

Thinking ahead for Europe

Message from the Chair & CEO

Dear Members and Friends of CEPS,

We are pleased to share our **financial report of 2019** with you, along with a condensed report of our activities up to the end of that year, which completes the fuller activity report we published here.

Overall, CEPS can look back on a successful 2019.

We adopted a strategic plan with clear objectives to pursue in the next three years. These include a continuously diverse and balanced funding model, state of the art research, developing our skills to confront ever more complex policy challenges, enhanced communication and outreach, and increased horizontal cooperation within the organisation.

We also participated in a number of tenders for the EU and national institutions, covering areas such as the EU neighbourhood, macroeconomic and financial markets, social, energy and environment policies. Our policy insights are still much appreciated by our members, stakeholders and a variety of foundations and private organisations, which is always good to hear. We aim to remain innovative and to help you make sense of the fast-moving policy scene.

Finally, we are happy to welcome two newcomers to the Board: Helle Thorning-Schmidt and Caio Koch-Weser — who need no introduction from us. We are delighted to be able to count on their insights and experience to guide us in our work



Joaquín Almunia, Chairman of the Board



FINANCIAL OVERVIEW AND OUTLOOK

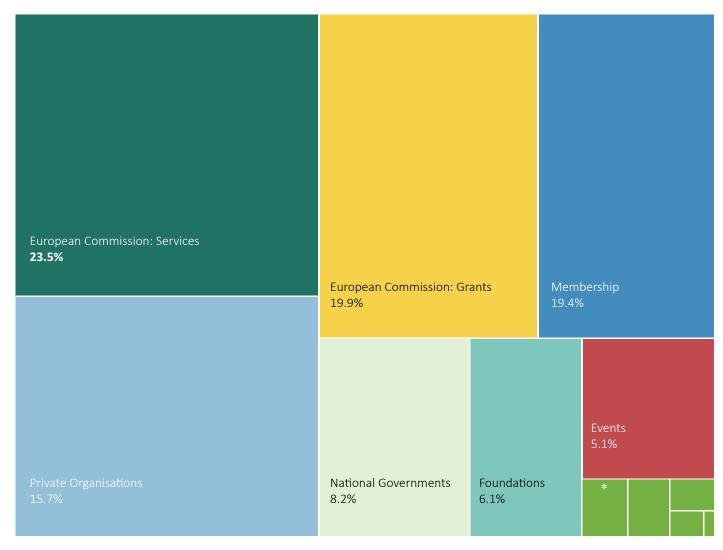
CEPS' revenue comes from a wide variety of sources, which is fundamental to maintaining our independence. We also coordinate several projects funded by many EU entities. In 2019 almost 44% of our net revenues came from EU calls for tenders and research awards, won in a highly competitive market.

We received a further 19% for memberships from a diverse group of corporations and institutions, who appreciate our insights. The remaining income was generated through projects with private organisations (16%), national governments (8%) and foundations (6%). An additional 7% of CEPS' income is generated through the organisation of events, such as the Ideas Lab, and from projects for other EU agencies.

This breakdown does not include revenue earmarked for CEPS' partners in projects.

Regarding the make-up of our organisation, CEPS staff counts 21 different nationalities, 14 of which from EU member states. With almost two thirds of CEPS research staff having attained or being in the process of completing a PhD degree, we are proud of our think tank's strong research capacity.

Income Sources 2019



^{*} EU Agencies (0.7%), EU Parliament (0.4%), Committee of the Regions and European Economic and Social Committee (0.2%), Publications (0.1%).

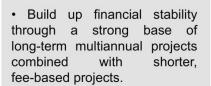
| | 31/12/2019 | 31/12/2018 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|
| ASSETS | | |
| Fixed assets | 201 473,03 | 240 873,23 |
| I. Intangible assets | | |
| i. mangiote assets | | |
| II. Tangible assets | 201 473,03 | 240 873,23 |
| A. Land and buildings | 0,00 | 0,00 |
| B. Plant, machinery and equipment | 105 335,85 | 121 822,27 |
| C. Furniture and vehicles | 67 302,08 | 94 231,70 |
| D. Leasing and other similar rights | 0,00 | 0,00 |
| E. Other tangible assets | 28 835,10 | 24 819,26 |
| III. Financial fixed assets | 0,00 | 0,00 |
| Current assets | 5 691 878,71 | 5 546 320,25 |
| IV. I and a second seco | · | · |
| IV. Long term receivables | | |
| V. Short term receivables | 3 305 188,29 | 2 069 931,96 |
| A. Trade accounts receivables | 3 270 858,80 | 2 030 754,98 |
| B. Other receivables | 34 329,49 | 39 176,98 |
| VI Investments | 950 617,61 | 977 238,37 |
| A. Own shares | 0,00 | 0,00 |
| B. Other investments | 950 617,61 | 977 238,37 |
| VII. Cash Balances | 1 242 527,36 | 2 401 898,65 |
| VIII. Deferred charges and accrued income | 193 545,45 | 97 251,27 |
| TOTAL ASSETS | 5 893 351,74 | 5 787 193,48 |
| LIABILITIES | | |
| LINDILITIES | | |
| Equity | 508 845,13 | 73 498,16 |
| I. Accumulated results | 508 845,13 | 73 498,16 |
| Provisions and deferred taxes | 42 000,00 | 42 000,00 |
| II. Provisions for risks and charges | 42 000,00 | 42 000,00 |
| 1. Penairs and maintenance | | |
| Repairs and maintenance Other liabilities and charges | 42 000,00 | 42 000,00 |
| Debts | 5 342 506,61 | 5 671 695,32 |

| III. Long term debts | 168 507,27 | 55 118,56 |
|------------------------------------------------------|--------------|--------------|
| IV. Short term debts | 2 960 281,17 | 3 600 942,16 |
| | , | • |
| A. Current portion of amounts payable after one year | 0,00 | 0,00 |
| B. Financial debts | 12 500,00 | 25 078,19 |
| C. Trade debts | 1 130 890,81 | 1 119 961,50 |
| D. Advances received on contracts in progress | 1 499 467,92 | 1 948 645,64 |
| E. Accrued taxes and social liabilities | 315 116,44 | 505 045,33 |
| F. Other debts | 2 306,00 | 2 211,50 |
| V. Accrued charges and deferred income | 2 213 718,17 | 2 015 634,60 |
| TOTAL LIABILITIES | 5 893 351,74 | 5 787 193,48 |
| TOTAL LIABILITIES | 3 093 331,74 | 3 707 193,40 |
| PROFIT AND LOSS ACCOUNT | | |
| | | |
| Operating Income | 7 256 551,92 | 6 622 457,88 |
| - Turnover | 6 743 286,63 | 6 302 960,61 |
| - Miscellaneous operating income | 513 265,29 | 319 497,27 |
| - Miscellatieous operating income | 313 203,29 | 319 491,21 |
| Gross margin | 7 006 953,96 | 6 565 356,37 |
| - Services and other goods | 3 790 978,96 | 3 377 532,20 |
| - Remunerations and social charges | 3 067 949,24 | 3 039 646,64 |
| - Depreciations and write offs on fixed assets | 93 187,31 | 90 579,34 |
| - Provisions for other liabilities and charges | 0,00 | 0,00 |
| - Miscellaneous operating charges | 54 838,45 | 57 598,19 |
| Operating result | 249 597,96 | 57 101,51 |
| Figure de l'access | 0.004.05 | 44.004.05 |
| - Financial income | 2 891,85 | 11 064,65 |
| - Financial charges | 17 142,84 | 27 051,24 |
| Current result before taxes | 235 346,97 | 41 114,92 |
| - Exceptional income | 0,00 | 0,00 |
| - Exceptional charges | 0,00 | 0,00 |
| Exceptional oranges | | |
| Result of the year | 235 346,97 | 41 114,92 |
| December | 0.00 | 0.00 |
| Reserves | 0,00 | 0,00 |
| Result to report | 235 346,97 | 41 114,92 |

OUR 3-YEAR PLAN



A financially sound and well-functioning organisation



- Ensure that the pursuit of our research priorities is financially sustainable and supported by a strong research rationale with a plan to raise complementary resources when necessary.
- Continue the implementation of the HRS4R Action Plan to cultivate a highly skilled, resilient workforce and enable all CEPS staff to achieve a good work-life balance.
- Develop an ambitious Learning and Development Programme for all staff.



Research Excellence

- Improve the research process to better anticipate policy challenges, identify research priorities, allocate research tasks across units in an integrated fashion, ensure the quality of research methodology and outputs, and improve the timeliness and impact of publications.
- Strengthen data science capacities in-house to further develop data and statistical analysis, web scraping, machine learning and data visualisation.
- Grow CEPS' education and training offer through CEPS Academy and other workshops.



Communicating with impact

- Enhance our digital communication and increase the impact of research and policy outputs in the media.
- Consolidate the CEPS brand to achieve a more modern look, recognisable from publications to events and other outreach efforts.
- Plan, monitor and prioritise events in a systematic and targeted way using diverse formats to reach wider audiences.
- Boost and diversify membership base through a dedicated membership 'office' to engage with new and existing members.

Strategic projects

- Acquire and perform new research and policy advisory projects in strategic areas for EU policymaking.
- Maintain or increase the current share of projects funded by EU, national and international institutions, boost funding from foundations and keep assignments that rely on single, private sponsorships to a strict minimum.
- Target a relatively small number of large, long-term projects in partnership with reputable research institutions and consultancies.
- Foster a inter-disciplinary approach to research, increase coordination and cross-pollination between research units and enable synergies across different policy areas.

66 researchers

9 research areas

194 members from industry, EU affairs, diplomatic missions, NGOs and more

CEPS is a **leader** in **59** out of 105 running projects

with more than **230 partners** from around the world

174 publications

including **35 policy contributions** and **26 research papers**

A YEAR IN REVIEW



Over 1,150 people attended our 6th IDEAS LAB which focused on the European elections, populist movements across member states and key elements of the Commission's vision.



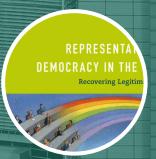
MEMBERS MEETINGS

More than 190 public and private organisations are members of CEPS network. Last year, we refined our offer to members, organising several exclusive in-person and online events, including our annual reception. Joining CEPS' membership programme offers unique access to top-class research, debates and analysis. Read more on p. 11.



GENDER AND DIVERSITY INITIATIVES

CEPS is committed to diversity and gender balance in our events, research and among our staff. In 2019, employees took part in professional diversity training. We will take our initiatives further by launching CEPS' Sustainable Diversity Goals, with the support of the Open Society Foundation.



BOOK RELEASE

In 2019, CEPS produced 174 publications, of which 35 policy contributions, 27 research papers and over 80 In Brief analyses.



MEMBERSHIP

CEPS has a comprehensive community of members spanning corporate, academic and institutional fields. Our members have always acted as a valuable sounding board for our research focus and the feasibility of our policy recommendations.

By joining CEPS, you will become part of an influential and dynamic network of organisations and individuals who enjoy exchanging expert insights on the latest political and legislative issues. As a member, you will have the opportunity to join balanced and informed debates on European affairs, contribute your voice to the policymaking process and interact first hand with EU decision-makers.

Our members gain access to a steady flow of authoritative studies, insights and analysis on issues that affect Europe and its place in the world today. We have tailored membership packages to suit different types of organisations. Below is a snapshot of what CEPS membership offers.

As a not-for-profit organisation, CEPS relies on a breadth of funding to maintain our independence. Our annual membership fees contribute to an essential portion of this funding. CEPS declines any donation that would alter our commitment to independence or the ability to set our own research priorities.

If you would like to find out more about CEPS membership, visit ceps.eu/about-ceps/membership or email membership@ceps.eu.



CEPS MEMBERSHIP BENEFITS

- Invitation to our flagship event Ideas Lab
- Invitations to member only events with CEPS experts and high-level external speakers
- Individual briefings with CEPS research fellows
- Invitation to an annual networking reception
- Early bird invitations and discounts to participate in CEPS Task Forces



PHOTO: 'Starting the European Labour Authority'- Marianne Thyssen, European Commissioner for Employment, Social Affairs, Skills and Labour Mobility

LIST OF MEMBERS

Corporate Members

Afep-Association française des

entreprises privées Afore Consulting

Amfori-former Foreign Trade

Association Apple Assonime AXA

Banco Santander

Barclays BBVA BME

BNP Paribas Fortis Brunswick Group BUSINESSEUROPE Cassa Depositi e Prestiti

Commerzbank

Confederation of Swedish Enterprise

Covington & Burling LLP

Crédit Suisse

Deutsches Aktieninstitut (DAI) Danish Agricultural & Food Council

Brussels

Danish Insurance Association

Confederation of Danish Industry (DI)

Deloitte

Deutsche Telekom

EBRD EFTA

EFTA Surveillance Authority

Electricité de France

ENEL

Energiföretagen Sverige

Equinor Ernst & Young Erste Group

European Investment Bank

ExxonMobil Facebook

Finance Denmark - FIDA Fleishman & Hilliard FTI Consulting Belgium

Google

Heidelberg Cement Hill + Knowlton Strategies

Hitachi Ltd HSBC Huawei

ICANN ING Group INREV

Intesa SanPaolo

Intuit JPMorgan JT International Kreab Gavin Anderson

LKAB

Marubeni Corporation Mastercard Europe

Microsoft Mistra

Mitsubishi Corporation International

(Europe) Plc

Mitsui & Co Benelux SA/NV

Morgan Stanley

Nasdaq OMX (OMX AB) NLI Research Institute

Norsk Hydro Open Fiber Orange Philip Morris Rabobank

Raiffeisen Zentralbank Österreich AG

REPSOL YPF S&P Global

Samsung Electronics Shell International

Siemens Telefonica

Teneo cabinet DN sprl
The Bank of New York Mellon
The Depository Trust and Clearing

Corporation Total Uber

UBS Investment Bank

Unicredit Unilever

United Technologies

Visa Europe VNO-NCW Volkswagen Workday

Zürich Insurance Company

Institutional Members

3F - United Federation of Workers in

Denmark

Accountancy Europe Akademikerne

American Chamber of Commerce to

the EU (AmCham EU)

Balearic Islands Representation

Bertelsmann Stiftung

CEN-CENELEC

Channel Islands Brussels Office

City of London

CNR - National Research Council of

Italy

Computer & Communications Industry Association (CCIA)

Confederation of Finnish Industries

EK DJOEF

Embassy of Kuwait in Brussels
Embassy of the Kingdom of Saudi

Arabia

Embassy of the United States EPRA - European Public Real Estate

Association

Eurofinas/Leaseurope

European Aluminium Association

(EAA)

European Association of Cooperative Banks (EACB)

European Chemical Industry Council

(CEFIC)

European Savings Banks Group-World Savings Banks Institute (ESBG-WSBI)

European Telecommunications Network Operator's Association

(ETNO)

European Youth Forum Fédération Bancaire Française Federation of European Securities

Exchanges (FESE)
FH - Danish Trade Union

Confederation

Finanssiala ry - Finance Finland Finnish Pension Alliance-TELA

Foundation for European Progressive

Studies (FEPS)

Friedrich Naumann Foundation for

Freedom

Friedrich-Ebert Stiftung (FES)

Generalitat de Catalunya

Hanse Office

Hong Kong Economic and Trade

Office

IAB Europe

IMF Europe Office (Paris & Brussels)

Insight for Business

International Association of Oil & Gas

Producers (IOGP)

International Rescue Committee

Belgium

Internet Society (ISOC)

Institute for the Advancement of the

South (ISAS)

Isle of Man Government

Japan External Trade Org (JETRO)

Mission of Andorra to the EU

Mission of Australia to the EU and

Embassy

Mission of Bosnia Herzegovina to the

EU

Mission of Brazil to the EU

Mission of Canada to the EU

Mission of the People's Republic of

China to the EU

Mission of Georgia to the EU/

Embassy

Mission of Indonesia to the EU

Mission of Japan to the EU

Mission of Korea to the EU

Mission of Liechtenstein to the EU

Mission of New Zealand to the EU

Mission of Norway to the EU

Mission of People's Republic of China

to the EU

Mission of Russia to the EU

Mission of Serbia to the EU

Mission of Singapore to the EU

Mission of Switzerland to the EU

Mission of the United Kingdom to

the EU

Mission/Embassy of India to the EU NATO Parliamentary Assembly

PensionsEurope (EFRP)

Permanent Representation of Austria

to the EU

Permanent Representation of

Belgium to the EU

Permanent Representation of Croatia

to the EU

Permanent Representation of Cyprus

to the EU

Permanent Representation of Estonia

to the EU

Permanent Representation of

Finland to the EU

Permanent Representation of France

to the EU

Permanent Representation of Greece

to the EU

Permanent Representation of

Hungary to the EU

Permanent Representation of

Lithuania to the EU

Permanent Representation of Malta

to the EU

Permanent Representation of Poland

to the EU

Permanent Representation of

Slovakia to the EU

Permanent Representation of Spain

to the EU

Permanent Representation of

Sweden to the EU

Permanent Representation of the

Netherlands to the EU

SAR Minaraad

Schuman European Affairs

Scotland Europa

Stockholm Region EU Office

Swiss Finance Council (SFC) Taipei Representative Office Turkish Industry & Business

Association (TÜSIAD) UNHCR

Universita degli Studi di Urbino Carlo

Во

Verband der Automobilindustrie VDA

e.v.

Verband der Chemischen Industrie

- VCI

Verbindungsbüro Land Kärnten

Vertretung des Freistaats Thüringen

bei der EU

Vertretung des Landes Baden-

Württemberg bei der EU

Vertretung des Landes Hessen bei

der EU

Vertretung des Landes Nordrhein-

Westfalen bei der EU

VOKA Flanders Chamber of

Commerce

Wilfried Martens Centre for

European Studies

World Employment Confederation-

Europe

Grants

Bank of Finland

Bank of Italy

Danmarks Nationalbank

De Nederlandsche Bank

European Central Bank

Japan Center for International

Finance

National Bank of Austria

CEPS BOARD OF DIRECTORS

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Danuta Hübner, Member of the European Parliament

Caio Koch-Weser, Chairman Advisory Council, European Climate Foundation

Stefano Micossi, Director General, Assonime

Marija Pejčinović Burić, Secretary-General, Council of Europe

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Helle Thorning-Schmidt, Chief Executive, Save the Children and former Prime Minister of Denmark

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Karel Lannoo

Chief Executive Officer

Daniel Gros

Director

Sally Scott

Director of Finance and Administration

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ABOUT CEPS

Founded in Brussels in 1983, the Centre for European Policy Studies (CEPS) is a leading think tank and forum for debate on EU affairs. With an extensive network of partner institutes throughout the world, it is the only think tank in Brussels covering all European policy areas. CEPS offers insights and solutions for EU policymaking.

www.ceps.eu



Thinking ahead for Europe



PHOTO: IDEAS LAB 2020

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