

To International Service for Human Rights, (ISHR) Geneva

## **2024 MANAGEMENT LETTER**

As external auditor of the International Service for Human Rights (ISHR) Association, we have completed our audit of the Association's financial statements for the year ended 31 December 2024 in accordance with International Standards on Auditing ("ISA") and Swiss GAAP-RPC. The purpose of our audit was to enable us to form and express an opinion on the financial statements, which have been prepared by management under the supervision of the Executive Director and Board members. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the annual financial statements are free from material misstatement.

We are pleased to inform you that during our audit process, we did not encounter any matters that require a persuasive response from management. Our examination of the financial statements, including the accompanying notes, did not reveal any significant discrepancies or issues that would necessitate further discussion or adjustment.

We would like to take this opportunity to express our appreciation to the management and staff of ISHR for their assistance and cooperation throughout the audit process. Their professionalism and responsiveness greatly facilitated our work, ensuring a smooth and efficient audit experience.

Should management or the Board members require any clarification or additional information regarding the matters raised in this report, please contact us.

## **Remarks and requirements for management to follow up in the course of 2025.**

1. We found that last year's comments had been taken on board by ISHR management.
2. ISHR financial statements are reported in CHF, while the organization holds multiple grants and cash in different currencies, including USD, EUR, NOK, and DKK. During 2023 and 2024, we observed continuous significant foreign exchange (FX) losses and the devaluation of assets held in these foreign currencies. To mitigate this ongoing risk, we recommend that ISHR's management implement the following:
  - a) **Establish Currency Risk Management Policy:** Develop a formal currency risk management policy that defines risk limits, provides guidelines for managing certain grants held in foreign currencies, and a clear strategy to manage FX exposure. This will ensure a structured approach to managing currency risks, aligning ISHR's risk with its overall financial strategy.
  - b) **Utilize Financial Software and FX re-evaluation throughout the year:** Using FX risk management tools allows for real-time tracking of currency fluctuations, and month to month re-valuation for better decision-making.

### **Management's Response:**

Thank you for your valuable recommendations, which we will take into consideration:

#### **Currency Risk Management Policy:**

We agree with the recommendation to develop a formal policy, including risk limits and guidelines. We will finalize this by the end of Q2 2025.

#### **FX Risk Management Tools:**

We currently use financial software to track currency fluctuations, but recent drastic changes in exchange rates, particularly against the Swiss Franc, have made it more challenging to mitigate risk. While we manage payments, contracts, and liabilities in their respective currencies, our reporting is still in CHF, and most of our operational costs are in CHF. We will aim to update the FX rates as often as possible in the system to integrate real-time impact rather than at the end of the year.

BEAU HLB (AUDIT) SA

A handwritten signature in black ink, appearing to read "Mehmet Cem UNAL", with a horizontal line drawn through it.

Mehmet Cem UNAL

Authorized auditor – ASR 504 076

Geneva, March 31st<sup>th</sup>, 2025



# INTERNATIONAL SERVICE FOR HUMAN RIGHTS

## Geneva

Report of the auditor on the Audit  
To the General Assembly of Members of ISHR  
for the year ended December 31, 2024



# Auditors' report

on the Audit

to the General Assembly of Members  
INTERNATIONAL SERVICE FOR HUMAN RIGHTS  
Geneva

Geneva, April 4<sup>th</sup>, 2025

## Opinion

As statutory auditors, we have audited the accounting records and the financial statements (Balance sheet, Profit and Loss Statement, appendices and notes) of [International Service for Human Rights](#) for the year ended **December 31, 2024**.

In our opinion, the financial statements give a true and fair view of the financial position of the Association as at **31 December 2024** and of its financial performance for the year then ended in accordance with Swiss law (NAS), International Standards on Auditing (ISA), the statutes and the accounting principles of International Service for Human Rights as described in the Notes 2 to 4 of the financial statements, and the Association's articles of incorporation.

## Basis for opinion

We conducted our audit in accordance with Swiss law and Swiss Auditing Standards and International Standard on Auditing (ISA). Our responsibilities under those provisions and standards are further described in the "Auditor's responsibilities for the audit of the financial statements" section of our report.

We are independent of the Association in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

## Other information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



### Responsibility of the Board of Directors for the financial statements

The Board of Directors is responsible for the preparation of the financial statements that give a true and fair view in accordance with Swiss law and the Association's articles of incorporation, and for such internal control as the Board of Directors determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

### Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

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

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.
- Conclude on the appropriateness of the Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.

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



### Report on other legal and regulatory requirements

We confirm that we meet the legal requirements on licensing according to the Auditor Oversight Act (AOA) and independence (article 728 CO and article 11 AOA) and that there are no circumstances incompatible with our independence.

In accordance with article 728a paragraph 1 item 3 CO and Swiss Auditing Standard 890, we confirm that an internal control system exists, which has been designed for the preparation of financial statements according to the instructions of the Board of the Association.

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

BEAU HLB (AUDIT) SA

A stylized, handwritten signature in black ink, consisting of a large, sweeping loop followed by a horizontal line.

Pascal KIRSCHNER  
Auditor in charge  
Licensed audit expert

A handwritten signature in black ink, featuring a series of loops and a long, horizontal trailing line.

Cem ÜNAL  
Auditor  
Licensed auditor

### Appendices:

- Annual accounts (balance sheet, profit and loss account)
- Appendixes and Notes to the annual financial statement



GENEVA

---

**FINANCIAL STATEMENTS**  
Year ending December 31, 2024  
and Report of the Auditor

**INTERNATIONAL SERVICE FOR HUMAN RIGHTS  
GENEVA**

**BALANCE SHEET ENDING DECEMBER 31, 2024**

*COMPARED TO DECEMBER 31, 2023*

	12/31/2024 CHF	12/31/2023 CHF
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
PETTY CASH	389	610
BANK ACCOUNTS & SPECIAL BANK ACCOUNTS	1,005,624	971,833
<b>Sub-Total</b>	<b>1,006,013</b>	<b>972,443</b>
<b>DEBTORS</b>	<b>287,614</b>	<b>44,540</b>
<b>WITHHOLDING TAX</b>	-	-
<b>DEFERRED &amp; ACCRUED ASSETS<sup>5</sup></b>		
DEFERRED EXPENSES	-	-
GRANT RECEIVABLE GVT & INTER-GOV	625,028	984,299
GRANT RECEIVABLE NON-GVT	146,272	405,976
<b>Total DEFERRED &amp; ACCRUED ASSETS</b>	<b>771,299</b>	<b>1,390,275</b>
<b>TOTAL ASSETS</b>	<b><u>2,064,926</u></b>	<b><u>2,407,257</u></b>
<b>LIABILITIES &amp; RESERVES</b>		
<b>CURRENT LIABILITIES</b>	106,378	122,545
PROVISIONS	-	26,600
<b>Sub-Total</b>	<b>106,378</b>	<b>149,145</b>
<b>DEFERRED GRANTS<sup>3a</sup></b>	<b>1,305,187</b>	<b>1,553,100</b>
<b>Total LIABILITIES</b>	<b><u>1,411,565</u></b>	<b><u>1,702,245</u></b>
<b>RESERVES</b>		
RESERVE FUNDS	705,012	695,048
<b>YEAR-END RESULT</b>	(51,651)	9,965
<b>Total RESERVES</b>	<b><u>653,361</u></b>	<b><u>705,012</u></b>
<b>Total LIABILITIES AND RESERVES</b>	<b><u>2,064,926</u></b>	<b><u>2,407,257</u></b>



# INTERNATIONAL SERVICE FOR HUMAN RIGHTS GENEVA

## PROFIT & LOSS STATEMENT AT DECEMBER 31, 2024

*COMPARED TO DECEMBER 31, 2023*

	12/31/2024 CHF	12/31/2023 CHF
<b>INCOME<sup>3</sup> (APPENDIX I)</b>		
<b>REVENUES - CORE</b>		
GOVERNMENTAL AGENCIES	1,439,376	1,321,021
FOUNDATIONS & TRUSTS	410,490	411,080
INDIVIDUAL & CORPORATE DONORS	48,249	19,273
OTHER REVENUE	98,043	44,865
<b>Total CORE REVENUES</b>	<b>1,996,159</b>	<b>1,796,239</b>
<b>REVENUES - EARMARKED</b>		
GOVERNMENTAL AGENCIES	1,502,720	1,403,327
FOUNDATIONS & TRUSTS	496,615	641,807
INTERGOVERNMENTAL AGENCIES	-	14,082
SPECIAL CONTRIBUTIONS & CONSULTANCY	50,394	40,382
<b>Total REVENUES EARMARKED</b>	<b>2,049,729</b>	<b>2,099,598</b>
<b>TOTAL INCOME</b>	<b>4,045,888</b>	<b>3,895,836</b>

# INTERNATIONAL SERVICE FOR HUMAN RIGHTS GENEVA

## PROFIT & LOSS STATEMENT AT DECEMBER 31, 2024

*COMPARED TO DECEMBER 31, 2023*

	12/31/2024 CHF	12/31/2023 CHF
<b>CHARGES</b>		
<b>PERSONNEL CHARGES</b>		
<b>GENEVA OFFICE</b>		
GVA STAFF GROSS SALARIES	2,197,970	2,014,223
GVA STAFF SOCIAL CHARGES	374,399	317,146
STAFF PROFESSIONAL DEVELOPMENT & EVENTS	5,711	9,025
INTERNSHIP PROGRAMME	13,491	9,545
CONSULTANTS / EXPERTS HONORARIA	342,648	324,957
FELLOWSHIP PROGRAMME	19,999	75,347
PERSONNEL PERMITS,VISAS, INSURANCE	2,405	3,243
<b>Total PERSONNEL COST GVA</b>	<b>2,956,623</b>	<b>2,753,486</b>
<b>GENERAL EXPENDITURES</b>		
<b>MISSIONS/TRAVEL/ACCOMMODATION</b>		
STAFF TRAVEL COST	58,014	63,261
STAFF DSA & OTHER TRAVEL RELATED COST	42,654	50,013
THIRD PARTY / PARTICIPANT TRAVEL	106,054	72,509
THIRD PARTY / ACCOMMODATION	29,703	38,371
THIRD PARTY / PARTICIPANT PERDIEMS	30,294	32,538
PERMITS,VISAS, INSURANCE	4,750	13,342
TRAINING, MEETING COST, INTERPRETATION & EVENT COST	62,254	61,390
PARTNER SUPPORT & SUB-GRANTS	63,158	73,711
COMMUNICATION TOOLS & INTERPRETATION	23,271	37,198
<b>Total MISSIONS/TRAVEL/ACCOMMODATION</b>	<b>420,154</b>	<b>442,333</b>
<b>PUBLICATIONS, TRANSLATIONS, OUTREACH</b>		
PUBLICATIONS, TRANSLATIONS & GRAPHIC DESIGN	16,738	23,525
SOCIAL MEDIA, ADVOCACY VIDEO & OUTREACH	6,143	25,817
WEBSITE MANAGEMENT / ONLINE COMMUNICATIONS	27,003	20,904
ISHR ACADEMY MODULES	28,947	12,902
REPRESENTATION & MEMBERSHIPS	446	1,631
OTHER FUNDRAISING & DONOR RELATIONS	2,130	1,803
PROGRAMME & PROJECT EVALUATIONS	-	1,800
<b>Total PUBLICATIONS, TRANSLATIONS, OUTREACH</b>	<b>81,407</b>	<b>88,383</b>

# INTERNATIONAL SERVICE FOR HUMAN RIGHTS GENEVA

## PROFIT & LOSS STATEMENT AT DECEMBER 31, 2024

*COMPARED TO DECEMBER 31, 2023*

	12/31/2024 CHF	12/31/2023 CHF
<b>OFFICE RENTALS / OPERATING COSTS</b>		
OFFICE RENTAL	138,325	144,925
PREMISES & MAINTENANCE	12,431	15,124
GENERAL OPERATIONAL COST (PHONE, MAIL)	14,921	13,720
OFFICE SUPPLIES & MATERIALS	4,869	5,530
IT INFRASTRUCTURE & SUPPORT	77,606	100,979
FURNITURE & EQUIPMENT	3,103	3,092
INSURANCE	23,777	33,744
<b>Total OFFICE RENTALS / OPERATING COST</b>	<b>275,032</b>	<b>317,113</b>
<b>FINANCIAL CHARGES/ AUDIT FEES</b>		
ADMIN. & BANK CHARGES	3,610	3,719
AUDIT FEES	7,750	8,570
ADJUSTEMENTS / FOREIGN EXCHANGE GAIN/LOSS	86,004	54,857
<b>Total FINANCIAL CHARGES/AUDIT FEES</b>	<b>97,364</b>	<b>67,146</b>
<b>GOVERNANCE &amp; STRATEGY</b>		
BOARD MEMBER COSTS	12,981	13,017
STRATEGIC RETREAT & OTHER GOVERNANCE / EVALUATION	37,313	34,703
<b>Total GOVERNANCE &amp; STRATEGY</b>	<b>50,294</b>	<b>47,720</b>
<b>Total GENERAL EXPENDITURES</b>	<b>924,251</b>	<b>962,695</b>
<b>US FRIENDS OF ISHR INC<sup>6</sup></b>		
US FRIENDS OF ISHR PROGRAMME	216,664	169,691
<b>Total US FRIENDS OF ISHR INC</b>	<b>216,664</b>	<b>169,691</b>
<b>TOTAL COSTS</b>	<b>4,097,538</b>	<b>3,885,872</b>
<b>YEAR-END RESULT</b>	<b>(51,651)</b>	<b>9,965</b>

**INTERNATIONAL SERVICE FOR HUMAN RIGHTS  
GENEVA**

**APPENDIX I.**

<b>LIST OF DONORS<sup>3</sup></b>	<b>2024</b>	<b>2023</b>
<b>REVENUES - CORE</b>		
<b>GOVERNMENTAL AGENCIES</b>	<b>1,439,376</b>	<b>1,321,021</b>
Denmark - Ministry of Foreign Affairs	163,055	126,489
Finland - Ministry of Foreign Affairs	763,296	680,623
Liechtenstein - Office of Foreign Affairs	100,000	100,000
Norway - Norad	408,845	409,809
Ville de Genève	4,180	4,100
<b>FOUNDATIONS &amp; TRUST</b>	<b>410,490</b>	<b>411,080</b>
Ford Foundation	339,164	280,358
Open Society Foundations	-	59,396
Sigrid Rausing Trust	71,326	71,326
<b>OTHER INCOME<sup>4</sup></b>	<b>146,292</b>	<b>64,138</b>
Other Revenue	98,043	44,865
Individual & Corporate Donors	48,249	19,273
<b>TOTAL CORE</b>	<b>1,996,159</b>	<b>1,796,239</b>
<b>REVENUES - EARMARKED</b>		
<b>GOVERNMENTAL AGENCIES</b>	<b>1,502,720</b>	<b>1,403,327</b>
Canton de Genève	70,000	70,000
Bureau of Democracy, Human Rights, and Labor (DRL)	343,920	262,148
Irish Aid	236,846	262,298
Ireland - Permanent Mission to the UN in Geneva	15,238	-
Luxembourg - Ministry of Foreign Affairs	92,870	99,677
Netherlands - Ministry of Foreign Affairs	249,226	234,445
Switzerland - Federal Department of Foreign Affairs	200,000	210,206
United Kingdom - Foreign, Commonwealth and Development Office	124,410	115,819
United States – State Department (US Mission to the UN in Geneva)	36,045	39,876
Ville de Genève	134,165	108,858
<b>FOUNDATIONS &amp; TRUST</b>	<b>496,615</b>	<b>641,807</b>
Brot für die Welt ( <i>Bread for the World</i> )	129,994	61,569
Ford Foundation	361,018	244,915
Loterie Romande	5,603	4,397
Open Society Foundations	-	330,926
<b>INTERGOVERNMENTAL AGENCIES</b>	<b>-</b>	<b>14,082</b>
Organisation internationale de la Francophonie (OIF)	-	14,082
<b>SPECIAL CONTRIBUTIONS &amp; CONSULTANCY<sup>3a</sup></b>	<b>50,394</b>	<b>40,382</b>
<b>TOTAL EARMARKED</b>	<b>2,049,729</b>	<b>2,099,597</b>
<b>TOTAL INCOME</b>	<b>4,045,888</b>	<b>3,895,836</b>

**INTERNATIONAL SERVICE FOR HUMAN RIGHTS  
GENEVA**

**APPENDIX II.**

<b>GRANT RECEIVABLE</b>	<b>2024</b>	<b>2023</b>
<b>GOVERNMENTAL AGENCIES</b>	<b>625,027</b>	<b>984,299</b>
Bureau of Democracy, Human Rights, and Labor ( <i>DRL</i> )	371,986	812,707
Netherlands - Ministry of Foreign Affairs	19,571	-
Switzerland - Federal Department of Foreign Affairs	40,000	48,000
United Kingdom - Foreign, Commonwealth and Development Office	65,700	105,426
Ville de Genève	120,000	-
United States – State Department (US Mission to the UN in Geneva)	7,770	18,166
<b>FOUNDATIONS &amp; TRUST &amp; NON-GOV &amp; INTER-GOV</b>	<b>146,272</b>	<b>405,976</b>
Brot für die Welt ( <i>Bread for the World</i> )	100,907	192,627
Ford Foundation	45,365	210,320
Organisation internationale de la Francophonie	-	3,029
<b>SPECIAL CONTRIBUTIONS &amp; CONSULTANCY</b>	<b>-</b>	<b>-</b>
<b>OTHER RECEIVABLE</b>	<b>44,580</b>	<b>44,540</b>
Other Receivable	44,580	44,540
<b>TOTAL GRANT RECEIVABLE<sup>5</sup></b>	<b>815,879</b>	<b>1,434,815</b>

<b>DEFERRED GRANT REVENUES</b>	<b>2024</b>	<b>2023</b>
Brot für die Welt	79,691	209,685
Bureau of Democracy, Human Rights, and Labor ( <i>DRL</i> )	245,279	589,199
DLA Piper	24,403	13,788
Ford Foundation	645,658	393,174
Irish Aid	89,265	87,112
Ireland - Permanent Mission to the UN in Geneva	3,047	-
Loterie Romande	-	5,603
Netherlands - Ministry of Foreign Affairs	79,754	72,329
Sigrid Rausing Trust	-	71,326
United Kingdom - Foreign, Commonwealth and Development Office	17,780	46,490
United States – State Department (US Mission to the UN in Geneva)	14,474	32,899
Ville de Genève	105,835	-
University of Minnesota	-	31,495
<b>TOTAL DEFERRED GRANT REVENUES<sup>3b</sup></b>	<b>1,305,187</b>	<b>1,553,100</b>

# INTERNATIONAL SERVICE FOR HUMAN RIGHTS

## GENEVA

### Notes to the financial statements for the year ending December 31, 2024

<b>Note 1</b>	<b>The International Service for Human Rights (ISHR)</b> is an Association established in accordance with articles 60 and seq. of the Swiss Civil Code. The objectives of the association are to support human rights defenders and strengthen international and regional human rights law and mechanisms through training, capacity building, information products and strategic advice and advocacy.
<b>Note 2</b>	The accounts of the Association are maintained in accordance with Swiss legal requirements. Costs and expenses incurred for the period, which have not been paid at the Balance Sheet date, are recorded as expenses for the period and included as accrued expenses or provisions in the Balance Sheet. Income due to be received for the period and expenses paid in advance in respect of future periods are recorded as grants received in advance or prepaid expenses.
<b>Note 3</b>	Grants, donations and contributions received are recorded as Income in the period specified in the contracts with the Association. For the breakdown of all grants and revenue, please refer to Appendix III - "Grants' Overview"
<b>Note 3a</b>	<b>Appendix I</b> - Sub-section of Income under <b>"Special contributions"</b> : DLA Piper and Fastenaktion - Action de Carême
<b>Note 3b</b>	<b>Grants received</b> in respect of future periods are recorded as liabilities in the Balance Sheet as deferred revenue ( <i>Appendix II</i> ).
	The deferred revenues related to Brot für die Welt, Bureau of Democracy, Human Rights, and Labor (DRL), Netherlands - MFA, and Ford Foundation are multi-year grants restricted for two or three years.
<b>Note 4</b>	<b>Foreign exchange gains and losses</b> are accounted separately in the P&L and not reflected under other income. In 2024, CHF 86,004 in foreign exchange losses have been recognized in re-evaluating the USD and EUR bank account balances against the Swiss Francs.
	<b>Other revenue</b> includes consulting services provided by ISHR and in-kind contribution received from Ville de Geneve Department de la Security & des Sports.
	<b>Individual &amp; Corporate Donors:</b> The total amount of CHF 48,249 corresponds to individual donations received by the Geneva entity. Donations received by the ISHR-US entity will be accounted for separately under the US-501(c)(3) entity. <i>Please refer to Note 6 below for further details.</i>
<b>Note 5</b>	The financial statements include grant receivables and other receivables, totaling CHF 815'879 for which the funds had not reached ISHR bank account as of December 31, 2024 ( <i>CHF 1'434'815 in 2023</i> ). These grants and revenue have been fully confirmed as 2024 funding, or partially allocated as multiyear grants, and are recorded as revenue in the P&L. <i>Exceptions see note 3b for multi-year grants.</i>
<b>Note 6</b>	International Service for Human Rights - Inc (ISHR - US entity), which is incorporated under section 402 of the New York Not-for-Profit Corporation Law and a charitable corporation under section 501(c)(3) of the US Internal Revenue Code. ISHR exercises and maintains effective control over ISHR - US.

## INTERNATIONAL SERVICE FOR HUMAN RIGHTS

## APPENDIX III: GRANTS OVERVIEW YEAR 2024

Donors	Donor Type	Situation as at 1st January 2024		New Grant / Contribution	Total available	Received Contributions	2024 ACTUALS	Situation December 31st 2024	
		Receivables	Deferred					Receivables	Deferred
		(a)	(b)	(c)	(b) + (c)	received	(e)	(a) + (c) - received	(c) - (e)
<b>CORE GRANTS &amp; Other Revenue</b>									
Denmark - Ministry of Foreign Affairs	Core / GOV	-	-	163,055	163,055	163,055	163,055	-	-
Finland - Ministry of Foreign Affairs	Core / GOV	-	-	763,296	763,296	763,296	763,296	-	-
Liechtenstein - Office for Foreign Affairs	Core / GOV	-	-	100,000	100,000	100,000	100,000	-	-
Norway - Norad	Core / GOV	-	-	408,845	408,845	408,845	408,845	-	-
Ville de Geneve	Core / GOV	-	-	4,180	4,180	4,180	4,180	-	-
Ford Foundation BUILD	Core / FOUNDATIONS & TRUST	-	73,778	619,233	693,011	573,868	339,164	45,365	353,847
Sigrid Rausing Trust (UK)	Core / FOUNDATIONS & TRUST	-	71,326	-	71,326	-	71,326	-	-
Individual and Corporate Donors	INDIVIDUAL/CORPORATE DONORS	-	-	-	-	-	48,249	-	-
Other Income	Other REVENUE	44,540	31,495	-	9,283	-	98,043	20,965	-
<b>Sub-total Core grants</b>		<b>44,540</b>	<b>176,599</b>	<b>2,058,609</b>	<b>2,212,996</b>	<b>2,013,244</b>	<b>1,996,159</b>	<b>66,330</b>	<b>353,847</b>
<b>Earmarked Grants</b>									
Bureau of Democracy, Human Rights & Labor - DRL (2022 - 2025)	EARMARKED/ GOV	812,707	589,199	-	589,199	440,721	343,920	371,986	245,279
Canton Geneve - HRDAP	EARMARKED/ GOV	-	-	70,000	70,000	70,000	70,000	-	-
Irish Aid - (2023-26)	EARMARKED/ GOV	-	87,112	239,000	326,112	239,000	236,846	-	89,265
Ireland - Permanent Mission to the UN in Geneva	EARMARKED/ GOV	-	-	18,285	18,285	18,285	15,238	-	3,047
Luxembourg - Ministry of Foreign Affairs (2023-25)	EARMARKED/ GOV	-	-	92,870	92,870	92,870	92,870	-	-
The Netherlands - Ministry of Foreign Affairs MFA (SF Goal 3 - 2023-2025)	EARMARKED/ GOV	-	-	99,830	99,830	99,830	99,830	-	-
The Netherlands - Ministry of Foreign Affairs (Project 2022-2025)	EARMARKED/ GOV	-	72,329	156,821	229,150	137,250	149,396	19,571	79,754
Switzerland - Federal Department of Foreign Affairs (SF Goal 1)	EARMARKED/ GOV	40,000	-	200,000	200,000	200,000	200,000	40,000	-
Switzerland - B&HR (ending November 2023)	EARMARKED/ GOV	8,000	-	-	-	8,000	-	-	-
United Kingdom FCDO - Costa Rica (2023 -24)	EARMARKED/ GOV	15,426	9,653	-	9,653	15,426	9,653	-	-
United Kingdom FCDO - Geneva (2023-24)	EARMARKED/ GOV	90,000	36,837	-	36,837	90,000	36,837	-	-
United Kingdom FCDO - Geneva (2024-25)	EARMARKED/ GOV	-	-	95,700	95,700	30,000	77,920	65,700	17,780
U.S – State Department (US Mission to the UN in Geneva) - HRDAP (2023-2024)	EARMARKED/ GOV	11,131	14,954	-	14,954	11,131	14,954	-	-
U.S – State Department (US Mission to the UN in Geneva) - HRDAP (2024-2025)	EARMARKED/ GOV	-	-	17,620	17,620	13,330	3,146	4,290	14,474
U.S – State Department (US Mission to the UN in Geneva) - Decl+ project (2024)	EARMARKED/ GOV	7,035	17,945	-	17,945	3,555	17,945	3,480	-
Ville de Geneve (2022 - 2025) year 2	EARMARKED/ GOV	-	-	120,000	120,000	120,000	120,000	-	-
Ville de Geneve (2022 - 2025) year 3	EARMARKED/ GOV	-	-	120,000	120,000	-	14,165	120,000	105,835
Brot für die Welt (Bread for the World) (2022-2025)	FOUNDATIONS & TRUST	192,627	209,685	-	209,685	91,720	129,994	100,907	79,691
Ford Foundation (UNARC)	FOUNDATIONS & TRUST	210,320	244,906	-	244,906	210,320	143,629	-	101,277
Ford Foundation (BUILD institutional strengthening)	FOUNDATIONS & TRUST	-	74,489	333,433	407,922	333,433	217,389	-	190,533
Loterie Romande	FOUNDATIONS & TRUST	-	5,603	-	5,603	-	5,603	-	-
Organisation internationale de la Francophonie (OIF) - Senegal	INTERGOVERNMENTAL AGENCIES	3,029	-	-	-	3,029	-	-	-
Fastenaktion - Action de Carême	SPECIAL CONTRACT & CONSULTAN	-	-	15,000	15,000	15,000	15,000	-	-
DLA Piper (2024-2025)	SPECIAL CONTRACT & CONSULTAN	-	13,788	46,008	59,796	22,394	35,394	23,615	24,403
<b>Sub-total earmarked grants</b>		<b>1,390,275</b>	<b>1,376,501</b>	<b>1,624,567</b>	<b>3,001,069</b>	<b>2,265,293</b>	<b>2,049,729</b>	<b>749,548</b>	<b>951,340</b>
<b>Total grants (core &amp; earmarked)</b>		<b>1,434,815</b>	<b>1,553,100</b>	<b>3,683,176</b>	<b>5,214,064</b>	<b>4,278,537</b>	<b>4,045,888</b>	<b>815,879</b>	<b>1,305,187</b>

## ISHR 2024 EXPENDITURES OVERVIEW BY STRATEGIC OBJECTIVES

<b>PROGRAMME OVERVIEW</b>		PERSONNEL COST	%	TOTAL PROGRAMME COST	%	TOTAL COST 2024	% of Total Expenditures
<b>Goal 1 - HRDs are equipped, connected, supported &amp; influential</b>		<b>1,139,832</b>	<b>44%</b>	<b>431,481</b>	<b>40%</b>	<b>1,571,312</b>	<b>38.35%</b>
1.1.HRDs have the tools and capacities		623,075	24%	269,675	25%	892,750	22%
1.2.HRDs are supported and provided with solidarity		309,065	12%	107,870	10%	416,935	10%
1.3.HRDs are free and have access to justice and accountability		207,692	8%	53,935	5%	261,627	6%
<b>Goal 2 - States, businesses and other non-State actors respect and protect HRDs</b>		<b>545,191</b>	<b>21%</b>	<b>226,527</b>	<b>21%</b>	<b>771,718</b>	<b>18.83%</b>
2.1. States stop restricting HRDs		129,807	5%	64,722	6%	194,529	5%
2.2. States are held accountable for HRD violations		207,692	8%	75,509	7%	283,201	7%
2.3. States protect and respect HRDs		129,807	5%	43,148	4%	172,955	4%
2.4. Businesses respect HRDs and are properly regulated		77,884	3%	43,148	4%	121,032	3%
<b>Goal 3 - Human rights mechanisms are accessible, responsive and effective</b>		<b>807,142</b>	<b>31%</b>	<b>345,185</b>	<b>32%</b>	<b>1,152,326</b>	<b>28.12%</b>
3.1. Increased resources and support for human rights mechanisms		259,615	10%	75,509	7%	335,124	8%
3.2. Mechanisms are accessible and safe for HRDs		207,692	8%	129,444	12%	337,136	8%
3.3. Mechanisms are effective, responsive and fit for purpose		233,653	9%	107,870	10%	341,523	8%
3.4. Human rights laws and standards provide HRDs with recognition and protection		106,182	4%	32,361	3%	138,543	3%
<b>Programme Support, Cross-cutting, or Institutional</b>		<b>103,982</b>	<b>4%</b>	<b>75,509</b>	<b>7%</b>	<b>179,491</b>	<b>4%</b>
<b>Total Personnel &amp; Programme Cost</b>		<b>2,596,146</b>	<b>100%</b>	<b>1,078,702</b>	<b>100%</b>	<b>3,674,848</b>	<b>90%</b>
<b>TOTAL OPERATING COST</b>						<b>422,690</b>	<b>10%</b>
OFFICE RENTALS / OPERATING COST						275,032	6.71%
FINANCIAL CHARGES / AUDIT FEES						97,364	2.38%
GOVERNANCE & STRATEGY						50,294	1.23%
<b>TOTAL EXPENDITURES</b>						<b>4,097,538</b>	<b>100.00%</b>