and Agility).
EDUCATION

As the calendar of Higher education had been reorganized, in addition to the adjustment of our training curriculum, we also had to adjust our education curriculum. This provided a good opportunity to update it. It was applied to our Class 2021 students.

Our holistic educational approach aims for the students to become autonomous, independent and responsible adults, who are able to face the challenges of life. It also helps our students to acquire solid general knowledge and to better understand the world around them.

Each year is devoted to a specific range of topics using various activities (movies, workshops, simulation/situational exercises) during which the students can understand and apply what they have learned thanks to learning-by- doing methods

The 1st year entitled “Me, Myself and I” is focused on getting a better understanding of themselves (e.g. hygiene, gender and self-awareness, etc.) and how to live in a community.

The second year entitled “Me & the world around me” aims to broaden their vision, not only of their own circles (families, PN, etc.) but of their own countries and the world they are living in, with all the challenges that involves (environment, conflict management, ASEAN, etc.)

The third year entitled ”Pathway to Professionalization” aims to prepare them to enter the “real” and professional life. It is closely linked to our Professional Life Training and Soft skills development.

THE STUDENT ASSOCIATION (SA)

In 2019, thanks to the support of the Students’ Association and the education team, the PN Philippines students organized and participated in joyful events throughout the year: Family park events (February, April, August and October), a PN’s Got Talent show in January, Masquerade Ball in February and a Rainbow Christmas party in December.

Other meaningful events were held such as the PN Philippines 10th Year Anniversary Kick-off Celebration, the social media Challenge for Change (total clean-up of the PN lot), a Game Fest in March, the Graduation Ceremony in May and PN Intramurals (sport challenge) in October.

In addition, in line with the Students’ Association responsibilities, 13 clubs were held every Saturday, with varying time schedules depending on the students’ spare time.

The students participated in self-defense and sport clubs, music and gardening clubs, yoga and dance clubs, but also art, theatre, board games, writing, book and solidarity clubs.

EMPLOYMENT

INTERNSHIPS

In 2019, 16 companies welcomed the 58 second-year students for their 10-month On-the-Job Training (OJT). 56% of corporate employers operate in the digital sector and 7 are new partners of PN Philippines. 7% (3 students) of the 41 third-year students were hired as full-time employees after completing their internship.

GUIDANCE TO EMPLOYMENT

Students receive support in preparing their professional career path throughout their PN journey, especially during their final year before and during their internship.

In addition, our students went on Company visits at Arcanys (January), Accenture (March), Coding Avenue (June) and Trust Arc (September).

In 2019, the students participated in many workshops held thanks to professionals (alumni or partner companies) such as Labor Education awareness in February, HR orientation in March (Sizmek) and July (Rococo).

In March, they were able to practice Mock Interviews, work on their CVs and receive Career Counseling thanks to Accenture.

J.P. Morgan also supported our students with Mock interviews in June and a STEP (Skills Training and Enhancement Programme) training in November.

Due to the rearrangement of the calendar, the annual OJT (On-The-Job training) Job Fair was held but it was organized in July to abide by the adjustment of the planning, with 17 partner companies.
2019 was a special year as we celebrated PN Philippines 10-year anniversary. Without the support of our faithful partners, we would not have been able to reach this important milestone providing quality education and support to digital industries. This anniversary was also a perfect occasion to acknowledge and thank our partners for their constant support, especially during the Graduation Ceremony of Class 2019.

As part of their continuous support since 2010, once again this year, Accenture Philippines supported us financially by covering training, selection and living costs. In addition, their staff participated in skills-sharing activities with our students (specialization, company visits, guidance for employment workshops, internships). We also received in-kind donations (laptops, chairs, desks white boards, etc.). We are proud of and happy with this long lasting and multifaceted partnership.

But we can also highlight that, for the first time, all our partners participated in skills-based volunteering actions in 2019, in addition to their other support (financial, internship or in kind). This is a demonstration of our mutual trust, concern and involvement in the betterment of Filipino youth education and digital workforce.

**PNP CLASS 2019**

- 41 young people (26 girls, 15 boys) successfully completed their training in May 2019:
  - > 20 in Software Development
  - > 11 in Software Testing
  - > 10 in System and Network administration

Two months after graduation, 76% had found a job and 90% after three months and were earning an average salary of 329 USD per month (compared to 287 USD/month in 2018).

Of the 26 companies who employed our students 7 are partners of PN.

**PN PHILIPPINES ALUMNI ASSOCIATION**

- The PN Philippines Alumni Association now numbers 443 former students.

Throughout the year, PN Alumni provided support to our students with a variety of activities such as mentoring (debate tournament, Hackathon by the Bidlisw Foundation in July), house-parenting, participation during integration days, Job Fair in July or mock interviews in March.

In addition, they participated actively in the 10-year anniversary by sharing their stories in three great Docu-series videos produced by the PN Philippines Communication Officer. They also celebrated this great milestone during the very first homecoming party in June with more than 140 alumni (classes 2012 to 2018).

**SOLIDARITY ACT**

- Once they have graduated, students commit to giving PHP500 (10 USD) a month to PN Philippines for 3 years, through the “Solidarity Act” programme. In 2019, the sum collected amounted to 3,200 USD (an increase of 41% compared to 2018) with 7 alumni who completed their overall contribution.

We also received great financial support from Adones Pitogo, an alumnus from Class 2014 who donated PHP 500,000 (USD 10,000) to support our activities.

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**LOCAL PARTNERS**

2019 was a special year as we celebrated PN Philippines 10-year anniversary. Without the support of our faithful partners, we would not have been able to reach this important milestone providing quality education and support to digital industries. This anniversary was also a perfect occasion to acknowledge and thank our partners for their constant support, especially during the Graduation Ceremony of Class 2019.

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---

26 LOCAL COMPANIES

65% PROVIDED INTERNSHIPS

2 SUPPORTED FINANCIALLY

2 PROVIDED MATERIAL DONATIONS

100% TOOK PART IN SKILLS-BASED VOLUNTEERING

5 HELPERD WITH SELECTION

1 WORKED ON EDUCATIONAL PROJECTS

X UNIVERSITY SUPPORTED OUR TRAINING

---

35% OF THE SALARY OF ALUMNI GIVEN BACK TO FAMILY ON AVERAGE

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PASSERELLES NUMÉRIQUES IN VIETNAM

Selection | 45 new students selected

Training | One 3-year training course

Education | 175 students in total in 2019

Employment | 40 graduates (100% employment rate within 2 months of graduation)

Alumni | 298 since 2010

Local Partners | 42 companies, NGOs & academic partners
This year’s Selection was conducted in collaboration with 33 partners (including 7 SPAs - Student Promotion Associations) and took place over a period of 8 months from January to August, involving 20 people - 17 from the local team, 3 of our alumni - and a network of 26 High Schools.

The big challenge of 2019 was the complete renewal of the team (manager and officer) at the end of 2018. They had to be ready in a short amount of time to launch the process on time but everything went smoothly as they received big support from all PN Vietnam staff.

Everything was mainly maintained (approach, tools) as the previous year but with careful observation and analysis and a particular attention on planning, training and budgeting.

Selected centres for the Information Sessions were updated. As a result, we welcome more students than the previous year during those sessions.

2019 was the time for adjustments in using ZipGrade for Written Exams as we did experience issues during the scan. So this year, we did double checking about the results for each test and implemented our own coding system to identify the students more easily.

As for Social Investigations, logistics and preparation were improved thanks to a better localisation of the students’ house (students’ drawings but also creating anticipated Google Maps with pins).

The final committee process was also reorganized to make it more efficient, precise and fair: use of double screens, excel files for data analysis.

In September, we finally welcomed 45 students (24 girls and 21 boys) in our centre in Da Nang. At the end of the year, we started to partner with an NGO, Reach. They will help us during our Informations Sessions in 2020.

One of the most valuable skills I gained from being in PN and from my first internship was the ability to communicate with people in a professional setting. Discussions with my boss, my supervisors or other interns were different from ones with teachers and students at PNV.

After my internship, I had a better idea of the appropriate ways to behave as a professional. This will help me in my future career since I found my personal inclination in front-end developing or testing.
2019 started with our third-year students’ specializations. As we are willing to provide them with the most accurate training, we received the support of professionals aware of the latest recent technological developments. Thus, three companies supported us for specializations: Enouvo led Mobile Development (for 15 students), SeaDev led Content Management System (for 14 students) and Axon Active led Software Testing (for 14 students).

Some additions modules were organized in 2019 for the students:
In August, they had exploration topics, a learning by doing module which led them to do mini-projects with Raspberry Pi. Within a short amount of time, our students managed to create lots of products using their programming knowledge such as: a fire detector, a smart house project, a dormitory administration tool, a smart garden project using humidity sensors, a smart bus.

In October, with the arrival of the new students of Class 2022, PN Vietnam team set up a project called Me Gallery, in order for the newcomers to introduce themselves. But it also aimed to get started with their presentation in English as well as to get used to the project based methodology for their future training classes.

In November, an Entrepreneurship Pitching Contest was successfully organized for our 3rd-year students. It was an opportunity for our students to compete and pitch their IT business ideas by applying the knowledge and skills they learned from their Entrepreneurship course.

In December, to conclude the year, a TED Talks-like event for Class 2021 students during the Effective Communication Week. This trendy speech format was a great way to boost our students’ confidence, as well as push their practice of public speaking. It was also a good exercise to build up their critical thinking and their power of persuasion, very helpful to get ready for their upcoming internships.
Aside from their technical and professional training, our students are also participating in Developmental Activities to become young responsible adults and citizens, aware of the world they are living in and how to be an actor of change.

For example, on the occasion of International Women’s Day (March 8th), we invited three guest speakers with impressive career paths in IT to share about their success and challenges as successful women to inspire our students.

In April, during the entire month, our 1st-year students participated in an Environmental Month. The students were divided into groups to make 15 Action Plans at the center, the dorm, and in the garden. This was a practical chance to step up their awareness on environmental issues and to improve the quality of our center surroundings at the same time.

Starting in August until the end of the year, our 3rd-year students, on their side, had to carry out their own community projects to contribute in their own way to the community and raise their awareness about social issues, their responsibilities, and find suitable ways to tackle them effectively. They conducted great projects about sexual abuse awareness on youth or how to use sign language to communicate with deaf or partially deaf people. They also helped in recovering old photos for families, produced a documentary about isolated and lonely elderly or raised funds to help disabled people in their daily life.

The Student Association (SA)

In 2019, the Student Association Board members did a great deal to animate the students’ life in PN Vietnam with the usual clubs but also with many activities and events.

They set up action plans on a monthly basis with various animations: work out, games tournament, photo contest or garage sale to raise funds but also were a great support to the organization of events (Teachers’ Day, Graduation Ceremony, etc).

They also promoted and enlightened the life of the students at PN Vietnam on their dedicated Facebook page as they posted content on a weekly basis as part of their page management procedure.

Intenships

Second-year internships: 16 companies (7 new) welcomed the 43 second-year students for a full-time internship. 100% of them are active within the IT sector and 27 students received an allowance for this internship.

Third-year internships: 13 companies (3 new) welcomed the 41 second-year students for a full-time internship. 100% of them are active within the IT sector and 34 students received an allowance for this internship (given by 11 companies over 13). 44% of the students have been hired as full-time employees by the company they were doing their internship with.

In 2019, we got back to normal with 2 internships during the year for our 2nd and 3rd year students. Following the same impulse as last year, our students were responsible for finding their own internships and companies, we did pursue the same process, managing the whole recruitment process on their own.

Like last year, feedback from companies was generally positive. They mostly appreciated the level of English and soft skills of our students. Nevertheless, our students still have to improve analytical, critical and logical thinking. Besides, the career pathway vision of students should be clearer by the time of their first internship to prepare for the five-month coming internship.

Guidance to Employment

Many courses and events are implemented to ready our students for their professional careers, thanks to the support of company partners in the IT industry.

In January, students had a chance to practice their soft skills and get ready for the upcoming internship thanks to mock interviews with volunteers from Societe Generale.

In May, volunteers from J.P. Morgan came to support PNV students during one “Leadership” week to promote their English skills and leadership skills.

In addition, a Career Seminar was held: 2nd-year students visited and interviewed staff from companies to share their knowledge through a conference to all PNV students to help their future internship and career choices.

In October, companies in the IT industry, PNV partners, conducted many Career orientation workshops to inspire the students and help them define their future career paths.

Company visits were organised from September to November for PNV students to discover real working environments visiting some IT companies in Danang city.

And finally in November, volunteers from Societe Generale came back to help students build their personal brand with a LinkedIn Workshop.
PNV CLASS 2019

40 young people (26 girls, 14 boys) successfully completed their training in October 2019:
> 13 graduated from the “Mobile Programming” training programme,
> 11 graduated from the “Content Management System” training programme,
> 16 graduated from the “Software Testing” training programme.

100% of the graduating students in 2019 found a qualified job two months after graduation. They earned an average salary of 299 USD/month (compared to 278 USD in 2017). 99% found a job aligned with their skills.

PN VIETNAM ALUMNI ASSOCIATION

Since 2010, 298 young people graduated from Passerelles numériques Vietnam.

Throughout the year, the PN Vietnam Alumni Association (PNVAA) was very active, to support PN Vietnam but also to animate the alumni network.

Thus, the leading team strongly used the dedicated Facebook page with campaigns like “Alumni Face,” “IT Fun Fact” and some videos but also to promote events such as the Alumni Talks (in March May, October and December) on various IT technologies, the PNVAA Football Champions’ League in November or the End of Year party.

But beyond maintaining links with the members, the association actively supported PN Vietnam through various actions: involvement in the Selection process and tutoring of the new students, fundraising for Tet (Vietnamese New Year) celebration or participation in the Teachers’ Day in November. The alumni were also very involved with the students in internship in HoChi Minh City. For the very first time, some of them even became mentors during the internship in the companies!

A beautiful spirit of solidarity between the different generations of students!

LOCAL PARTNERS

In 2019, PN Vietnam still collaborated with two academic partners, the Danang Vocational Training Centre (DVTC) and the University of Technology and Education (UTE). More than just the diploma, our students and staff are welcome in the premises of the DVTC campus but they also can benefit from all the sports facilities (volley, football, etc).

This year, we also strengthened our partnerships with some NGO. In education, for example, our students participated in the Pacific Links Foundation Summer Camp or Blue Dragon raised their awareness on sexual topics. We also started to work with Reach about our selection process, especially information sessions with full effect in 2020.

In 2019, our partners’ network increased mainly thanks to the internships. In addition, we gladly receive the financial support of two more partners. For most of them, they still worked with us on various shared-skills activities organized as part of our training programme (jury, workshop, specialization, etc).

This year, to acknowledge the support of our faithful partners, we organized a “Thank You event” with more than 33 partners. It aimed to show our gratitude for their commitment, especially in the development and implementation of our 3rd-year training.
OUR TEAMS & PARTNERS

Our team | 208 staff & volunteers

Our partners | 201 international & local partners
Since 2015, the Air Liquide Foundation supports Passerelles numérique’s professional training in Web Development in the Philippines.

This partnership relates to the Foundation’s mission to offer professional training to long-term unemployed. We share the same goals: to give a chance to these young people, especially girls, who have not the opportunity to continue their studies, to acquire professional skills, to be aligned with the needs of the job market and to remain in line with their local ecosystem.

Although, Passerelles numérique’s holistic approach in supporting students from their training to their first steps in companies, supported by a wide network of IT partners, are factors to those young people’s successes.
We would like to warmly thank Mr. Bruno GROSSI who left Passerelles numériques' board in 2019, for his consistent since 2014.

**BOARD OFFICE**

Michel CANTET, Chairman
Hélène GAYOMALI, Secretary
Aude DE ROTALIER, Treasurer
Hughes MISSONNIER

**OTHER ADMINISTRATORS**

Simmoni DE WECK
Laurence HURET
François PHULPIN
Duc HA DUONG

**BOARD MEMBERS**

**FLOW CHART**

Board of Directors / Trustees
*Michel Cantet - Président*

**GENERAL COORDINATION**
*(in Asia and in France)*

*Maud LHUILLIER | Delphine CANTET*

- Education & Social mission
- Finance | Admin
- Fundraising *(incl. Hong Kong & Singapore)*
- HR
- Communication
- IT Projects

**OPERATIONS**
*(General Managers)*

PN Cambodia *Eléonore Iriart*
PN Philippines *Marice Jade Chua*
PN Vietnam *Trang Vo Hoang Thuy*
In 2019, our teams once again multiplied their efforts to guarantee PN’s mandate. This year, for the first time since their move, the coordination team based in Asia is complete, with the arrival of Davide Posca as computer services lead. For the rest of the global coordination team, people are staying longer, thus ensuring continuity and mastery of the subjects taught. Looking at the Centres, there is the same stability at Management level, with the continued commitment of our three lady Directors.

Our employees and local representatives carry out our social mission on a daily basis. There were managerial changes this year, specifically in the positions of Education and External Relations leads, but also in the Training teams. We wish our old hands successful continuance and warmly welcome our newcomers. Special thanks go to Saronem Run for his nine years spent working on External Relations in Cambodia.

We would also like to thank the 91 volunteers at PN in 2019. They committed for a longer period this year. PN was thus able to count on solid expertise permitting the development of concrete projects. This support is primordial to guarantee the quality of our programmes.

* Figures as of end-December 2019
** In 2019
## VOLUNTARY WORK

### VOLUNTARY WORK IN 2019

<table>
<thead>
<tr>
<th></th>
<th>Number of weeks</th>
<th>Number of hours</th>
<th>Valuation in euros</th>
<th>Valuation in 2018</th>
<th>Valuation in 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skills-Based Volunteering</td>
<td>38</td>
<td>192</td>
<td>49,497</td>
<td>11,887</td>
<td>8,881</td>
</tr>
<tr>
<td>Solidarity Leave Volunteering</td>
<td>80</td>
<td>401</td>
<td>103,690</td>
<td>91,950</td>
<td>43,400</td>
</tr>
<tr>
<td>Individual Volunteering</td>
<td>443</td>
<td>2,214</td>
<td>135,234</td>
<td>258,461</td>
<td>261,300</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>561</strong></td>
<td><strong>2,807</strong></td>
<td><strong>288,421</strong></td>
<td><strong>362,298</strong></td>
<td><strong>313,581</strong></td>
</tr>
<tr>
<td>Full-time equivalent</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>11.2</td>
</tr>
<tr>
<td><strong>TOTAL PAYROLL</strong></td>
<td></td>
<td></td>
<td><strong>645,985</strong></td>
<td><strong>619,690</strong></td>
<td><strong>649,550</strong></td>
</tr>
</tbody>
</table>
THE FINANCIAL REPORT

Expenses | 1,515,355 Euros (vs 1,319,177 euros in 2018)

Part of the expenses allocated to our social mission | 80%

Annual cost per student | 3,280 Euros

Inkind donation & volunteering | 303,467 Euros
This financial report presents the corporate accounts of the legal entities of Passerelles numériques’ economic unit ("Passerelles numériques Group"): "Passerelles numériques Association" (covering Passerelles numériques’ establishments in France, Cambodia, Vietnam and part of the Philippines), “Passerelles numériques Hong-Kong Limited” in Hong-Kong, “Passerelles numériques South East Asia Limited” in Singapore and the legal entity "Passerelles numériques Philippines Foundation Inc." under Philippine law.

Following a change in the french accounting standards for Associations, the presentation of our financial statement has been modified. For the first time, our accounts have been officially approved under two headings: "Passerelles numériques Association" and "Passerelles numériques Group", presented above.

We expected 2019 to be a year of financial challenges. Although our operating costs were maintained in line with the budget approved at the beginning of 2019 at 1.5 million Euros, our financial resources reached nearly 1.3 million Euros. We have therefore sustained an operating loss of 240,659 Euros, mercifully covered by our cash flow plan.

Our new strategic approach, presented at the beginning of this report, along with an investment to reinforce our fundraising capacity and our constantly rigorous management of expenses, should make it possible for us to return to a positive financial result very quickly.

The portion of funds raised in Asia increased slightly and covered 60% of the funds collected in 2019. Overhead costs increased from 15% to 20%, particularly due to the reinforcement of our fundraising capacity, mentioned previously. The portion allocated to our social mission amounted to 80% of our expenses in 2019.

"We hereby declare that the combined financial statements are prepared in accordance with French accounting standards and give a true and fair view of the profit or loss of the association’s operations during the past financial year, and its assets and financial position at the end of said financial year."
Auditor: Cabinet Ajilec - Frédéric Brunault, September 27th 2020
### ASSETS

**In Euros**

<table>
<thead>
<tr>
<th>31/12/2019</th>
<th>Gross</th>
<th>Depreciation</th>
<th>Net</th>
</tr>
</thead>
</table>

#### FIXED ASSETS

- **Intangible assets**: 4,599  
- **Set-up costs**: -  
- **Research and development expenses**: -  
- **Temporary donation of usufruct**: -  
- **Concessions, patents, licenses, trademarks, processes, softwares, rights and other similar values**: -  
- **Intangible assets in progress**: 4,599  
- **Advances and prepayments**: -  
- **Tangible assets**: 625,212  
  - **Land**: 99,824  
  - **Buildings**: 229,206  
  - **Technical installations, industrial plant and machinery**: -  
  - **Tangible assets in progress**: 175,898  
  - **Advances and prepayments**: -  
  - **Propriety received as disposal bequests or donations**: 120,283  
  - **Financial assets**: 9,905  
  - **Loans to subsidiaries and affiliates**: -  
  - **Other securities holding**: -  
  - **Loans**: 932  
  - **Other financial assets**: 8,973  

**TOTAL FIXED ASSETS**: 639,716  

#### CURRENT ASSETS

- **Inventories and Amount outstanding**: 500  
- **Receivables**: -  
  - **Accounts receivables - Customers, users and associated accounts**: 112,495  
  - **Accounts receivables - Legacies and donations**: -  
  - **Other receivables**: 14,493  
  - ** Marketable securities**: -  
  - **Treasury instruments**: -  
  - **Liquid assets**: 262,077  
  - **Prepaid expenses**: 6,384  

**TOTAL CURRENT ASSETS**: 395,949

#### LIABILITIES

**In Euros**

<table>
<thead>
<tr>
<th>31/12/2019</th>
<th>Net</th>
</tr>
</thead>
</table>

#### EQUITY

- **Equity without repossession rights**: 352,394  
- **Statutory equity**: 352,394  
- **Complementary equity**: -  
- **Equity with repossession rights**: -  
- **Statutory equity**: -  
- **Complementary equity**: -  
- **Exchange rate revaluation variance**: (94,140)  
- **Legal reserve**: -  
- **Statutory or contractual reserve**: -  
- **Entity project reserve**: -  
- **Other**: -  
- **Retained profit brought forward**: 493,869  
- **Profit or Loss of the year**: (257,564)  
- **Consumables Equity**: (257,564)  
- **Net investment grant**: -  

**TOTAL EQUITY**: 494,559

#### DEDICATED AND CARRY-OVER FUNDS

- **Carry-over funds associated to legacies and donations**: -  
- **Dedicated funds**: -  

**TOTAL DEDICATED AND DEFERRED FUNDS**: -

#### PROVISIONS FOR LIABILITIES AND EXPENSES

- **Provision for risks**: -  
- **Provision for charges**: 20,000  

**TOTAL PROVISIONS FOR LIABILITIES AND EXPENSES**: 20,000

#### DEBTS

- **Bonds and similar debt securities (titres associatifs)**: -  
- **Loan and debts with financial institutions**: -  
- **Miscellaneous loans and debts**: 7,269  
- **Accounts Payable - Suppliers and related accounts**: 3,965  
- **Debts related to legacies and donations**: -  
- **Social security and taxes**: 46,369  
- **Payables to fixed-asset suppliers and related accounts**: -  
- **Other debts**: 54,485  
- **Cash instruments**: -  
- **Unearned income**: 100,492  

**TOTAL DEBTS**: 212,580

**TOTAL LIABILITIES**: 727,140
## PROFIT & LOSS ACCOUNT

### In Euros

**Exercise 31/12/2019**

### FINANCIAL INCOME

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount (€)</th>
</tr>
</thead>
<tbody>
<tr>
<td>From investments</td>
<td></td>
</tr>
<tr>
<td>From other securities and or other fixed assets</td>
<td></td>
</tr>
<tr>
<td>Interests and related accounts</td>
<td></td>
</tr>
<tr>
<td>Reversals of provisions and depreciation, transfers of expenses</td>
<td></td>
</tr>
<tr>
<td>Foreign exchange difference (gain)</td>
<td>2,820</td>
</tr>
<tr>
<td>Net income from sales of marketable securities</td>
<td>3,905</td>
</tr>
</tbody>
</table>

**TOTAL FINANCIAL INCOME**  6,725

### FINANCIAL EXPENSES

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount (€)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Depreciations and provisions</td>
<td>(2,731)</td>
</tr>
<tr>
<td>Interest payable</td>
<td>(343)</td>
</tr>
<tr>
<td>Foreign exchange difference (loss)</td>
<td></td>
</tr>
<tr>
<td>Net expenses from sales of marketable securities</td>
<td>(3,074)</td>
</tr>
</tbody>
</table>

**TOTAL FINANCIAL EXPENSES**  (3,074)

### NET FINANCIAL INCOME  3,651

### NET PROFIT BEFORE TAX  (237,007)

### EXCEPTIONAL INCOME

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount (€)</th>
</tr>
</thead>
<tbody>
<tr>
<td>On operations</td>
<td>1,152</td>
</tr>
<tr>
<td>On assets</td>
<td>660</td>
</tr>
<tr>
<td>Reversals of provisions and depreciation, transfers of expenses</td>
<td></td>
</tr>
</tbody>
</table>

**TOTAL EXCEPTIONAL INCOME**  1,812

### EXCEPTIONAL EXPENSES

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount (€)</th>
</tr>
</thead>
<tbody>
<tr>
<td>On operations</td>
<td>(1,513)</td>
</tr>
<tr>
<td>On assets</td>
<td>(855)</td>
</tr>
<tr>
<td>Depreciations and provisions</td>
<td>(20,000)</td>
</tr>
</tbody>
</table>

**TOTAL EXCEPTIONAL EXPENSES**  (22,368)

### EXCEPTIONAL PROFIT  (20,557)

### TOTAL INCOME  1,283,232

### TOTAL EXPENSES  (1,540,797)

### PROFIT / (LOSS)  (257,565)

### OPERATING INCOME

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount (€)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Memberships</td>
<td>570</td>
</tr>
<tr>
<td>Sales of goods and services</td>
<td>129,109</td>
</tr>
<tr>
<td>Sales of goods</td>
<td>-</td>
</tr>
<tr>
<td>Sales of services</td>
<td>116,591</td>
</tr>
<tr>
<td>Sales of services (including in-kind donation)</td>
<td>(124,794)</td>
</tr>
<tr>
<td>Sales of services (including sponsorship)</td>
<td>116,591</td>
</tr>
<tr>
<td>Income from third party funders</td>
<td>1,145,017</td>
</tr>
<tr>
<td>Public subsidies and operating subsidies</td>
<td>29,970</td>
</tr>
<tr>
<td>Payments by the founders or use of the consumables fundings</td>
<td></td>
</tr>
<tr>
<td>Funds collected from the public generosity</td>
<td>1,115,047</td>
</tr>
<tr>
<td>Donations</td>
<td>354,503</td>
</tr>
<tr>
<td>Sponsorships</td>
<td>760,544</td>
</tr>
<tr>
<td>Bequests, donations and life insurance</td>
<td>-</td>
</tr>
<tr>
<td>Financial supports</td>
<td></td>
</tr>
</tbody>
</table>

**TOTAL OPERATING INCOME**  1,274,696

### OPERATING EXPENSES

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount (€)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purchase of goods</td>
<td>(124,794)</td>
</tr>
<tr>
<td>Inventory change</td>
<td>(421,207)</td>
</tr>
<tr>
<td>Financial contributions</td>
<td>(140,580)</td>
</tr>
<tr>
<td>Grants from the organisation</td>
<td>-</td>
</tr>
<tr>
<td>Students allowances</td>
<td>(140,580)</td>
</tr>
<tr>
<td>Income tax</td>
<td>(7,673)</td>
</tr>
<tr>
<td>Wages and salaries</td>
<td>(645,985)</td>
</tr>
<tr>
<td>Social security contributions</td>
<td>(145,913)</td>
</tr>
<tr>
<td>Depreciations and provisions</td>
<td>(28,456)</td>
</tr>
<tr>
<td>Retained in dedicated funds</td>
<td></td>
</tr>
</tbody>
</table>

**TOTAL OPERATING EXPENSES**  (1,515,353)

**NET OPERATING LOSS OR PROFIT**  (240,659)
**PROFIT & LOSS ACCOUNT**

**BY ORIGIN AND DESTINATION**

###Operating Income by Origin

<table>
<thead>
<tr>
<th>Item</th>
<th>Source</th>
<th>Total (€)</th>
<th>Source %</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 - FUNDS COLLECTED FROM THE PUBLIC GENEROSITY</td>
<td>TOTAL</td>
<td>1,115,617</td>
<td>88%</td>
</tr>
<tr>
<td>1.1 Memberships without consideration</td>
<td></td>
<td>570</td>
<td>0%</td>
</tr>
<tr>
<td>1.2 Donations, bequests and sponsorships</td>
<td></td>
<td>1,115,047</td>
<td>87%</td>
</tr>
<tr>
<td>Donations</td>
<td></td>
<td>354,503</td>
<td>28%</td>
</tr>
<tr>
<td>Sponsorships</td>
<td></td>
<td>760,544</td>
<td>60%</td>
</tr>
<tr>
<td>Bequests, donations and life insurance</td>
<td></td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>1.3 Others resources collected from the public generosity</td>
<td></td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>2 - FUNDS NOT COLLECTED FROM THE PUBLIC GENEROSITY</td>
<td>TOTAL</td>
<td>129,108</td>
<td></td>
</tr>
<tr>
<td>2.1 Subscriptions with consideration</td>
<td></td>
<td>12,517</td>
<td></td>
</tr>
<tr>
<td>2.2 Companies sponsorship</td>
<td></td>
<td>116,591</td>
<td></td>
</tr>
<tr>
<td>2.3 Financial support without consideration</td>
<td></td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>2.4 Others resources not collected from the public generosity</td>
<td></td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>3 - GRANTS AND PUBLIC SUBSIDIES</td>
<td>TOTAL</td>
<td>29,970</td>
<td></td>
</tr>
<tr>
<td>4 - REVERSALS OF PROVISIONS AND DEPRECIATION</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 - USE OF PREVIOUS ALLOCATED FUNDS</td>
<td>TOTAL</td>
<td>1,274,696</td>
<td></td>
</tr>
</tbody>
</table>

###Operating Expenses by Destination

<table>
<thead>
<tr>
<th>Item</th>
<th>Source</th>
<th>Total (€)</th>
<th>Source %</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 - SOCIAL MISSIONS</td>
<td>TOTAL</td>
<td>1,191,550</td>
<td></td>
</tr>
<tr>
<td>1.1 Carried out in France</td>
<td></td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>- Actions carried out directly</td>
<td></td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>- Payments to other bodies operating in France</td>
<td></td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>1.2 Carried out abroad</td>
<td>TOTAL</td>
<td>1,191,550</td>
<td></td>
</tr>
<tr>
<td>1.2.1 Carried out in Cambodia - PNC</td>
<td></td>
<td>431,738</td>
<td></td>
</tr>
<tr>
<td>- Actions carried out directly</td>
<td></td>
<td>431,738</td>
<td></td>
</tr>
<tr>
<td>- Payments to other bodies operating in Cambodia</td>
<td></td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>1.2.2 Carried out in the Philippines - PNP</td>
<td></td>
<td>439,351</td>
<td></td>
</tr>
<tr>
<td>- Actions carried out directly</td>
<td></td>
<td>439,351</td>
<td></td>
</tr>
<tr>
<td>- Payments to other bodies operating in the Philippines</td>
<td></td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>1.2.2 Carried out in Vietnam - PNV</td>
<td></td>
<td>338,461</td>
<td></td>
</tr>
<tr>
<td>- Actions carried out directly</td>
<td></td>
<td>338,461</td>
<td></td>
</tr>
<tr>
<td>- Payments to other bodies operating in Vietnam</td>
<td></td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>2 - FUNDRAISING COSTS</td>
<td>TOTAL</td>
<td>203,629</td>
<td></td>
</tr>
<tr>
<td>2.1 Public charity appeals</td>
<td></td>
<td>203,629</td>
<td></td>
</tr>
<tr>
<td>- Payments to other bodies operating in Singapore</td>
<td></td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>2.3 Search for other private funds</td>
<td></td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>3 - OPERATING COSTS</td>
<td>TOTAL</td>
<td>91,720</td>
<td></td>
</tr>
<tr>
<td>4 - DEPRECIATIONS AND PROVISIONS</td>
<td>TOTAL</td>
<td>28,456</td>
<td></td>
</tr>
<tr>
<td>5 - INCOME TAXES</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6 - RETAINED IN DEDICATED FUNDS</td>
<td>TOTAL</td>
<td>(240,659)</td>
<td></td>
</tr>
</tbody>
</table>

**Profit or (Loss)**

<table>
<thead>
<tr>
<th></th>
<th>TOTAL</th>
<th>Source %</th>
</tr>
</thead>
<tbody>
<tr>
<td>TOTAL OPERATING EXPENSES BY DESTINATION</td>
<td>1,515,355</td>
<td></td>
</tr>
<tr>
<td>PROFIT OR (LOSS)</td>
<td>(240,659)</td>
<td></td>
</tr>
</tbody>
</table>

###Inkind Voluntary Contributions

<table>
<thead>
<tr>
<th>Item</th>
<th>Source</th>
<th>Total (€)</th>
<th>Source %</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-VOLUNTARY CONTRIBUTIONS COLLECTED FROM THE PUBLIC GENEROSITY</td>
<td>TOTAL</td>
<td>303,466.78</td>
<td>100%</td>
</tr>
<tr>
<td>Volunteering</td>
<td>TOTAL</td>
<td>238,480.86</td>
<td>79%</td>
</tr>
<tr>
<td>Inkind benefits</td>
<td>TOTAL</td>
<td>49,939.51</td>
<td>16%</td>
</tr>
<tr>
<td>Inkind donations</td>
<td>TOTAL</td>
<td>15,046.41</td>
<td>5%</td>
</tr>
<tr>
<td>2-VOLUNTARY CONTRIBUTIONS NOT COLLECTED FROM THE PUBLIC GENEROSITY</td>
<td>TOTAL</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Inkind benefits</td>
<td>TOTAL</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Inkind donations</td>
<td>TOTAL</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>3- INKIND PUBLIC SUBSIDIES</td>
<td>TOTAL</td>
<td>303,466.78</td>
<td></td>
</tr>
</tbody>
</table>

###Income by Origin

<table>
<thead>
<tr>
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<td>5%</td>
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###Operating Income by Origin

<table>
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</tr>
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<td>0%</td>
</tr>
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<td></td>
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<tr>
<td>Donations</td>
<td></td>
<td>354,503</td>
<td>28%</td>
</tr>
<tr>
<td>Sponsorships</td>
<td></td>
<td>760,544</td>
<td>60%</td>
</tr>
<tr>
<td>Bequests, donations and life insurance</td>
<td></td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>1.3 Others resources collected from the public generosity</td>
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<td>0%</td>
<td></td>
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<tr>
<td>2 - FUNDS NOT COLLECTED FROM THE PUBLIC GENEROSITY</td>
<td>TOTAL</td>
<td>129,108</td>
<td></td>
</tr>
<tr>
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<td></td>
<td>12,517</td>
<td></td>
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<td>116,591</td>
<td></td>
</tr>
<tr>
<td>2.3 Financial support without consideration</td>
<td></td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>2.4 Others resources not collected from the public generosity</td>
<td></td>
<td>0%</td>
<td></td>
</tr>
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<td>TOTAL</td>
<td>29,970</td>
<td></td>
</tr>
<tr>
<td>4 - REVERSALS OF PROVISIONS AND DEPRECIATION</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 - USE OF PREVIOUS ALLOCATED FUNDS</td>
<td>TOTAL</td>
<td>1,274,696</td>
<td></td>
</tr>
</tbody>
</table>

###Expenses by Destination

<table>
<thead>
<tr>
<th>Item</th>
<th>Source</th>
<th>Total (€)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 - VOLUNTARY CONTRIBUTIONS TO SOCIAL MISSIONS</td>
<td>TOTAL</td>
<td>222.10</td>
</tr>
<tr>
<td>Carried out in France</td>
<td>TOTAL</td>
<td>-</td>
</tr>
<tr>
<td>Carried out abroad</td>
<td>TOTAL</td>
<td>222.10</td>
</tr>
<tr>
<td>2 - VOLUNTARY CONTRIBUTIONS TO FUNDRAISING COSTS</td>
<td>TOTAL</td>
<td>88.69</td>
</tr>
<tr>
<td>3 - VOLUNTARY CONTRIBUTIONS TO OPERATING COSTS</td>
<td>TOTAL</td>
<td>873.31</td>
</tr>
<tr>
<td>TOTAL EXPENSES BY DESTINATION</td>
<td>TOTAL</td>
<td>1,184.10</td>
</tr>
</tbody>
</table>
## RESOURCES & ALLOCATIONS

### RESOURCES COLLECTED FROM THE PUBLIC GENEROSITY

<table>
<thead>
<tr>
<th>RESOURCES BY ORIGIN</th>
<th>Resources collected in 2019</th>
<th>Monitoring of resources collected from the public and used in 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>RESOURCES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 - RESOURCES COLLECTED FROM THE PUBLIC GENEROSITY</td>
<td>1,274,696</td>
<td>1,274,696</td>
</tr>
<tr>
<td>1.1 Subscriptions without consideration</td>
<td>570</td>
<td>570</td>
</tr>
<tr>
<td>1.2 Donations, bequests and sponsorships</td>
<td>1,115,047</td>
<td>1,115,047</td>
</tr>
<tr>
<td>- Donations</td>
<td>354,503</td>
<td>354,503</td>
</tr>
<tr>
<td>- Bequests, donations and life insurance</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>- Sponsorships</td>
<td>760,544</td>
<td>760,544</td>
</tr>
<tr>
<td>1.3 Others resources collected from the public generosity</td>
<td>159,079</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL RESOURCES BY ORIGIN</strong></td>
<td>1,274,696</td>
<td>1,274,696</td>
</tr>
<tr>
<td><strong>2 - REVERSALS OF PROVISIONS AND DEPRECIATION</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>3 - USE OF PREVIOUS ALLOCATED FUNDS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>DEFICIT FROM THE PUBLIC GENEROSITY</strong></td>
<td>240,659</td>
<td>240,659</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>1,515,355</td>
<td>1,515,355</td>
</tr>
</tbody>
</table>

### INKIND VOLUNTARY CONTRIBUTIONS

<table>
<thead>
<tr>
<th>INKIND VOLUNTARY CONTRIBUTIONS</th>
<th>Exercice</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ALLOCATIONS</strong></td>
<td>1,184,10</td>
</tr>
<tr>
<td>1 - VOLUNTARY CONTRIBUTIONS TO SOCIAL MISSIONS</td>
<td>222.10</td>
</tr>
<tr>
<td>- Carried out in France</td>
<td>-</td>
</tr>
<tr>
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</tr>
<tr>
<td><strong>TOTAL INKIND VOLUNTARY CONTRIBUTIONS</strong></td>
<td>1,184,10</td>
</tr>
</tbody>
</table>
The 2020 budget comprises a presentation of our mission by country, including our traditional training program and new development projects. The aim of the insert “PN Projects” is to identify costs relating to the project to review our strategy and development, launched by Passerelles numériques in 2019.
Thanks & Credits

Graphic Design

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PASSERELLES NUMÉRIQUES IS A NON-PROFIT ORGANISATION UNDER FRENCH LAW.

Founded on November 13, 2006, its registration at Nanterre’s Prefecture was published at the Official Journal of the French Republic JO n° 20060049 on 09/12/2006.

Its registered office is at: 40, rue de la Comète, 92600 Asnières-sur-Seine, France.

Registered as an international NGO with the governments of Cambodia, Vietnam, and the Philippines.

Registered as a non-profit foundation in the Philippines as Passerelles numériques Philippines Foundation Inc.

Passerelles numériques Philippines Foundation is registered at the Department of Social Welfare and Development (DSWD) and officially received the accreditation from the Philippines Council for NGO Certification (PCNC).

Registered as a non-profit organisation in Hong Kong as Passerelles numériques Hong Kong Limited.

Registered as a non-profit organisation in Singapore: PNSEA Limited

Since March 10, 2008, Passerelles numériques is officially recognized as a charity by the French Government and thus it is exempt from business taxes; grants received are eligible for tax deductions in France (French tax residents).

The annual accounts are audited and certified by: Cabinet Ajilec – member of Compagnie Régionale d’Orléans 26, rue Arthur Rimbaud, 37100 Tours. RCS TOURS B 450 403 704.
THEY CONTRIBUTED IN 2019

EMPLOYEES, VOLUNTEERS, INTERNS, AMBASSADORS

— In Cambodia

Amandine HALFON*
Apolline HERMELIN-MAINGUY*
Aude DESJOYEAUX (Accenture France)
Céline SELLIER-MACHAUX*
Céline FERNANDEZ (Thalès)
Channak CHHON
Davide POSCA*
Eleonore IRIART
Elisa DIVOUX*
Eugénie PENNEL
Ismael BEMANSOUR*
Jules DELOISON
Khavy KHORY
Jhacelyn JACQUAND*
Laura CATTELAIN
Mathieu LEMPEREUR*
Sim HUL
Tol CHEA
Vandy NOUN
Veasna VEY
Voleak RUOS
Livy HOU
Lucas POREE*
Matthias BOURRELIER*
Maud LHUILLIER*
Moritz LAQUA*
Noémie RENQUIN*
Océane XAYAKHOM
DAUVERGNE*
Pascal ZETTER (Ensemble Films)

Puthy KRY
Rady Y
Renaud MALINGRE (Accenture France)
Ronan OGOR
Samkhann KHAN
Saroeun NOHM
Sengseinha SAM
Sokhorn HEAN
Sophak HUY
Sopheak ROS
Stephan CHORCH
Tanghuot TENG
Thaina SEANG
Thaly SONG
Theary HEANG
Tol CHEA
Vandy NOUN
Veasna VEY
Voleak RUOS
KOLTA (Accenture France)

— In the Philippines

Aiza ANIGA
Alessandro BELARMINO
Noémine RENQUIN*
Océane XAYAKHOM
DAUVERGNE*
Paul ZETTER (Ensemble Films)

Pineda

— In France

Ahmed KADRI (Accenture France)
Aude DE ROTALIER
Barbara LEVY-FREBOUT (Salesforce)
Bruno GROSSI
Danièle THIRÉ
Delphine CANTET
Duc HA DUONG
Emmanuel L’EBRALY (Total)
François PHULPIN
Hélène GAYOMALI
Hughes MISSONNIER
Imane KASDI (Oregami)
Jean-Pierre GERARD
Julie LAPORTE
Laurence HURET
Lucile SARTHOU
Laurence HURET
Lucile SARTHOU

— In Vietnam

Adam KEREKES (Accenture)
Alex Myles
ABRAMOWITZ (J.P. Morgan)
Anuj GOEL (J.P. Morgan)
Arthur AUBREE
Audrey LIBERGE (INOPS)
Binh VU
Brenn HILL (GlobalShapers)
Ching Rei Jessica LOO (J.P. Morgan)
Christopher VO
Diana OTA
Dinh LE
Dinh VO
Dung NGUYEN
Duy DOAN
Emily O’REILLY
Huong NGO
Huyen NGUYEN
Jame Patrick
O’SULLIVAN
Ronnel
FLORENCINDIA (Accenture)
Russile May
GARMA
Shirly Shalini
KUMAR
Sinead SIOS-E
Stacy CASTILLO
Thessa TORRE
Thomas DAYEZ (Accenture France)
Tresha Mae
TORINO
Zarah BARWANE (Accenture France)

— In Singapore

Alan ONG
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