



2024 Foundation Report



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‘Cohesion starts to emerge when we work together to make a vision a reality.’



Dieter Müller

Founder of Motel One &
Chair of the One Foundation



Our vision is a society shaped by equal opportunities where people can define their own futures through education and work.

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Preface

Dear readers,

Nowadays, we're always hearing in the media about differences of opinion in our society, challenges and inequality. In our view, though, something is often missing from this discourse: a mention of positive events that give us courage and reflect a society where people aren't only focused on problems but are actively looking for new solutions. A society that sticks together and is willing to take on board suggestions from the wider world and the people in it.

This is manifested by the many young people who are working to build the future for all of us – be it in academia, business, sustainability or other fields. It's also typified by the array of volunteers and projects dedicated to building community, common understanding and cohesion.

At the One Foundation, we too want to function as a model of cohesion – and, above all, provide people with opportunities. We want to take a stand by appreciating the diversity within our society: integration, dialogue and shared experiences greatly enrich our culture and our daily lives, and yet they only work if we all have the same opportunity to partake in them. That's why we're committed to a society shaped by more equal opportunities thanks to education and training.

Stronger together

We work with project partners and participants to stand up for our vision. In our second Foundation Report, we want to give you an insight into our work, show how our commitment has evolved and highlight the principles behind our actions.

We showcase certain funding projects in more detail, and explore our first operational project, too: launched in 2023, the trainee scholarships have been awarded to nine recipients who showed particular talent and commitment.

All told, we can look back on an eventful year, a year in which we learned, grew, evolved and created new synergies.

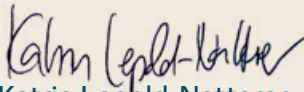
We're pleased with what we've achieved and full of anticipation for the next steps with our amazing network partners in 2024. We'd like to take this opportunity to say thank you for the rewarding collaboration and the valuable dialogue.

Going forward, let's continue doing all we can to support cohesion and equal opportunities. Education and training are the means by which to achieve this – of that we are certain. They don't just help individuals to move ahead: they're also an invitation to discover new ways of thinking and to grow as a society. We hope that our projects lay the groundwork for this.

Now, we invite you to draw inspiration from the projects on the following pages and from the committed and talented people that we have supported on their educational journeys. Their success is our success – a matter close to our hearts.

We hope you enjoy reading this report!

Yours,


Katrin Leppld-Natterer



‘For us, running hotels is all about embodying a culture where everyone feels welcome’

Our society is shaped by diversity. But you don't need to look at a whole population to understand what makes us special as people. Often, all you need to do is take a glance at a team and its interpersonal relationships, says Dieter Müller, Motel One's founder and Chair of the One Foundation. Discover the importance of diversity for Motel One and the One Foundation in this interview with Dieter Müller and Ursula Schelle-Müller, member of the Board of Management.

INTERVIEW



What does diversity mean to you?

Dieter Müller: No two people are alike, and that's a good thing. In my eyes, diversity is about recognising differences and honestly appreciating and praising people's individual strengths. We all grow up in different ways and have different life stories that shape us and make us who we are. It's important to reflect on people's uniqueness and their strengths. Where would we be if we were all the same? (laughs)

How is diversity reflected at your company?

Dieter Müller: For us, running hotels is all about embodying a culture where everyone feels welcome. We welcome guests from all four corners of the globe day in, day out and offer them a home away from home. That's our work and our passion alike.

Ursula Schelle-Müller: Motel One's guests are diverse – but so too are our employees. As a company and a host, we're proud to have so many nationalities under one roof. We value the fact that we all come from different parts of the world, but share the same motivation and passion for the hotel business.

How do you want the One Foundation's projects to bring diversity to life?

Dieter Müller: Our vision is a society shaped by equal opportunities where young people can define their own futures through education and work. However, people's background still plays a key role in terms of education and training within our society – which means that equal opportunities still do not exist. We want to improve this situation via our projects.

Ursula Schelle-Müller: This is why we're so keen for our foundation to promote projects – and launch its own projects – that boost diversity and integration through shared learning.

What does cohesion mean to you?

Dieter Müller: I see cohesion in our teams, and especially in our teamwork, every single day. It means feeling like you're part of a collective, supporting each other and working towards a shared goal.



In your view, how can you foster cohesion within a team?

Ursula Schelle-Müller: Alongside a shared vision that gives you direction, cohesion is primarily strengthened through respect and fairness towards each individual member of the team. You can't have cohesion without these things.

It's just as important, though, to genuinely appreciate and recognise people's efforts, say, by praising and celebrating milestones, successes and people themselves.

These shared values pave the way for taking a group of individuals and turning them into a team that engages in its work with trust and joy, shaped by cohesion.

The One Foundation in 2023

19.6
EUR million
in foundation assets

28
Projects / funding

9
One Foundation
trainee scholarships

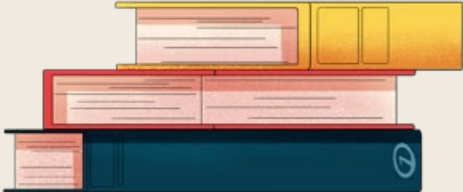
2.5
EUR million
in funding granted

2023
First edition of the
Foundation Report

1ST
In-house operational
project

5
Volunteer mentors

2
Employees





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Insights into our work in 2023



Get-together in September
Networking event with project partners

Project application
Revised Statutes with impact indicators



Malawi project visit

Film on school construction project



Kick-off in October
Trainee scholarships
Welcome and coaching



First Foundation Report
in 2023

Read the report



INTERVIEW



Watch the video

What helps us stick together?

How can we encourage cohesion between people – be it within a team or in society as a whole?

At the One Foundation, we've asked ourselves these questions and others. We and our project partners find the answers in this video.





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Impact analysis



Impact in a nutshell

Impact refers to the change in the target group or society generated by our projects. In our impact analysis, we look at which resources (input) we can use to implement certain offerings (output) and generate particular changes that benefit participants (outcome). In turn, this changes society (impact).

Our journey towards an impact-oriented approach

In collaboration with our network partners, we want our foundation's work to contribute to a fairer society where everyone has the same opportunities.

But how do we know if we're making any progress? If our projects are heading in the right direction? Lots of organisations ask themselves these questions – us included. To answer them, the One Foundation has introduced an impact measurement approach that depicts our processes transparently and enables us to track the outcome of our work. This means we can tell at an early stage whether a particular action is having the right kind of impact. In turn, this enables us to improve our approach on an ongoing basis.

Where are we on this journey?

Our impact management journey started in late 2022, when we drew up the initial concept for our bespoke impact measurement system. Building on this, we modified our internal processes in 2023 so we could reliably calculate and evaluate the relevant figures.

This also affected our application process, as our impact as a foundation is closely linked to the impact of the projects we fund. We therefore want to share our journey with our partners and encourage them to get to grips with how they see impact.

That's why all our application processes now include a form where potential partners can transparently set out the indicators they'll use to assess their impact at the end of the funding period.

We're all learning as we go along this journey and love it when people share their experiences.





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From pure funding to active implementation

Our first operational project, the trainee scholarships launched in 2023, is also aligned with this process. Our experience to date has taught us that minor adjustments are all that's needed to generate the first few pieces of key data.

We ask ourselves all kinds of questions:

- Where, in our current work, can we already see indicators of our desired success?
- Where can we collect additional data with minimal effort, e.g. as part of upcoming surveys?



The results of this first round of impact measurement can be found on [page 13](#).

Step by step

Developing an impact-driven mindset is a journey packed with new experiences that encourage us to evolve and learn. It doesn't just help us stay focused in the long run, but also ensures that we

- use resources sensibly,
- can show the need for a project to interested funders and
- integrate our findings into further work.

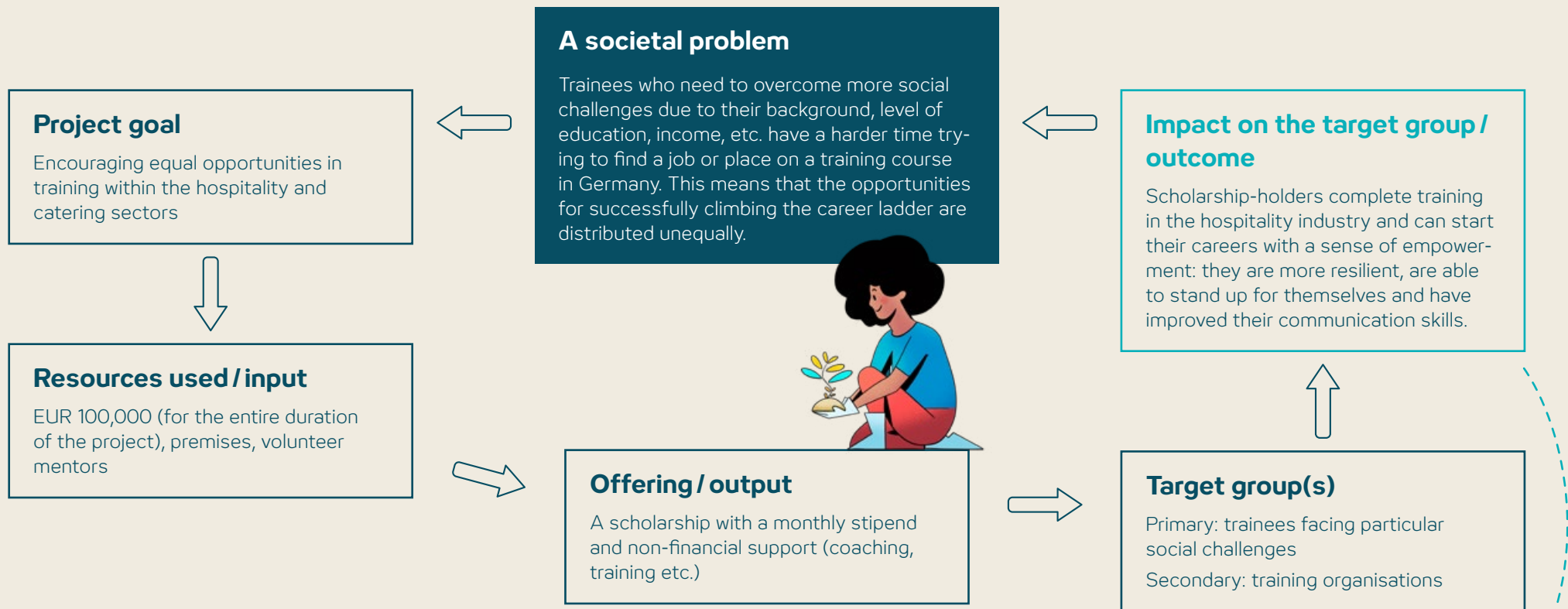
We believe that it is an investment in the future that creates clarity, improves our work in support of the target group and makes us more professional.

A culture of learning

As mentioned, we're in the middle of a process – on a journey, towards an impact-focused approach that underpins everything we do. This process is new to us. That means we're sure to make mistakes, no matter how much information, advice and communication we have.

We're keen to explicitly see these mistakes as an opportunity, because mistakes are the only way for us to really learn. And we can only explore – and work on – challenges and difficulties if we're able to discuss them in an open, non-judgemental way.





We launched our trainee scholarships in 2023 with the aim of supporting trainees. Are we able to achieve this goal via our activities?

This graphic provides an initial answer to this question.

How do we know if we have reached our goals?

Methods and collection:

The first semi-annual survey of our scholarship-holders and their training institutions, which was undertaken in March / April 2024. A total of seven trainees and five training institutions took part.

Evaluation of results:

- All scholarship-holders surveyed experienced personal growth thanks to the support of the trainee scholarships.
- The majority acquired additional skills via the programme. These will stand them in good stead for their own training and include communication skills (communicating with guests), vocational orientation and network formation.
- The training organisations surveyed primarily noticed positive changes in the form of enhanced self-confidence and greater motivation among their trainees.



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Having an impact, together

Our projects in 2023

Our projects are at the heart of the One Foundation. In collaboration with our dedicated partners, we succeed in coming closer to our vision of a society of equal opportunities.

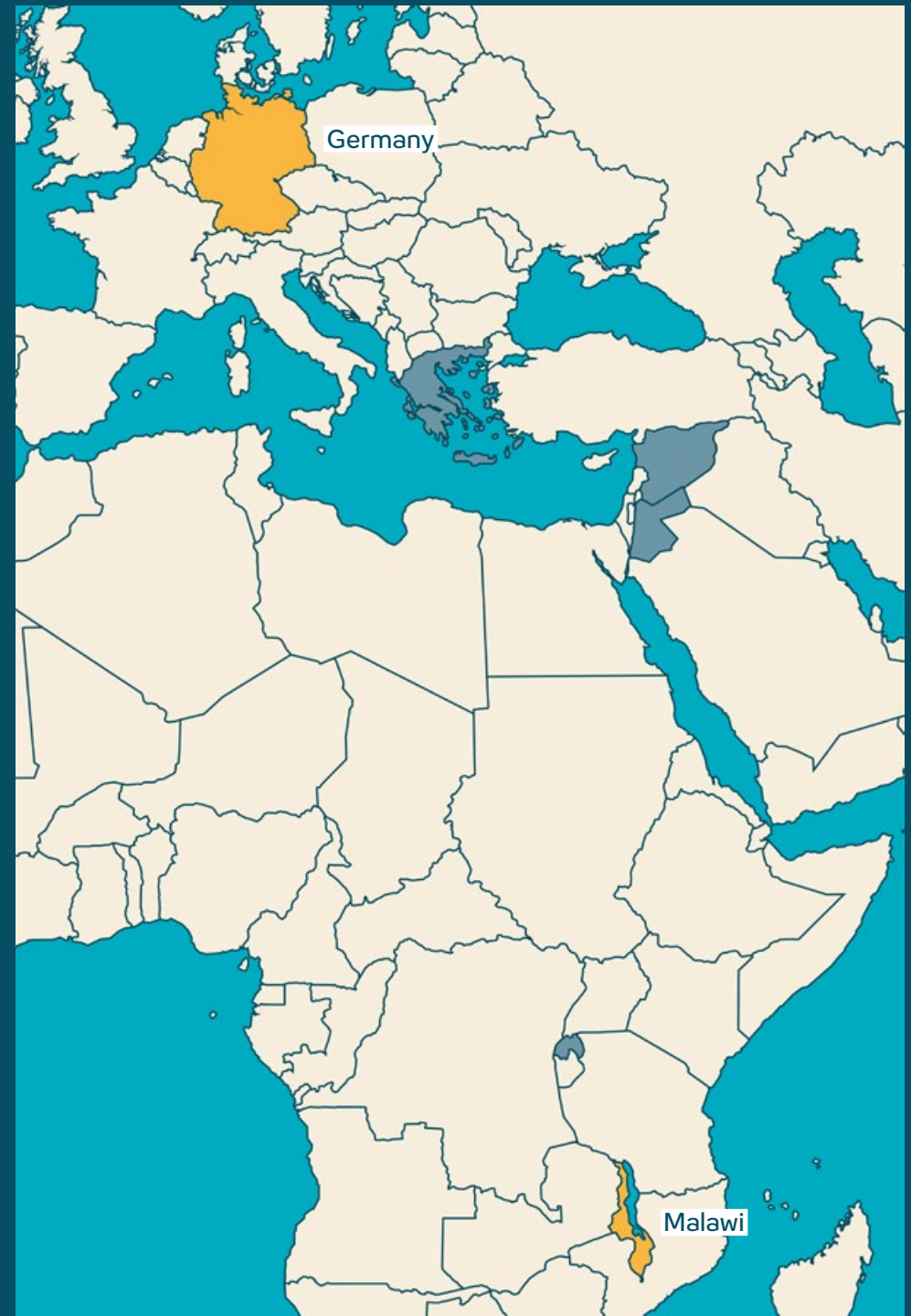
In this chapter, we want to give you a sense of the projects and organisations supported – or the initiatives launched as an operational project – in 2023 by the One Foundation. It is important to us that we answer the following questions:

- Which social issue does the project focus on?
- How does the project generate an impact?
- What milestones and successes were attained in 2023?

The projects here provide a representative example of our funding network.

A full list of all projects can be found in the appendix on [page 43](#) and on our website.

one-foundation.de/en





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Our projects in 2023

Trainee scholarships – our first operational project

JOBLINGE – fighting youth unemployment

Fly & Help and abc Gesellschaft – building schools in Salima (Malawi)

SchlaU school/ Trägerkreis Junge Flüchtlinge e. V. – final-year classes for Ukrainian refugees

Refugio Munich – art for dealing with trauma

brotZeit e. V. – a good meal

Über den Tellerrand Munich e. V. – Gastro Akademie

Nicolaidis Young Wings Stiftung – support with the grieving process



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One Foundation



Trainee scholarships

As the One Foundation's first operational project, the trainee scholarships are aimed at trainees within the hospitality and catering sectors. The Foundation's comprehensive package of monetary and non-monetary support assists trainees until they successfully complete their training.

This sees the One Foundation promote greater equality of opportunity, smoothing the path for young people in Germany facing particular challenges so that they can shape their own future – regardless of their age, background, native language, religion, educational level, cognitive and physical abilities.



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The situation

Scholarships are hard to come by and are usually reserved for students with an above-average level of achievement. Funding for trainees is in even shorter supply.

The situation is exacerbated by the fact that educational opportunities within Germany are distributed unequally from the off, as studies (e.g. the PISA study) have shown. Parents' level of education and income impact children's educational attainment.

The same goes for people with a migration or refugee background, those lacking financial resources, single parents or adults returning to education, all of whom face additional challenges when trying to find a training placement or a job.

How the project generates an impact

The One Foundation hopes to use its trainee scholarships to contribute to equal opportunities and give motivated trainees fresh prospects in the hospitality and catering sectors. No matter which external factors are at play, trainees' ambition and ability to handle their own challenges are to be recognised.

The scholarship's duration is governed by the length of the training course in question, with trainees receiving a monthly financial stipend from the One Foundation.



First name: Viktoriia

Target profession: specialist hotelier

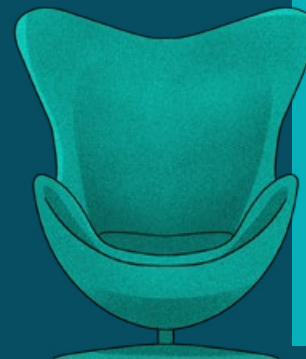
Age: 22

What I like most about my training course:

- Communication is a key part of my training course. I love interacting with other people – that's why I opted for the hotel industry.
- Developing strong relationships with colleagues and learning how to communicate well with guests.

What I like most about the trainee scholarship / what the trainee scholarship has helped me with:

- Thanks to the outstanding communication with the scholarship's mentors, organisers and participants, it has enabled me to get a better sense of what I'd like my future development to look like.



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First name: Luis Manuel Camacho Matos

Target profession: specialist in restaurant and event catering

Age: 43

What I like most about my training course:

- I value the constant support that the One Foundation and my many experienced colleagues provide with the practical elements.
- The professional instructors at the vocational college and support from my class teacher.

What I like most about the trainee scholarship / what the trainee scholarship has helped me with:

- The financial support provided by the scholarship enabled me to cover my outgoings and my personal and academic needs in general.
- I am hugely grateful to be part of the One Foundation; I feel so fortunate.



PROFILE

Alongside this monetary assistance, scholarship-holders are also provided with non-monetary support to help them in various ways. Training programs, coaching sessions and sharing within the group reinforce the sense of community, offer assistance with overcoming challenges and steer scholarship-holders along their educational journey. A mentoring programme with volunteer mentors provides answers to subject-specific questions and individual assistance.

One-to-one coaching sessions are also available if required.

Milestones in 2023

The programme was launched in October 2023 with the first 10 scholarship-holders, aged 20 to 50. Three of them will likely complete their training in summer 2024. One scholarship holder has dropped out of the programme.

The scholarship programme kicked off with an extensive three-day group training course where attendees could get to know each other. This also encompassed self-empowerment exercises and tasks on developing visions and goals.

Digital training sessions on topics such as avoiding bias, communication and complaint management, have been run each month since the start of the programme, along with one-to-one and group discussions.

Now, five volunteer mentors support the trainees on matters relating to career opportunities, qualifying exams and internships.



Project duration: October 2023 to August 2026



Funding provided: EUR 100,000



Output: at present, nine trainee scholarship-holders are receiving monetary support as they progress along their educational journey, along with non-monetary assistance in the form of training, coaching and a mentoring programme.



Outcome: the scholarship programme enables trainees to handle challenges better, acquire additional skills to help them in their day-to-day training activities, and benefit from interacting with the broader group. This opens up new prospects and opportunities for their future careers.



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JOBLINGE

Fighting youth unemployment

A large number of young adults in Germany are not trained in a particular profession and are not integrated into support services, either. JOBLINGE's PLAN A project aims to reach out to this group via an array of activities.

joblinge.de/en



PLAN A trailer





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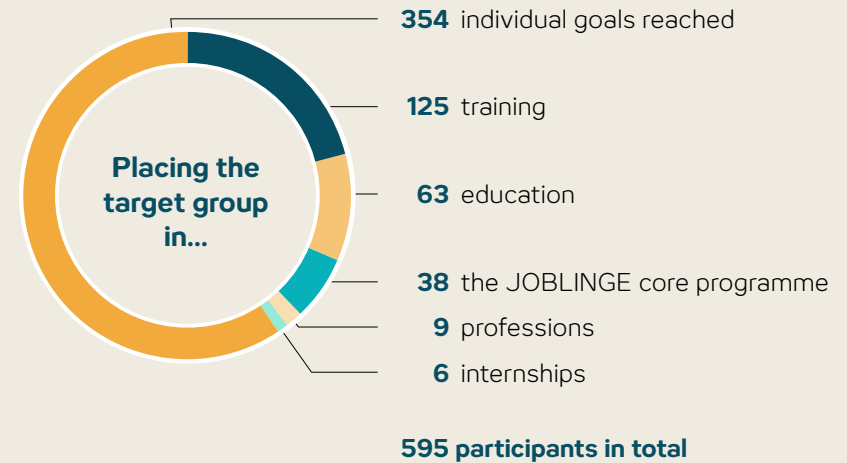
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The situation

More than 630,000 young people in Germany are not in education, employment or training. Reaching out to them and highlighting their prospects is an ongoing challenge for our society – and a crucial one, given the increase in youth unemployment and the simultaneous shortage of skilled workers.

The labour market has become a more challenging environment since 2015. For instance, Germany's Employment Agency reports that approximately 120,000 young refugees under the age of 25 are looking for work and need assistance with integration.

Dealing with NEETs (not in education, employment or training) poses a particular challenge: it is hard to address this target group specifically, as its members have different backgrounds and motivations. Their inactivity can be down to various factors, such as family commitments, a lack of motivation or health limitations.



They do not participate in society, making it even harder to reach them. It is vital to overcome this hurdle so young people can learn about the opportunities open to them and so the economy's shortage of skilled workers can be resolved.

How the project generates an impact

JOBLINGE's PLAN A project addresses the challenges above, using targeted online and offline formats to reach out to young adults and highlight professional opportunities. From its 32 locations across Germany, JOBLINGE seeks out its target group on the street, at school or on social media.





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Successes in 2023

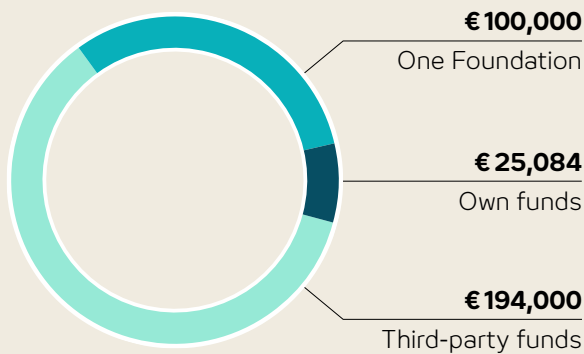
JOBLINGE's aims in terms of (street) outreach, social media campaigns and job fairs weren't just attained this year: many of them were exceeded.

A large number of young people were encouraged to take up training. JOBLINGE's strategy in this respect is to construct successful relationships based on trust, motivation and enthusiasm. In 2023, 45 percent of people who had successful initial contact with the organisation and registered for PLAN A were subsequently included in the programme.

JOBLINGE has launched a major **study** which will offer additional findings that can be integrated into future measures and enhance outreach for the various target groups.

Another aim of the PLAN A project is to expand the programme so it can be more flexible and reach young adults in rural areas.

Regular, cross-regional discussion formats, workshops and training sessions link together the individual sites and extend their reach.



'Personally, I identify with these young people, and that drives me: you can give them so much, and they really need our support and encouragement. [...] My desire to support equal opportunities and make the educational landscape genuinely fairer led me to JOBLINGE 12 years ago and continues to motivate me to this day. [...] By 2030, we want to do this for 100,000 young people – backed by strong partners from the fields of business (like the One Foundation), public institutions and civil society.'

Kadim Tas, Joblinge CEO



Project duration: January to December 2023



Funding provided: EUR 100,000



Output: all told, PLAN A reached 2,700 young adults.



Outcome: 595 young people were placed on training courses, internships, educational programmes, etc. or were able to reach their personal goal thanks to support with the application process or selecting a profession.



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Fly & Help and abc Gesellschaft

Building schools in Salima (Malawi)

We have been able to build four schools and one nursery in the Salima region of Malawi in partnership with Fly & Help and abc Gesellschaft since 2019. We reported on this in detail in our last Foundation Report. However, a great deal has been achieved in 2023, too – which is why we would like to provide some additional updates on our success in the Salima region.

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The situation

As before, Malawi’s population struggles with a shortage of educational opportunities in rural areas. The worse the infrastructure in less populated regions, the harder it is for many children to go to school (or even obtain a place at school to start with).

In addition, the situation on the ground is exacerbated by the impact of climate change in the form of hurricanes, such as tropical storm Freddy in March 2023. The dramatic uptick in cholera cases in 2023 posed a major issue. The population will have to deal with problems relating to climate change over the coming years, too. Vulnerable groups – specifically, those with a low level of education, children, women and people with disabilities – are hit particularly hard by this.

How the project generates an impact

The situation on the ground is why providing information on the impact of climate change and education are the two key ways to improve people’s prospects of a better life.

More than 2,200 children have already been given access to education at the four schools in Salima funded by the One Foundation. In turn, this funding project helps these young people learn how to read, write and do arithmetic. After eight years, they leave primary school with a recognised qualification, giving them the ability to shape their own future. The site for a new educational institution is selected by decision-makers on the ground. These schools are state-run and non-denominational; pupils are taught by trained local teachers.



Highlight reel from Salima





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Successes in 2023

Mlambe Primary School was opened in 2023 with the assistance of funding provided by the One Foundation. The third primary school has room for 400 children in years 1 to 8 across eight classrooms. It also has a well, solar panels and three pairs of semi-detached houses for teachers, which promote the sustainable, holistic nature of the school concept, while additional sanitation facilities improve hygiene and reduce the risk of illnesses.



Project duration: March to September 2023



Funding provided: EUR 157,700



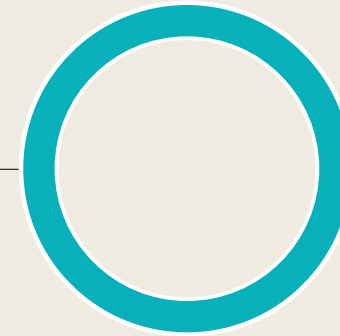
Output: construction of a school for 400 children with additional homes for teachers, wells, solar panels and sanitation facilities.



Outcome: the target is for 50 children to complete their schooling each academic year. In turn, they will be able to benefit from better future prospects for the future.

€157,700

One Foundation



none
Own funds

none
Third-party funds

Classes are taught five days a week, with children benefiting from fully equipped classrooms featuring benches and blackboards. They also receive an initial package of school materials, including textbooks. All school buildings include additional sanitation facilities, wells, cooking facilities and accommodation for local teachers. Solar panels are used to supply the buildings with light and electricity.

The aim is for at least 50 new students to join the school each academic year. A fourth primary school is currently being built and is projected to open in September 2024.





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SchlaU school / Trägerkreis Junge Flüchtlinge e. V.

Final-year classes for Ukrainian refugees

The Munich-based project SchlaUA, launched by Trägerkreis Junge Flüchtlinge e. V., runs final-year classes in line with the Ukrainian school system so young Ukrainians can complete their schooling in Germany.

schlau-schule.de



The situation

Russia's war of aggression in Ukraine forced many to seek refuge in other countries. Once they arrived in Germany, lots of young people were faced with the tricky question of whether they would be able to return home in the short term, especially as many schools in Ukraine had been heavily damaged or even destroyed by the war. While the odd online tuition programme was available here and there, students had issues with the German language and, in turn, with integrating into society.





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How the project generates an impact

This is where the SchlaUA programme comes in, aimed at young people in the final two years of school (year 10 and 11). In collaboration with the Ukrainian Ministry of Culture and two Ukrainian partner schools, SchlaUA gives young people aged 16 to 18 the opportunity to complete their school-leaving qualification in Munich, following the Ukrainian curriculum.

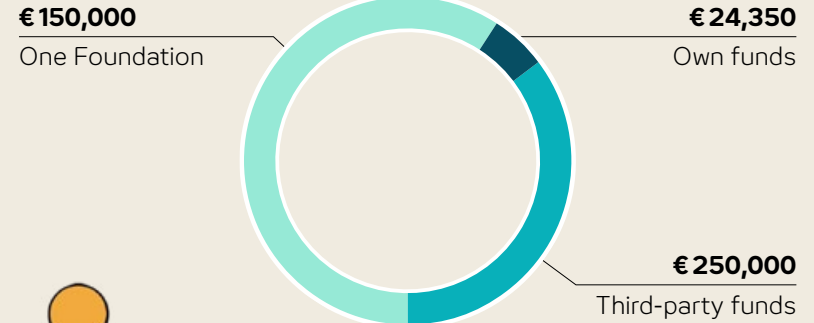
Students are also provided with German lessons, along with other services and psychosocial support so they receive holistic assistance.

Successes in 2023

In the 2022/23 academic year, 95 students took part in the programme. Of those, 69 have been accepted into final-year classes (year 11) in 2024. Twenty-three young people were able to take their 'Atestat', which is comparable to A-levels. Three students dropped out.

More than 75 percent of graduates sat the National Multi Test (also at the SchlaU school), which entitles them to study at university in Ukraine. All of them passed.

In addition, all the school leavers took an intensive German course at SchlaU school, which concludes with a language certificate from Ludwig Maximilian University of Munich or the Technical University of Munich. This means that those of them wishing to stay in Germany to train or study have a much better chance of being able to do so.



Project duration: September 2022 to August 2023



Funding provided: EUR 150,000



Output: final-year classes for 95 Ukrainian refugees with additional German tuition and psychosocial support.



Outcome: 23 graduates from year 11 with a school-leaving qualification, 69 students moved into the final-year class; SchlaUA makes it easier for them to access jobs and training in Germany.



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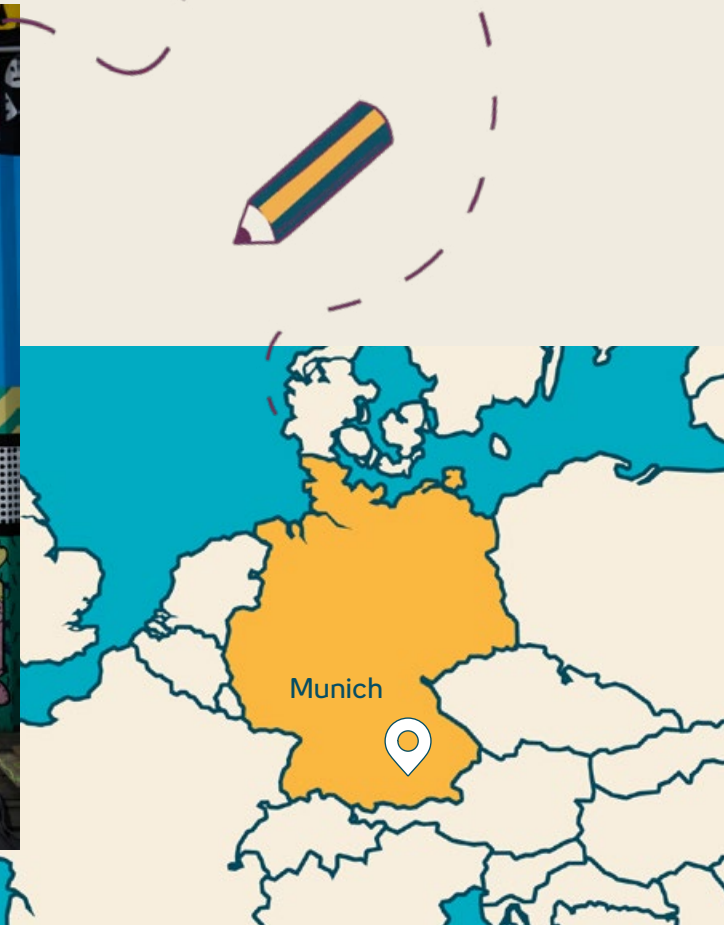
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Refugio Munich

Art for dealing with trauma

Refugio Munich's group art workshops aim to help young refugees creatively process the trauma they have experienced. With professional support, the children and young people learn to develop more confidence and trust in their own self-efficacy.

refugio-muenchen.de





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The situation

Many refugees have suffered trauma, with it being estimated that between 30 percent and 40 percent of them are impacted by the psychological ramifications of fleeing their homes or the experiences they had in their country of origin. This figure is higher for children, almost half of whom are dealing with the consequences of trauma. Often, there is a lack of psychosocial services that support adolescents in shared accommodation.

How the project generates an impact

Refugio Munich's art workshop runs a pedagogical offering with a creative focus. The 31 group sessions take place in shared accommodation or are held at Refugio Munich's premises. The creative group work enables children and young people aged 4 to 25 to obtain support, learn how to handle their challenges and discover their talents and preferences.

In turn, this minimises the impact of their trauma on their health and social interactions and paves the way for a happier future. By interacting with the group, young people can also improve their German, receive support with making applications or obtain internships and places on training courses.





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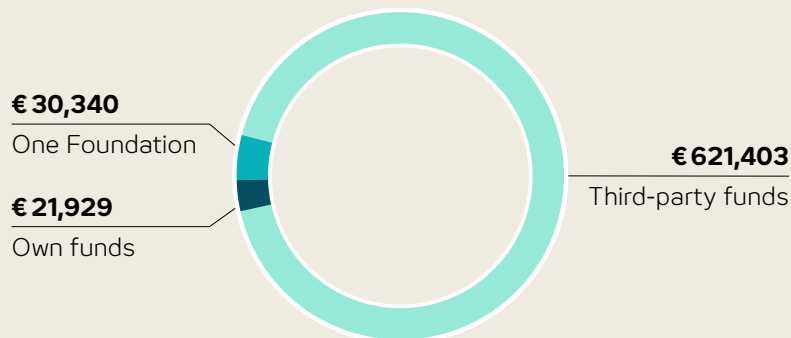


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The support offered by the One Foundation

The One Foundation provides EUR 30,340 in funding to support Refugio Munich's art workshop. The 31 groups each comprise 12 children or young people.

In addition, the weekly photography workshop funded by the One Foundation gives 44 young people the opportunity to develop their photography skills. The organisation also runs supplementary holiday and weekend programmes in the creative field.



Successes in 2023

In 2023, the organisation focused on designing a holiday programme that enabled children to expand their own skills in various ways – at a percussion workshop, during an urban gardening project, or on a screenprinting course – and strengthen the group's sense of team spirit.

The photography workshop, which runs year-round, enables talented young people to develop a well-trained eye, boost their media skills and discover their own environment through the lens. Former participants were brought on board as multipliers and are already getting involved with the project.

Besides this, some creatively minded individuals have been able to pursue their passion and find places on internships and training courses in this area.



Project duration: January to December 2023



Funding provided: EUR 30,340



Output: 31 group art workshops, photography workshops and holiday programmes for children and young people.



Outcome: attendees have improved their ability to process their own experiences as refugees, discovering their own creative potential and boosting their self-efficacy.



brotZeit e. V.



A good meal

The situation: One in five children in Germany doesn't eat breakfast before going to school each day. However, a nutritious meal is crucial if they want to be able to concentrate in class, stay fit, perform well and get better marks.

How the project generates an impact: brotZeit e. V., an association founded by Uschi Glas, provides a nutritious breakfast every weekday at participating schools. The programme is supported by senior-citizen volunteers; students do not pay for this service. Sharing a meal before the school day also bolsters the sense of community and encourages intergenerational interaction.

Successes in 2023: Demand from schoolchildren remains high. Around 125,000 breakfasts were provided to roughly 660 children at the 15 Berlin schools supported by the One Foundation in 2023. In total, brotZeit e. V. handed out 2.3 million breakfasts in 2023.

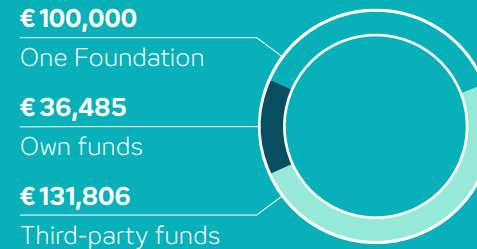
The pupils weren't the only people to benefit from this intergenerational project: the senior-citizen volunteers serve as important sources of support, enabling them to pursue a meaningful activity and feel useful.

brotzeitfuerkinder.com



'We cannot – and will not – accept that children have to go to school hungry. For years now, the One Foundation's generous funding has been a crucial source of support for our association's work in Berlin, as part of our large-scale efforts for disadvantaged children at primary schools and special needs schools. The only way we can improve these children's lives is by working together. That's why we're so grateful to the One Foundation!'

Uschi Glas
Founder and chair of the supervisory board of brotZeit e. V.



- Location:** Berlin, Germany
- Project duration:** January to December 2023
- Funding provided:** EUR 100,000
- Output:** 125,000 daily breakfasts were handed out to roughly 660 children at the schools funded by the One Foundation.
- Outcome:** better performance at school, promotion of intergenerational interaction, improved social conduct.



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Über den Tellerrand kochen München e. V.



Gastro Akademie

The situation: People with refugee and migrant backgrounds often experience discrimination when trying to find a job or training course in Germany. While many sectors are short of skilled workers, the bureaucratic hurdles, language barriers, prejudices and lack of recognition for qualifications make it hard for migrants to find their feet in Germany and launch their careers.

How the project generates an impact: The association Über den Tellerrand kochen München e. V. has put together an extensive qualification programme under the auspices of Gastro Akademie so these people can hit the ground running in the hospitality sector.

This diverse package of theoretical and practical courses gives participants an initial insight into this industry and provides them with crucial knowledge. Over the course of two to six weeks, participants obtain the know-how required to start their careers in hospitality, while additional sessions on application techniques makes it easier for them to find an internship or training course following completion of the programme.

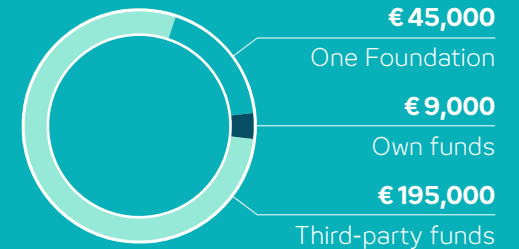
Successes in 2023: All told, 71 people took part in the Gastro Akademie programme, encompassing four intensive study weeks and a series of six-week courses. None of the participants dropped out and more than half were placed at a company upon completion.

ueberdentellerrand.org

'I wanted to train in the hospitality sector. I wasn't sure if it was the right choice for me, but now I know that it's something I enjoy, something I want to do, and something I want to learn more about.'



Sham, participant in the 2023 summer school



Location: Munich, Germany



Project duration: November 2022 to December 2023



Funding provided: EUR 45,000



Output: all told, 71 project participants took part in four intensive study weeks or a series of six-week courses.



Outcome: all the participants found the path that suited them personally. Forty-two were actively placed at companies, 16 participants remain active in the Über den Tellerrand programme and 13 people have paused their studies to take up a language course.



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Nicolaidis Young Wings Foundation



Support with the grieving process

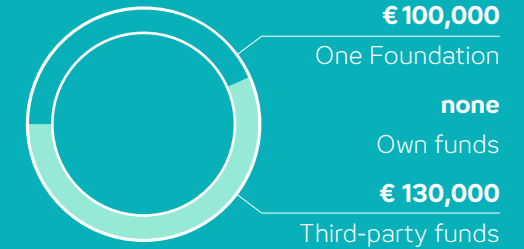
The situation: The death of one or both parents can have a major impact on young people in particular and can throw them off course. In addition, losing a mother or father often leads to financial challenges – a major hurdle for grieving young adults trying to pursue their own training or professional plans.

How the project generates an impact: The Nicolaidis Young Wings Foundation provides educational scholarships to young people aged 17 to 27 who have lost one or both parents, with the aim of offering them a holistic, safe space within the grieving process. Alongside financial support provided by the foundation, volunteer sponsors are in regular contact with the young people during this time of grief, supporting them on their individual journey and offering advice on their career and development. Just like their relationships with their personal sponsors, the community within the group as a whole is crucial for young scholarship-holders. Interacting with other people in a similar situation helps them obtain compassion and understanding.

The foundation also hopes to improve society's awareness of grief with the ultimate goal of obtaining better state support.

Successes in 2023: This year, nine scholarship-holders were supported by the One Foundation via an educational scholarship. In addition, there were two get-togethers in Munich so the members of this group could get to know each other and share their experiences.

nicolaidis-youngwings.de



‘After losing my mother, I can now finally start a new phase of life without any financial concerns – but with the reassurance that I’m not alone with my worries and needs. Interacting [...] with both my sponsor and other scholarship-holders [...] helps me with my development and inspires me.’

Anonymous scholarship holder



Location: Munich, Germany



Project duration: September 2021 to June 2026 (depending on duration of training)



Funding provided: EUR 100,000



Output: educational scholarships in the form of personal support and financial assistance for eight scholarship-holders.



Outcome: young people receive financial and emotional support and are able to focus on their training.



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We want to learn and keep growing

For the One Foundation, 2023 was an important, exciting year: we launched our own projects, forged new relationships and, in turn, made our network even stronger.

Our vision of a society of equal opportunities and the recognition of values like cohesion, diversity and self-efficacy guide our work.

We feel satisfied when we look back on what we've achieved thus far.

- Since 2019, we've been able to support 28 projects with a total funding volume of EUR 2.5 million.
- The roll-out of our comprehensive impact management approach was a major milestone for us last year. While this started with funding applications, it is now a core component of all our projects and will be included in project reports going forward.
- Last but not least, 2023 also saw our first operational project take flight: the trainee scholarships. We were able to get this project up and running in collaboration with our network partners and are delighted to be supporting nine scholarship-holders on their educational journeys.

Our work continues

We've no time to rest on our laurels in 2024, either. We're running an additional operational project with **Über den Tellerrand kochen München e. V.**, for instance: this two-week qualification course is aimed at refugees and migrants interested in working in hospitality. During the programme, they're given a glimpse behind the scenes and acquire initial skills that they can build on if they do decide to pursue a career in this sector. We also advise them on their career options and assist them with the application process.

2024 qualification course





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The One Foundation’s funding network will be supplemented by **two further projects** over the course of the year:

The **Azubi Digital Akademie (ADA)** assists all young people looking for a career in the IT sector, regardless of their background. Supported by digital bootcamps and an innovative peer-to-peer approach, participants acquire an array of specialist and personal skills and, ultimately, are in a position to find jobs and training.

The **SchlaU workshop** is committed to a more equal education system: it assists schools and other institutions with making education more inclusive, more critical of discrimination and more diversity-conscious. The SchlaU workshop also supports migrant children via language courses and boosts class communities so pupils can build relationships and develop prospects.



Azubi Digital Akademie (ADA)



SchlaU workshop

[Watch the video](#)

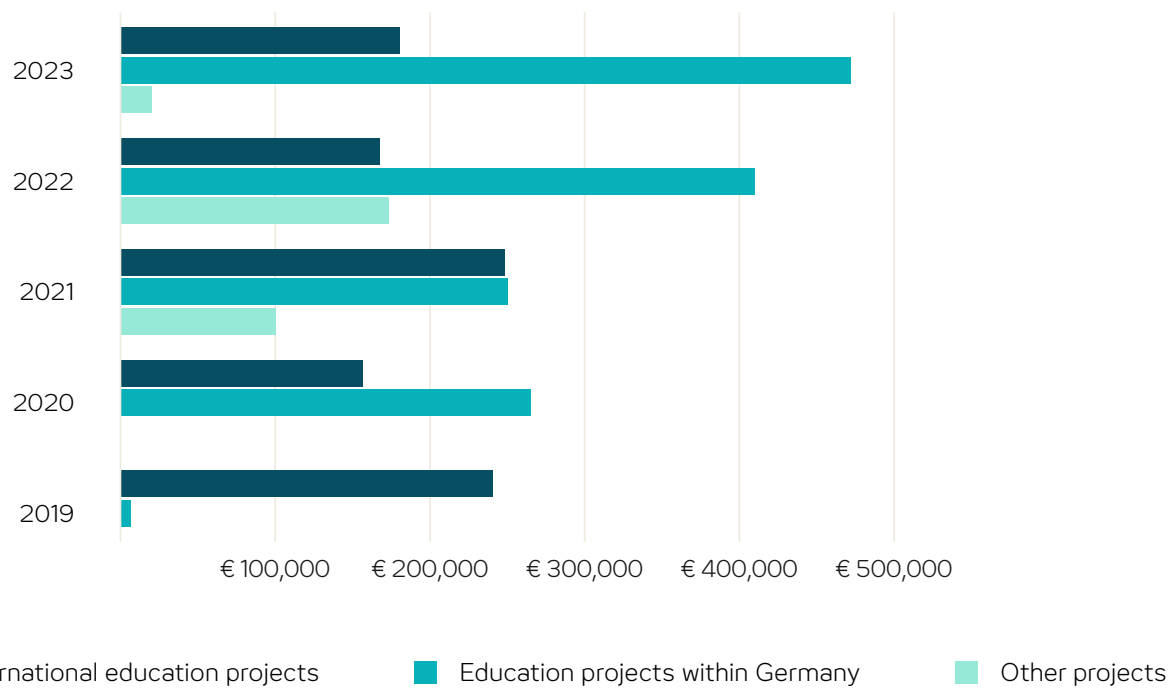
Fostering cohesion

Our efforts over the last year and this Foundation Report have focused on our motto ‘fostering cohesion’. We want to continue with this tried-and-trusted approach in the future, too, so we can keep achieving great things as a collective. The One Foundation hopes that our Foundation Report has inspired you in this respect and that you’ve enjoyed the insights it provided into our work.

If you have any comments or questions, we’d love to hear from you!



Funding provided by the One Foundation





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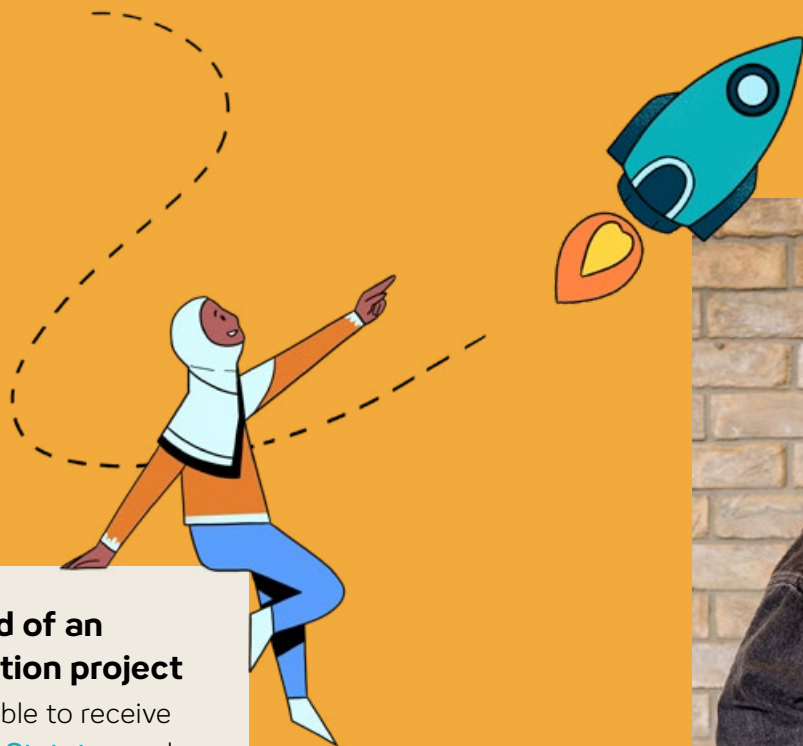
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Have you heard of an exciting education project

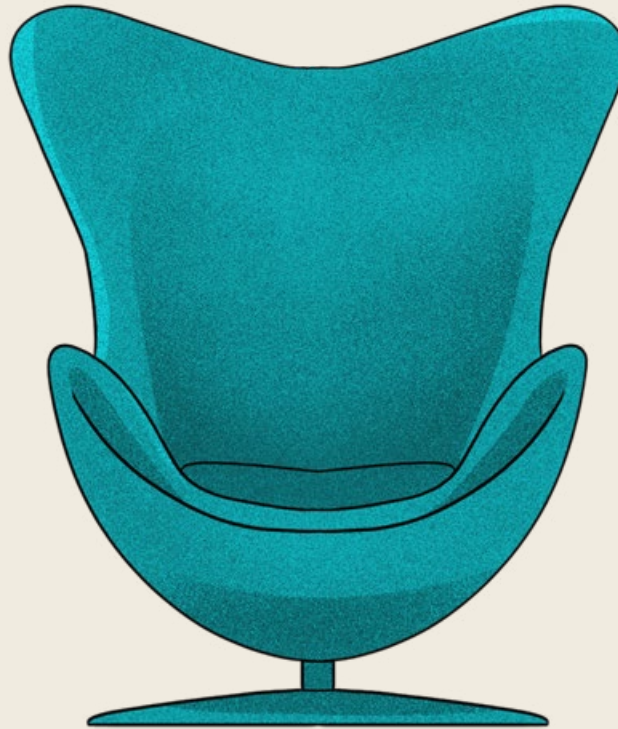
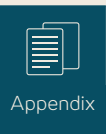
that would be eligible to receive funding under our [Statutes](#) and our [funding guidelines](#)?

If so, please do tell them about the One Foundation – we’re always on the hunt for fantastic projects that we can offer meaningful support.

Please do not hesitate to contact us if you have any questions or wish to make an enquiry.

Katrin Lepold-Natterer
Manager of the One Foundation
klepold@one-foundation.de

Leonie Storek
Student trainee at the One Foundation
lstorek@one-foundation.de



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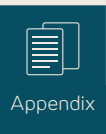
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One Foundation Report – finances

Legal situation

The organisation's legal situation is as follows:

Foundation: One Foundation

Legal nature: foundation under civil law

Statutes: as amended on 11 October 2017

Official recognition: Government of Upper Bavaria, 13 November 2017

Registered office: Munich

Address: Tegernseer Landstrasse 165, 81539 Munich, Germany

Financial year: calendar year, 1 January to 31 December

Purpose and goals of the Foundation: the Foundation exclusively provides direct funding for tax-privileged, public-benefit and charitable purposes within the meaning of sections 51 et seq. AO [Fiscal Code of Germany].

Chair: Dieter Müller

Board: Ursula Schelle-Müller

Tax situation

The Foundation is registered with the Tax Office of Munich (143) Corporations / Partnerships under tax number 132/235/63129.

Under the exemption decision dated 22 August 2023, the Foundation is exempt from corporation tax and trade tax for 2019 to 2021. The next tax declaration is to be submitted for the subsequent period from 2022 to 2024.

The Statutes of the organisation, as amended on 11 October 2017, meet the statutory requirements under sections 51, 59, 60 and 61 AO, as per the decision under section 60a AO dated 13 December 2017.

The formation of the tax reserves is undertaken via an auxiliary calculation. The total holding of the tax reserves is as follows.



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Area of activity

in EUR	As at 1 January 2023	Dissolution / consumption	New formation / addition	As at 31 December 2023
Tax reserves				
Currently unused, earmarked reserves	21,250.00	21,250.00	0.00	0.00
Free reserves	850,612.37	0.00	108,925.05	959,537.42
Reserve under section 62 (4) AO (savings reserve)	2,004,653.51	0.00	0.00	2,004,653.51
Total	2,876,515.88	21,250.00	108,925.05	2,964,190.93

Purpose of the Foundation

The purpose of the Foundation is the altruistic support of people in financial need and people whose mental, physical or psychological situation means they are dependent on help provided by others.

In addition, the Foundation's purpose is to support companies or legal persons under public law that exclusively and directly pursue tax-privileged, charitable and public-benefit purposes within the meaning of sections 51 et seq. AO and whose purpose, at a minimum, relates to supporting individuals as described above.

In particular, support is to be given to people without any means of their own, including those in need of protection. This support is to be provided with their integration into society and their training and education – in the broadest sense – at school and in the workplace. Assistance is also to be granted to young people with above-average levels of talent (promoting excellence). Support can also be given to research and teaching institutions that are tax-privileged under sections 51 et seq. AO and that focus on promoting excellence and / or improving the situation of such people, including on an academic level.

The Foundation's purpose is put into practice through the following measures, in particular:

- The provision of services and financial resources
- The financial support of companies or legal persons under public law which are active in the relevant field

The resources required for this are generated from income on the Foundation's assets and on donations, provided they are not earmarked by the donor for supplementing the Foundation's basic assets.

Foundation assets

The assets donated to the Foundation for the ongoing, permanent fulfilment of its purpose (basic assets) are to be maintained at the same value.

On the day of the Foundation's establishment, it holds cash assets of EUR 250,000.00. Upon establishment, the Foundation also receives a cash sum of EUR 150,000.00 as other assets.



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This amount may be used to indirectly support the Foundation’s purpose or to compensate for any loss of purchasing power by the basic assets; it should be used within 10 years of the Foundation’s establishment (assets designed for consumption).

Donations

Under the agreement dated 28 December 2017, Motel One Germany Betriebs GmbH made a donation under section 4 (4) of the Foundation’s Statutes to supplement its basic assets. The donation related to participation rights and the associated claims against Motel One Real Estate GmbH, as per the Participation Rights Agreement dated 28 December 2017, amounting to EUR 19,600,000.

Participation Rights Agreement

Pursuant to the donation agreement dated 28 December 2017, all the claims and rights arising from the Participation Rights Agreement against Motel One Real Estate GmbH (issuer), including the payment claims and all other contractual and legal claims, shall be transferred to the One Foundation. This transfer is indicated to Motel One Real Estate GmbH in writing. The transferee has accepted the transfer.

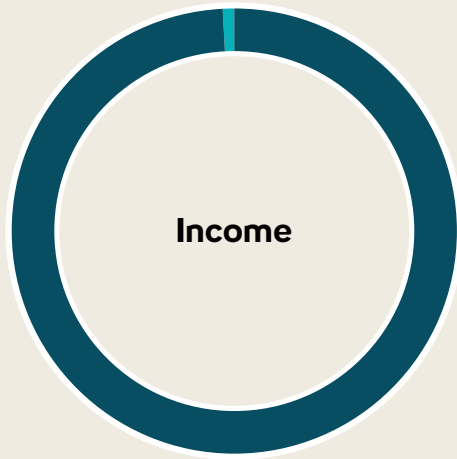
The subscribed participation right capital amounts to EUR 19,600,000.00 (‘participation right capital’).

On the basis of debt law, the participation rights provide creditor rights but not corporate rights regarding the issuer. In particular, they do not give rise to participation, collaboration or voting rights at the issuer’s shareholder meetings. This Participation Rights Agreement runs until 31 December 2027 (‘fixed term’). The ordinary termination of this Agreement is excluded.

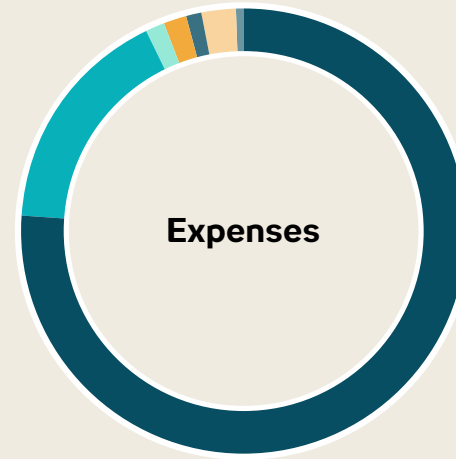
The holder of the participation rights shall receive a profit share (5.35 percent) on its participation rights from the issuer each year. This sum is dependent on the balance sheet profit prior to corporation tax and trade tax (participation rights).

If the issuer records a balance sheet loss in one or several annual reports, or its basic capital is reduced to cover losses, the repayment claim of the participation rights holder shall reduce directly pro rata. This reduction shall occur to the same extent as to which these losses cannot be covered by the equity capital holdings that are not subject to particular protection against disbursement. If profits are generated in the years after the participation rights holder has participated in a loss, these profits are to be used to increase the repayment claim to reach the nominal amount for the participation rights, before the profit is appropriated in any other way. The participation rights shall be repaid at the nominal amount for the participation right capital, subject to the provisions regarding participation in a loss under section 4. The sum to be repaid is due by 31 December 2027.

2023 profit and loss account



- **99.3%** income from Participation Rights Agreement / interest
- **0.7%** other income



- **76.2%** projects
- **16.6%** staffing costs
- **1.6%** project costs
- **1.6%** audit and consulting costs
- **1.2%** advertising and administration costs
- **2.3%** other operating expenses
- **0.5%** depreciation and amortisation



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Funding to date

in EUR	2022	2023	2024 (as of 17 May 2024)
Total funding	750,699.42	672,690.00	282,750.00
Freudberg Community School Berlin – scholarships	15,000.00	8,750.00	–
FLY & HELP – building schools in Malawi	157,700.00	160,000.00	–
abc Gesellschaft – building schools in Malawi	7,300.00	10,500.00	–
BrotZeit e. V. – breakfast at primary schools in Berlin	100,000.00	100,000.00	–
Förder- und Freundeskreis Ellinko e. V. – LYSOS garden	2,500.00	–	–
Trägerkreis Junge Flüchtlinge e. V. – SchlaUA	150,000.00	50,000.00	–
Zeltschule e. V. – ‘bird schools’ in Syria	–	10,000.00	–
Joblinge e. V. – PLAN A	100,000.00	150,000.00	–
Franz Beckenbauer foundation	30,000.00	20,000.00	–
Über den Tellerrand kochen München e. V.	45,000.00	–	118,000.00
Refugio München e. V.	–	55,340.00	–
One Foundation trainee scholarships	–	8,100.00	36,000.00
Nicolaidis YoungWings foundations – scholarships for people who have lost one or both parents	–	100,000.00	–
Initial reception for Ukrainian refugees at Motel One	143,199.42	–	–

Previous funding from 2018 to 2023 is reported in the 2023 Foundation Report.



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one-foundation.de/en