

Impunity Watch
Foundation

ANNUAL FINANCIAL REPORT 2024

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Vanaf x.x.x.224



Making justice work

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DIRECTOR'S REPORT

Introduction

2024 is a year that felt larger than life for Impunity Watch. We saw political changes and an uprising in wars having a direct impact on our and our partners' work and our drive to end impunity.

Syria had topped impunity scores for decades, the result of unaccountable governance, conflict, violence and abuse of human rights. Then, in December, a historic liberation of the people from oppression and tyranny suddenly took place, at last bringing hope for systemic change. Meanwhile in Guatemala, the election of an anti-corruption government with popular and indigenous support, is working to combat efforts from others in power to undermine democracy.

On the negative side, in Tunisia and Iraq civil society faced a renewed backlash, while in Burundi human rights organisations reported political repression and rights violations ahead of upcoming elections in 2025. In the Democratic Republic of Congo (DRC), the resurgence of the M23 rebel movement supported by Rwanda led to a renewed escalation of the conflict in the east, fuelling the spectre of a regional war once again in the Great Lakes region and stalling DRC's efforts to make progress towards national accountability.

Against a global backdrop of increased power imbalances allowing impunity to thrive, we saw time and again that victims and survivors' solidarity is the only way forward to tackle the root causes of power imbalances. This is how best societies are able to care for those subject to violence and inequality. Our work is more urgent than ever because, together with victims and survivors, we can contribute to meaningful and sustainable change.

At Impunity Watch, our drive for change is centred in tackling the root causes of impunity, including increased inequalities. We aimed to address these systemic issues, acting collaboratively to promote increased security, access to justice, and inclusive decision-making to victims and survivors. We worked to help reduce violence, poverty, gender inequality, corruption and racism.

We did this based on our 15 years' commitment to jointly work with victims, survivors and communities affected by serious human rights violations to act on some of the obstacles we consider to be key to overcoming impunity. These are victims and survivors' unaddressed needs, their exclusion from the pursuit of justice, and the lack of political will to ending impunity. In 2024, we progressed on our vision of justice by advancing our [Strategic Objectives](#). In doing so, we deepened our impact in the quest to end impunity, concretely contributing to the achievement of the [2030 Agenda for Sustainable Development](#) and in particular to the SDG 16 on Peace, Justice and Strong Institutions.

Below, we share examples of our efforts, enriched by partners' voices and perspectives on our collective work.

Our international strategic work and country programmes

GATHERING AND SHARING KNOWLEDGE WITH PARTNERS

As in previous years, we have published high-level research, reports and policy briefs on crucial debates for the Transitional Justice field. One key milestone was a conversation that placed us at the forefront on how to use AI as an ally for justice and peace. In a moment of rapid development and standard setting, victims' views and human rights should not be left out.

We proactively addressed the potential impacts of AI on transitional justice. In partnership with the AI Futures Lab at Delft University of Technology, we organised a [workshop](#) of experts, gathered to bridge the gap between tech professionals, transitional justice practitioners, academics and researchers. The main takeaways were framed into a [ground-breaking report](#) that stresses the need for cross-sector partnerships on addressing complex issues at the intersection of technology, human rights and transitional justice. The report establishes the importance of ensuring that victims and survivors' perspectives are guiding the ethical use of AI in transitional justice. Follow-ups include establishing targeted policy hubs, with one about reparations taking place in 2025.

Bernard Duhaime, the Special Rapporteur on the promotion of truth, justice, reparations and guarantees of non-recurrence, told the workshop on AI and human rights, "It is crucial that victims of human rights violations be at the centre of our approach to understanding the implications of artificial intelligence for transitional justice."

A first-of-a-kind, [Guidelines for Victims' Participation in Justice Processes](#) was shaped and produced by victims and survivors themselves, members of INOVAS (the International Network of Victims and Survivors of Serious Human Rights Abuses) with Impunity Watch support. We provided expert support and organised with INOVAS members a retreat in Greece, to strategise on advocating for the adoption of the guidelines. Reflecting the voices of victims and survivors' associations in Latin America, the Middle East and North Africa, Asia and Africa, the Guidelines for Victims' Participation are intended for use by all actors working in the justice field.

Impunity Watch programmes also innovated by co-designing policy work with partners on key topics, like mental health in justice processes. We worked in collaboration with Syrian NGOs in the frontline of the plight for the missing, The Association of Detainees and the Missing in Sednaya Prison, and Women Now for Development (WND), as well as experts from the New York University's Center on International Cooperation, to publish a policy brief, [The Integration of Mental Health Approaches and Psychosocial Support in Syria](#), and create an online launch webinar. The policy brief provided the Independent Institution on Missing Persons in Syria (IIMP) –an important mechanism in the country's ongoing democratic wave– with concrete and practical recommendations on how to integrate a mental health approach in the core structure of its work, in the development of strategies for supporting victims and families of the missing, as well as in providing psychosocial support to staff. This in views for the IIMP to set new standards on the issue for other international and national mechanisms. The brief also discussed preparatory

measures to ensure that capacity and structures are put in place to create a trauma-informed approach in the implementation of the institution's mandate.

The pressing narrative that [justice starts by healing from trauma in Syria](#) while at the same time inclusive justice processes are crucial for trauma healing was highlighted to a broader audience in a video we co-designed with WND, in which survivors spoke about the very specific consequences to women of the disappearance of their family members. Often they become heads of their households and subjected to violence, discrimination and financial exploitation while facing increased care responsibilities for children and other members of the family, and a patriarchal legal system where they have limited access to property and land rights, and cannot pass nationality to their children.

Anas Tello, programme manager at WND explained about our co-creative process, "This video's greatest impact lies in amplifying the voices of survivors and victims, allowing them to speak for themselves about how mental health and psychosocial support has shaped their journey. Impunity Watch's collaboration was instrumental in ensuring the video was survivor-centred, credible and impactful. By working together, and giving us the space to choose which elements to include, we aligned the message with broader justice efforts, positioning mental health not just as a support mechanism but as a critical pillar of the justice process itself."

With the ousting of the Bashar regime in Syria, hopes for the future include a focus on increased access to justice and participation in decision-making for victims and survivors. These are seen as key to rebuilding collectively a peaceful Syria, where people feel that political and social change is possible with them playing an active part on it. Looking elsewhere, a survivor-centred was at the heart of the transitional justice process in Colombia. To provide inspiration and comparative expertise, last year, Impunity Watch organised a study visit to Colombia for Syrian associations who are part of the Truth and Justice Charter, to learn about and share information on integrated transitional justice processes, including from actors such as the Colombian Search Unit for the Missing Persons (UBPD, in Spanish).

Yasmeen Almashaan, from the Caesar Families Association (CFA), highlighted on learning, "The educational experience in Colombia, which took place before the fall of the regime, was very important for me. It had a direct impact, especially in relation to the ideas we are currently working on to develop key policies for work inside Syria." She said the partnership with Impunity Watch had also a very personal impact in her life: "It contributed to my own recovery journey, and most importantly, for the first time, I felt no discrimination. Impunity Watch supported me and helped me reach a position that I consider significant in the field of human rights advocacy. As a woman who wears the hijab and comes from eastern Syria, I used to feel deeply excluded and often avoided being included in events related to the issue of the missing, but with Impunity Watch I truly felt that I mattered –without discrimination."

Finally, in the DRC we published research amplifying the voices and justice demands of more than 770 people in the country's three eastern provinces of Ituri, North Kivu, and South Kivu. The findings are a critical contribution to the ongoing development of a national transitional justice policy since popular consultations failed to consult the populations in these three provinces most affected by violence. The research, [Victim and survivor expectations of the national transitional justice policy in the DRC: Communities in South Kivu, North Kivu & Ituri speak out](#) presents the priorities of victim communities around justice mechanisms, analysing the policy implications on key issues including the restoration of peace and stability, the dangers and the potential of memorialisation, and

the contribution of mental health and psychological services and witness protection to truth-seeking.

Our DRC programme is working towards the goal of identifying the real causes of crimes to proceed with restoring peace by connecting communities to national policymaking in the belief that for justice to meaningfully and sustainably address the legacy of human rights violations, ownership of the process must be held by all communities affected by conflict and violence in the country.

GROWING PARTNERSHIPS, COALITIONS AND SOLIDARITY WITH VICTIMS' ORGANISATIONS

As well as taking time for healing processes, survivors have demonstrated in various contexts that their power lies in organising themselves in the face of multiple forms of violence and oppression. In 2024, we continued to invest in network building, supporting collective memorialisation to remember the dead, the injured, and the disappeared, and the protection of human rights defenders. All of these were crucial strategies in fighting impunity together with strengthening social justice and security for individuals and groups, especially in volatile contexts in the Middle East and Africa.

In Iraq, we supported the launch of Maseer, the first victim-led network in the country. It brings together six local partner organisations which are all led by survivors and families of the forcibly disappeared, with the shared goal of advocating for their rights.

Mustafa Abdulwahid Hameed from Iraqi NGO Tadaruk Organization for Human Rights and Democracy Promotion, said, "Through our partnership with Impunity Watch, we have developed a reliable relationship with the Committee on Enforced Disappearances and this prompted us to strengthening communication also with the Committee on the Rights of the Child and the Committee on the Elimination of All Forms of Discrimination against Women."

Creating spaces to mourn, remember, reflect and find community was also the objective of Impunity Watch in 2024, when we supported the building in Southern Mosul of the [first memorial dedicated solely to victims of enforced disappearances in Iraq](#). The monument area was transformed into a vibrant community garden where families – especially women and children of the missing – can come together to support one another and build resilience.

Other remembrance initiatives in Tunisia and Lebanon have stood out as impactful strategies against repression and conflict. In order to create a National Memory Catalogue with diverse narratives of the Tunisian history, victims and experts worked with support of Impunity Watch to counter an ongoing backlash against civil society working on justice and human rights by fostering awareness, dialogue and education in the country.

Under bomb fire in Lebanon, women survivors of gender-based violence were recognized by the Anne-Marie Buhoro Award. The 2024 winner was Ghida Anani, founder and director of ABAAD – the Resource Center for Gender Equality, a leading civil society organisation (CSO) in the country, advocating for gender equality, and engaging men, politicians and religious leaders to defy the patriarchal system in Lebanon. ABAAD also runs shelters for women and runs campaigns that change public opinion and have resulted historically in gaining laws that are favourable to women. ABAAD's team members, in the height of conflict, have managed to operate shelters in bombed areas,

while many have lost their own homes in the wave of attacks by Israel that took place in 2024.

Ghida Anani, with Lebanese gender-equality champion ABAAD said, "I'm very proud of our team's work. The [Anne-Marie Buhoro] award shows that we women are a key part of the response for peace building."

The Anne-Marie Buhoro Award was named to honour the memory of a Congolese human rights activist who dedicated her life to fighting sexual violence and promoting gender equality in the DRC (Democratic Republic of Congo) –a country facing a violence crisis unnoticed by the international public attention where we strengthened our presence in 2024.

There, in partnership with Congolese NGOs Africa Reconciled and The Network of Congolese Youth Associations Against AIDS (RACAJ), our programme developed, community-led advocacy that successfully lobbied the Congolese Ministry of Human Rights to integrate victim demands from Ituri, South Kivu, and North Kivu provinces into a national policy process on transitional justice. We collaborated with victims to increase and strengthen coalitions and momentum for justice.

Diavy Kubuya, secretary of the North Kivu Coalition of Victims Group, said during Impunity Watch's event in Amsterdam, "Victims are the reason why transitional justice comes to life. They are the ones who have lived atrocities and abuses in the flesh and their experiences as human beings. That's why far from being confined in a simple witness role, they are key players and express and speak out and are the voice of the community."

These powerful words were part of Diavy's contribution to [a victim-centred policy debate: 'People Power Building Justice in Africa: Survivors Speak Up from Congo'](#). This took place during Afrikadag ("Africa Day", in Dutch), the largest event in the Netherlands focused on Africa-Europe co-operation. The event, in partnership with international Dutch-based organisation Cordaid, successfully amplified the voices of Congolese victims, generating critical debate.

According to the Afrikadag's organisers, Foundation Max van der Stoel, Impunity Watch's debate was highly appreciated by the audience as it was said to "highlight gaps in public understanding of transitional justice, underscoring the importance of continues dialogue and follow-up discussions on how to turn these conversations into concrete action."

In parallel to the DRC talk, a photo exhibition about Burundi was organised, drawing attention to the power of artistic and cultural traditions to confront the country's past, and tackle socio-cultural injustices. The images were part of the photobook [Portraits of the past and present: preserving memories through photography and storytelling](#), containing the personal stories of 22 elderly Burundians. The photobook was produced in collaboration with RWEZE, a collective of young women photographers and launched earlier in the year in Bujumbura. Together we uncovered untold stories of violence, hope, resilience, and of heroism since colonial times, with the men and women who shared their stories coming from diverse ethnic backgrounds and all aged over 60. The project also preserved pieces of history that might otherwise have been lost.

Daniella Iradukunda, from RWEZE collective said, “It was our first-time photographing people who had lived through quite sad stories and from all social categories. In Burundi, we’re not really used to talking openly about what happened during the years of crisis.”

MOBILISING JOINT POLITICAL ACTION – CONNECTING KNOWLEDGE AND DEMANDS FROM COALITIONS WITH POLICYMAKERS

In 2024, we continued to advance the core strategy that underlies our vision of victim-centred justice that leads to change, the intervention to mobilise political action. We did this by targeting and engaging strategically with key decision-makers in order to build political capital at the international level, specifically the UN, the European Union and the African Union.

We pushed on with our work on impunity and double standards which commonly stem from power dynamics where powerful states are allowed to evade accountability. These double standards persistently obstruct the pursuit of justice, allowing powerful actors to evade accountability and exclude victims and survivors from key decision-making. All of this erodes trust in justice processes and limits their influence. After a mapping exercise in 2023, Impunity Watch and the Tahrir Institute for Middle East Policy organised a workshop in Nairobi, Kenya, focused specifically on victim participation and double standards. Participants, representing diverse perspectives from the DRC, Kenya, Lebanon, the Sahel, Sudan and Syria, collaboratively developed [concrete recommendations that provide a practical framework for dismantling double standards](#) through enhanced victim engagement and influence, addressing disparities at global, regional, and local levels. In the future, we will continue this work by prioritising thematic discussions, determined by the group, and peer-to-peer exchanges to build alliances in the face of impunity.

At national level in Guatemala and regional levels in the Americas, Impunity Watch supported three important justice processes where international pressure is crucial for fighting impunity by reducing corruption and increasing the responsiveness of national political systems. This involved the [participation of victims during the visits of the UN Human Rights Commissioner, Volker Turk](#), and the delegation of the Inter American Commission on Human Rights Commissioners, the observation of the election of courts in coordination with victims and national and international actors, and the dialogue of victims with the Guatemalan government to create a National Plan of Reparation of Victims.

Juan Pérez, from the National Platform of Victims of the Internal Armed Conflict, our long standing partner in Guatemala, said, “Impunity Watch’s contribution has helped us adapt our policy proposals to the legal framework and relate them to the international agreements and conventions that bind the State.”

Like other parts of our work, the work with the National Platform of Victims in Guatemala has been high-lighted in the UN High Commissioner of Human Rights’ annual report of good practices on transitional justice processes, in the context of sustaining peace and sustainable development. This reflects Impunity Watch’s capacity to influence at a global level. The document states, “Victims and survivors’ groups approached accountability in a strategic way, creating coalitions as the National Platform of Organizations of Victims of the Internal Armed Conflict, and allied with civil society organisations, legal expert teams and international NGOs. The victim-centred approach involved community work to

promote victim support and network collaboration. They rendered visible sexual and gender-based violence by collecting testimonies and empowering survivors through leadership roles. Their strategic litigation included political and communications strategies to make the cases known nationally and internationally.”

In the framework of our Syria programme, we supported survivors’ organisations in raising awareness and engaging Syrian civil society with the [Independent Institution on Missing Persons in Syria](#). This was established, in 2023, by the UN General Assembly (UNGA) after many years of advocacy from the families of the missing and disappeared, demanding greater accountability. Initiatives took place with the support of the Netherlands, Switzerland, Belgium, Luxembourg and other states. They included lobbying trips to New York to meet states ahead of UN General Assembly’s meetings and call for the necessary support, resources and effective leadership for the start of the IIMP. Co-organised side-events at the Belgian mission to the UN and at the Brussels VIII Conference on Supporting the Future of Syria and the Region also shared the same calls and concerns.

On the African continent, we continued our work promoting youth participation in justice processes, including the African Union’s transitional justice policy (AUTJP). We provided technical, financial, and thematic assistance to the launch of a continent-wide platform for youth and transitional justice; we opened space for youth voices and perspectives at key African policy platforms including the African Transitional Justice Forum in Mauritius, a series of stakeholder meetings among the international diplomatic corps in Addis Ababa, policy workshops organised with the [Centre for the Study of Violence and Reconciliation](#) (CSVR), and policy engagements with African Union member states. With the same objective in mind to mobilise youth participation, we launched two continent-wide initiatives at the end of 2024: a partnership with Youth Organisation for Research and Justice Advocacy (YORJA) to develop a youth-friendly version of the AUTJP, and a consultative process to develop guidance around masculinities and justice.

Organisational development & fundraising – towards and inclusive and collective justice ecosystem

Throughout the year, our response to ending impunity focused on the root causes of inequalities. We strived to address systemic issues by acting collaboratively and creating spaces and resources to sustain partnerships that would help move towards a justice ecosystem that fosters security, access to justice and inclusive decision-making to victims and survivors.

We fostered partnerships as a way to join forces and contribute to an inclusive and collective justice system. Being based in The Hague, in the cradle of International Justice in Europe, we felt more than ever the responsibility of being part of an active civil society and contribute to a transformative justice ecosystem. With intention and purpose, we continued to contribute to those spaces by learning from victims as we shared knowledge and experience facilitating space for victims and inclusive processes.

In this sense, one main area where we have focused our efforts, has been the strengthen of gender transformative approaches in justice processes. In the past year, we have increased our internal capacity of Impunity Watch Gender Working Group to engage in

the development, implementation, and monitoring across all pillars of our work, and we have kick started trainings to discuss root causes of impunity amongst others structural barriers of gender inequality , and develop action to address it.

We have also deepened our research and advocacy on a root cause of impunity and gender inequality known as “militarised masculinity” –a notion to be challenged where manhood is often intertwined with ideals of violence, power and control. To translate this concept and tackle its implications with broader audiences and decision-makers, we started developing a series of papers and events on this topic.

A global changing landscape encompassed narratives and funding, and we witnessed the impact of shifting domestic and geopolitical priorities. This had profound consequences on support for civil society and international commitments to human rights, justice, and the rule of law. With key focuses on programmatic and organisational priorities, we have started to lay the groundwork for responding to immediate funding challenges, which will follow Impunity Watch in the years to come. The goal is to build long-term sustainability through more strategic resource mobilisation and relationship building, as well as reflecting on our impact and added value in the fight against impunity.

In 2024, we secured continued funding from partners, including the Netherlands Ministry of Foreign Affairs, the Swiss Federal Department of Foreign Affairs, the US State Department and Cordaid, in support of our work in Guatemala, Syria, and DRC respectively.

In recognition of our reputation and expertise on transitional justice and victim-centred approaches, we also secured a new grant from the European Commission to support our work in Burundi and DRC. These achievements are particularly significant given the challenging contexts in which we operate. They are testament to the relevance and effectiveness of our work.

Board

Our board members are:

- Brinton Lykes (Chair)
- Brandon Hamber (Treasurer and Secretary)
- Andy Carl

Our Executive Director is Marlies Stappers who is on temporary leave. As of 1 March 2025, the board has appointed Margaretha Bakker and Thomas Unger as Co-Executive Directors (a.i.).

REMUNERATION OF THE BOARD

Members of the Board participate on a voluntary basis, They receive no remuneration for their participation. They are reimbursed for out-of-pocket travel expenses to attend Board meetings,

REMUNERATION OF THE DIRECTOR

The Board has approved the remuneration policy, the outcome of the review of the director's salary and the amount of the other remuneration components. The policy is periodically updated. No changes have occurred since 2014. When determining its remuneration policy and fixing salaries, Impunity Watch complies with the Rules on the Remuneration of Directors of Good Causes (*Regeling beloning directeuren van goededoelenorganisaties*: www.goededoelennederland.nl). The Advisory Rules set a maximum norm for annual salaries based on criteria for the weight of the job, which the Board used to assess the director's position at Impunity Watch. This led to a BSD score of 440 points, indicating a maximum annual salary of € 144,154 (for 1 FTE for a full year). The relevant annual director's salary in 2024 for assessment against the maximum remuneration was € 129,267 which is well below the maximum. The amount and composition of the remuneration are disclosed in the financial statements in the notes to the statement of income and expenditure. Impunity Watch does not issue loans, advances or guarantees to the director.

GENERAL RESERVE

A reservation of resources is desirable for the continuity of the support given to the Impunity Watch goals. Impunity Watch has been granted with multi annual grants to finance their goals. Impunity Watch prefers a general reservation of at least € 300,000 to cover short-term risks and to ensure that Impunity Watch can continue to meet its moral and other obligations (20% of staff costs). Impunity Watch bases itself on the concept of sustainable relationships with its partners and with its staff. The size of the reserve is determined as a trade-off between the desirability of deploying as much as possible of our resources for our objectives, fulfilling our obligations and the need to maintain a healthy financial basis for the future. The general reserve meets our desired level at year-end but we will need the foundation's equity to face the financial challenges ahead.

BUDGET 2025

The 2025 Year Plan and budget have been approved by the board on February 6, 2025. A summary of the profit and loss account is as follows (in Euros).

	Budget 2025	Budget 2024
INCOME		
Grants, fees and interest	6,313,000	6,655,000
	<u>6,313,000</u>	<u>6,655,000</u>
EXPENDITURE		
General management and fundraising	606,000	545,000
Global research, knowledge sharing, partnerships and political action	1,157,000	1,198,000
Guatemala programme	420,000	428,000
Burundi and DRC programme	2,559,000	2,135,000
MENA programme	1,559,000	2,315,000
Western Balkans programme	60,000	70,000
	<u>6,361,000</u>	<u>6,691,000</u>
Result for the year	<u>-48,000</u>	<u>-36,000</u>
Appropriation of the result		
From general reserve	48,000	36,000
Total	<u>0</u>	<u>0</u>

The major part of our income is based on multi-year contracts. The grants which are issued year by year did not lead to large fluctuations between years. Political developments in the Netherlands, other European countries as well as the United States show to have significant implications for development cooperation grants, as changes in government priorities, party ideologies, and global geopolitical shifts impact the allocation of resources to international cooperation and human rights. This comes on top of the repression and shrinking space for civil society and human rights movements. The 2025 budget is based on contracts with a term until:

- 2025: € 4,280,000
- 2026: € 230,000
- 2027: € 1,803,000

Our efforts to secure grants for 2026 and beyond will be of great significance for making a meaningful impact and for the continuity of our organisation.

The Hague, 30 June 2025

Brinton Lykes, Brandon Hamber and Andy Carl
Board of Impunity Watch

BALANCE ON 31 DECEMBER 2024

(In Euros, after appropriation of result)

ASSETS	2024	2023
Fixed assets		
Tangible fixed assets	0	0
Current assets		
Receivables	578,407	1,554,361
Cash	<u>2,833,923</u>	<u>1,924,236</u>
	3,412,330	3,478,597
Total assets	<u>3,412,330</u>	<u>3,478,597</u>
EQUITY AND LIABILITIES		
Equity		
General reserve	353,868	300,088
Current liabilities		
Taxes and social securities	38,797	29,630
Other liabilities	<u>3,019,665</u>	<u>3,148,879</u>
	3,058,462	3,178,509
Total equity and liabilities	<u>3,412,300</u>	<u>3,478,597</u>

INCOME AND EXPENDITURE STATEMENT 2024

(in Euros)

	Actual 2024	Budget 2024	Actual 2023
INCOME			
Grants	5,283,628	6,655,000	4,075,569
Others	88,507	-	30,821
	<u>5,372,135</u>	<u>6,655,000</u>	<u>4,106,390</u>
EXPENDITURE			
General management and fundraising	361,411	545,000	311,431
Global research, knowledge sharing, partnerships and political action	1,066,597	1,198,000	647,418
Guatemala programme	378,407	428,000	335,685
Burundi and DRC programme	1,329,461	2,509,000	1,405,866
MENA programme	2,127,006	1,277,000	1,891,943
Western Balkans programme	55,473	70,000	-
	<u>5,318,355</u>	<u>6,691,000</u>	<u>4,592,343</u>
Result for the year	<u>53,780</u>	<u>-36,000</u>	<u>-485,953</u>
Appropriation of the result			
General reserve	53,780	-36,000	98,729
Restricted fund NPL		-	-584,682
Total	<u>53,780</u>	<u>-</u>	<u>-485,953</u>

CASH FLOW STATEMENT 2024

(in Euros)

	2024	2023
Cash flow from operating activities		
Operating result	53,780	-485,953
Depreciation	-	-
Movements in operation capital:		
• receivables	975,954	-498,495
• current liabilities	-120,047	654,121
	<u>855,907</u>	<u>155,626</u>
Cash flow from investment activities	-	-
Cash flow from financing activities	-	-
Movement in cash at banks	<u>909,687</u>	<u>-330,327</u>
Cash at banks		
As at January 1	1,924,236	2,254,563
As at December 31	<u>2,833,923</u>	<u>1,924,236</u>
Movement in cash at banks	<u>909,687</u>	<u>-330,327</u>

GENERAL NOTES TO THE ACCOUNTS

The financial statements of Stichting Impunity Watch (statutory based in Utrecht) are prepared in accordance with the Guideline for annual reporting 640 “not-for-profit organisations” of the Dutch Accounting Standards Board. Impunity Watch is not affiliated with the CBF and therefore the CBF recognition scheme does not apply. Impunity Watch is therefore not obliged to apply RJ650 'Fundraising institutions'. Because Impunity Watch, although not a CBF quality mark, has the characteristics of a fundraising organisation, the statement of income and expenditure is presented in accordance with Model 2 of RJ650 to promote insight. There is no integral use of RJ650.

Impunity Watch works from its head office in The Hague and three satellite offices in Burundi, DRC and Guatemala. The satellite offices aren't separate legal entities, but the activities are administrated separately. The income and expenditures in the satellite offices are consolidated in the accounts of Impunity Watch. Local balance sheet item are presented in a netted way under current receivables.

FOREIGN CURRENCY

Assets and liabilities denominated in foreign currency are translated at the exchange rates prevailing on the balance sheet date. Transactions in foreign currency during the financial year are included in the financial statements at transaction rate. Resulting exchange differences are taken to the profit and loss account.

ACCOUNTING PRINCIPLES OF VALUATION

Unless stated otherwise, assets and liabilities are, after initial recognition, measured at amortised costs on the basis of the effective interest method. Income and expenses are accounted for on annual basis. Income from grants is accounted for in proportion to the eligible costs incurred. Profit is only included when realised on balance sheet date. Losses and risks originating before the end of the financial year are taken into account if they have become known before preparation of the financial statements. Multi-year grants to implementing partners are included for the full amount in the year of commitment as costs and obligations.

TANGIBLE FIXED ASSETS

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is based on the estimate useful life and calculated as a fixed percentage of cost, taking into account any residual value. Depreciation is provided from the date an asset comes into use.

RECEIVABLES

Receivables are, after initial recognition, measured at amortised costs on the basis of the effective interest method, less any provision for doubtful accounts. These provisions are determined by individual assessment of the receivables.

TAXATION

The annual accounts have been prepared under the assumption that the activities of Impunity Watch are exempt from corporate income tax.

SPECIFIC NOTES TO THE ACCOUNTS

TANGIBLE FIXED ASSETS

A summary of the movements in tangible fixed assets is given below.

	Cars	Computers
<i>As of 1 January 2024</i>		
Cost	103,462	7,327
Investment subsidy	-103,462	-
Depreciation	-	7,327
Book value as at 1 January 2024	-	-
Investment	13,079	-
Investment subsidy	-13,079	-
Depreciation (20% per year)	-	-
Movement	-	-
<i>As of 31 December 2024</i>		
Cost	116,541	7,327
Investment subsidy	-116,541	-
Depreciation	-	7,327
Book value as of 31 December 2024	-	-

CURRENT ASSETS

<i>Other receivables</i>	2024	2023
Prepaid expenses	22,622	20,468
Burundi office	255,314	569,242
DRC office	12,775	14,281
Guatemala office	52,590	30,072
Grants to receive	186,429	897,622
Other receivables	48,677	22,676
	<u>578,407</u>	<u>1,554,361</u>

The prepaid expenses contain a deposit for the office rent of € 9,518 till the end of the rent agreement. All other receivables are due within one year.

CASH

	2024	2023
Cash in hands	7,950	2,773
Cash at banks	<u>2,825,973</u>	<u>1,921,463</u>
	<u>2,833,923</u>	<u>1,924,236</u>

The cash is free at disposal of the Foundation.

EQUITY

General reserve

	2024	2023
As of January 1	300,088	201,359
Appropriation of the result	53,780	98,729
As at December 31	<u>353,868</u>	<u>300,088</u>

CURRENT LIABILITIES

Taxes and social securities

	2024	2023
Wage tax and social securities	<u>38,797</u>	<u>29,630</u>
	<u>38,797</u>	<u>29,630</u>

Other liabilities

	2024	2023
Accrued personnel expenses	70,060	70,060
Hypotax	236,415	204,465
Consultants/service providers	25,318	13,028
Sub-grants	754,673	961,781
Accrued expenses	236,317	99,131
Grants received to be spend next year	<u>1,696,882</u>	<u>1,800,414</u>
	<u>3,019,665</u>	<u>3,148,879</u>

The amount of hypotax contains an estimate of the tax payable on salaries of expats in Burundi for the years 2016-2024. Since 2016, it has not been possible to pay taxes for expats from INGOs in Burundi. Various legal and tax research has been carried out, but this does not yet provide a definitive answer how to act. The basic principle is that Impunity Watch, if at all possible, pays the tax to the Burundian authority. If it turns out that less tax is owed, the remainder is not released in favour of Impunity Watch, but will accrue to Burundi in another way.

CONTINGENT LIABILITIES

The office space in The Hague is rented from January 2021. The annual rent obligation is € 44,644. The rent runs until the end of 2025.

INCOME

Grants

The breakdown is as follows.

	Actual 2024	Budget 2024	Actual 2023
Netherlands Ministry of Foreign Affairs DSH	2,563,408	3,244,000	1,648,775
Netherlands Ministry of Foreign Affairs	994,643	1,159,000	708,326
Belgium Ministry of Foreign Affairs	91,387	120,000	394,132
European Union	437,052	510,000	201,754
Swiss Ministry of Foreign Affairs	442,134	94,000	175,023
Private Foundations	517,523	514,000	131,707
DRL	197,908	306,000	753,976
UN Peace Building Fund	39,576	687,000	43,319
Other fundraising	88,504	21,000	49,378
	<u>5,372,135</u>	<u>6,655,000</u>	<u>4,106,390</u>

In 2024 our expenditures were lower than the approved budget. To a large extent, this can be explained by the suspension and earlier closure of the UN PBF project in Burundi. The delay in obtaining execution protocols in Burundi for projects in 2022 continued to have a cumulative impact on activity planning and spending in 2024.

For more details, see the specification and breakdown of the project costs per donor on page 24.

GENERAL MANAGEMENT AND FUNDRAISING

	Actual 2024	Budget 2024	Actual 2023
Personnel	159,710	242,000	117,989
Institutional development	18,422	60,000	45,665
Running costs	183,279	243,000	147,777
	<u>361,411</u>	<u>545,000</u>	<u>311,431</u>

The expenditures were lower than the approved budget, particularly on the personnel budgetline. This can be explained because of later start of the grants and finance officer. In addition, some of the actual personnel costs of the grants and finance officer were charged under the actual programmes, such as MENA programme and the global programme since the actual work was part of these programmes. This was not foreseen when the budget was drafted. Our institutional development costs were lower since no in-person board or management team meetings took place in 2024. In addition, the running costs were lower than budgeted since some of the planned services from third parties were not required in 2024.

GLOBAL RESEARCH, KNOWLEDGE SHARING, PARTNERSHIPS AND POLITICAL ACTION

	Actual 2024	Budget 2024	Actual 2023
Personnel & Consultants	646,592	616,000	531,441
Publications / Communication	18,148	78,000	16,188
Knowledge sharing and exchange	101,352	150,000	9,860
Projects	66,781	132,000	14,458
Other costs	233,724	222,000	75,471
Total costs	<u>1,066,597</u>	<u>1,198,000</u>	<u>647,418</u>

The slightly higher personnel & consultants costs were due to the fact that when drafting the budget these costs were included under the general management and fundraising category while the work was part of the global programme. The expenditures for publications and communication are lower as publications were delayed and these will be launched in 2025. Costs for projects were lower as one of the sub-grant agreements planned for 2024 was postponed to 2025.

GUATEMALA PROGRAMME

	Actual 2024	Budget 2024	Actual 2023
Personnel & Consultants	222,372	260,000	213,138
Research	38,528	33,000	7,921
Knowledge sharing / capacity building	32,961	30,000	46,692
Lobbying / advocacy	26,095	42,000	16,396
Running costs	58,451	63,000	51,538
Total costs	<u>378,407</u>	<u>428,000</u>	<u>335,685</u>

The actual expenditures in Guatemala are lower than expected as one of the planned research projects was postponed to 2025 resulting into lower expenditures on the consultant budget line. The expenses on the lobby & advocacy line are also lower since some of the activities couldn't take place in an in-person form and instead took place online.

BURUNDI AND DRC PROGRAMME

	Actual 2024	Budget 2024	Actual 2023
Personnel	338,865	422,000	342,198
Research	722	5,000	10,384
Knowledge sharing	105,498	59,000	112,932
Lobbying / advocacy	61,822	71,000	3,000
Projects	656,022	1,467,000	858,339
Running costs	166,532	111,000	79,013
Total costs	<u>1,329,461</u>	<u>2,135,000</u>	<u>1,405,866</u>

The lower expenditures are predominantly due to the suspension and earlier closure of the UN PBF project in Burundi. Similarly, the delay in obtaining the execution protocols for

two projects in the previous financial periods had a cumulative impact on activity planning and the execution of funds in 2024. The higher expenditures under knowledge sharing are caused by earlier signing of a partnership agreement, which was originally planned for 2025.

MENA PROGRAMME

	Actual 2024	Budget 2024	Actual 2023
Personnel & Consultants	724,756	670,000	643,187
Publications / Communication	4,384	46,000	7,411
Knowledge sharing and exchange	75,792	174,000	124,645
Projects	1,134,663	1,229,000	830,635
Other costs	187,411	196,000	286,065
Total costs	<u>2,127,006</u>	<u>2,315,000</u>	<u>1,891,943</u>

The total expenditures are slightly lower than budgeted. Personnel & consultants line have higher expenditures than budget as the actual costs for the grants and finance officer working on MENA programme were charged under the MENA programme while costs were initially budgeted under general management. The actual expenditures on most of the other lines are slightly lower. This is caused by the deteriorating political situation in amongst others Tunisia and the continued shrinking space for civil society in general and human rights work in particular. The situation requires close monitoring and continuous adjustments of our programme.

WESTERN BALKANS PROGRAMME

	Actual 2024	Budget 2024
Personnel & Consultants	24,570	48,500
Knowledge sharing and exchange	1,246	8,750
Other costs	<u>29,657</u>	<u>12,750</u>
Total costs	<u>55,473</u>	<u>70,000</u>

SPECIFICATION AND BREAKDOWN OF COSTS BY CATEGORY

PERSONNEL EXPENSES THE NETHERLANDS

	Actual 2024	Budget 2024	Actual 2023
Gross salaries	855,276	909,000	784,144
Social premiums	146,919	145,000	120,471
Pension expenses	111,819	145,000	94,483
Other personnel expenses	<u>49,685</u>	<u>6,000</u>	<u>29,680</u>
	<u>1,163,699</u>	<u>1,205,000</u>	<u>1,028,778</u>

Employees

During the year 2024, Impunity Watch had an average number of employees, converted to full time equivalents of 12.4 (2023: 12.0).

Pension

Foundation Impunity Watch has a service agreement with Centraal Beheer / Achmea for an indexed average pay pension for her employees. Paid and to be paid premiums during 2024 has been charged to the profit and loss account of 2024. All premiums have been paid in time, to prevent the risk of additional responsibilities in case of the pension agreement.

Breakdown of costs by category

The costs of personnel expenses in the Netherlands can be broken down by category and for the purposes they are incurred as follows. With the expenses in the regions this adds up to the total costs of the intervention strategies.

	Actual 2024	Budget 2024	Actual 2023
General management and fundraising	159,710	242,000	117,989
Global research, knowledge sharing, partnerships and political action	438,221	392,000	373,199
Guatemala programme	4,290	14,000	8,442
Burundi and DRC programme	45,292	32,000	50,165
MENA programme	516,186	525,000	478,983
	<u>1,163,699</u>	<u>1,205,000</u>	<u>1,028,778</u>

The expenditures are slightly lower than budgeted because of the delays in the recruitment of the grants and finance officer and the programmes coordinator.

Law salary senior executives of public and semi-public sector

As of January 1, 2013 the *Wet Normering bezoldiging topfunctionarissen publieke en semipublieke sector*, or WNT has been operative. The development cooperation remuneration maximum applicable to Impunity Watch is € 214,000 in 2024. This composition below has been prepared based on the applicable regulations.

Remuneration of Executive Director Marlies Stappers	Actual 2024	Actual 2023
Period	Whole 2024	Whole 2023
Part-time percentage	100	100
Employment	Yes	Yes
Applicable remuneration maximum per year	214,000	205,000
Remuneration paid and taxable benefits (expenses)	106,968	100,200
Employers pension contribution	<u>22,299</u>	<u>20,528</u>
Total	<u>129,267</u>	<u>120,728</u>

No payments have been made for termination of employment with senior executives with or without employment. In addition to the above-mentioned senior executive, there

are no other employees who have received a salary in 2024 in excess of the individually applicable threshold amount.

The members of the board receive no remuneration for their participation.

- Brinton Lykes (Chair)
- Brandon Hamber (Treasurer and Secretary)
- Andy Carl

APPROPRIATION OF RESULT

In anticipation of the coming Board Meeting's adoption of the financial statements 2024 the net result of € 21,415 has been added to the general reserve

SUBSEQUENT EVENTS

The 2025 draft budget was ready in January 2025 when we received the message that the US State Department suspended their grant with immediate effect. We did revise the 2025 budget before it was shared with the board for their approval. The suspension forced us to stop all work on the program and not incur any new costs after January 24, 2025. We had to cancel as many outstanding obligations as possible. The suspension was formally lifted as of March 3, but review is still ongoing and we are therefore not able to implement the program as planned. This has a major impact on the 2025 budget (approximately € 1 million for 2025). Both for our partners and for our organisation. We are awaiting to hear the results of the review and if and how the programme can resume implementation.

SPECIFICATION AND BREAKDOWN OF PROJECT COSTS 2024

The breakdown of the spending of the grants per donor is as follows.

	MFA DSH	MFA	MFA BE	Swiss	Private	EU	DRL		Other	Total
Balance to spend 2023	342,091	315,596	7,110	74,975	590,395				465,411	1,795,578
Balance to receive 2023							-753,976			-753,976
Transfers 2024	<u>2,716,952</u>	<u>862,712</u>	<u>160,000</u>	<u>336,988</u>	<u>182,682</u>	<u>544,501</u>	<u>948,644</u>		<u>88,507</u>	<u>5,840,986</u>
Available	3,059,043	1,178,308	167,110	411,963	773,077	544,501	194,668	0	553,918	6,882,588
<u>Project costs 2024</u>										
General management	252,793	11,603		10,196	17,874	49,367	32,346		-12,768	361,411
Global research, knowledge sharing, partnerships and political action	618,616	7,629			259,969	180,526			-143	1,066,597
Guatemala programme	62,626	85,921		91,727	71,682	49,904			16,546	378,406
Burundi/DRC programme	154,050	889,490	101,472		112,525	123,870			60,579	1,441,986
MENA programme	1,475,324	0		340,211		33,385	165,562			2,014,482
Western Balkans programme					<u>55,473</u>					<u>55,473</u>
Spend 2024	<u>2,563,409</u>	<u>994,643</u>	<u>101,472</u>	<u>442,134</u>	<u>517,523</u>	<u>437,052</u>	<u>197,908</u>	<u>0</u>	<u>64,214</u>	<u>5,318,355</u>
Result			-10,085						63,865	53,780
Balance to spend 2024	<u>495,635</u>	<u>336,685</u>	<u>75,723</u>		<u>255,555</u>	<u>107,449</u>			<u>425,835</u>	<u>1,696,882</u>
Balance to receive 2024		<u>-153,018</u>		<u>-30,171</u>			<u>-3,240</u>			<u>-186,429</u>

OTHER INFORMATION

AUDITOR'S REPORT

The auditor's report is stated on the next page,

INDEPENDENT AUDITOR'S REPORT

To: The Board of Impunity Watch Foundation

Report on the audit of the financial statements 2024 included in the annual report

Our opinion

We have audited the accompanying financial statements 2024 of Impunity Watch Foundation, based in The Hague.

In our opinion the accompanying financial statements give a true and fair view of the financial position of Impunity Watch Foundation as at 31 December 2024, and of its result for 2024 in accordance with the Guideline for annual reporting 640 'Not-for-profit organisations' of the Dutch Accounting Standards Board and the provisions under or pursuant to the WNT.

The financial statements comprise:

- the balance sheet as at 31 December 2024;
- the profit and loss account for 2024; and
- the notes comprising a summary of the accounting policies and other explanatory information.

Basis for our opinion

We conducted our audit in accordance with Dutch law, including the Dutch Standards on Auditing and the Control Protocol WNT. Our responsibilities under those standards are further described in the 'Our responsibilities for the audit of the financial statements' section of our report.

We are independent of Impunity Watch Foundation in accordance with the Verordening inzake de onafhankelijkheid van accountants bij assurance-opdrachten (ViO, Code of Ethics for Professional Accountants, a regulation with respect to independence) and other relevant independence regulations in the Netherlands. Furthermore we have complied with the Verordening gedrags- en beroepsregels accountants (VGBA, Dutch Code of Ethics).

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

No audit work has been carried out with regard to the anti-cumulation provision

In accordance with the WNT 2024 Control Protocol, we have not performed any audit procedures on data in the WNT reporting, or lack thereof, on the basis of the anti-cumulation provision of Article 1.6a of the WNT and Article 5 (1) under n and o Implementing Regulation WNT. This means that we have not checked whether or not there is a exceeding of the norm by a senior executive officer due to possible employment as a senior executive officer at other institutions that are subject the WNT regulations and whether the explanations required in this context are correct and complete.

Report on the other information included in the annual report

The annual report contains other information, in addition to the financial statements and our auditor's report thereon.

Based on the following procedures performed, we conclude that the other information is consistent with the financial statements and does not contain material misstatements.

We have read the other information. Based on our knowledge and understanding obtained through our audit of the financial statements or otherwise, we have considered whether the other information contains material misstatements.

By performing these procedures, we comply with the requirements of the Dutch Standard 720. The scope of the procedures performed is substantially less than the scope of those performed in our audit of the financial statements.

Management is responsible for the preparation of the other information in accordance with the Guideline for annual reporting 640 'Not-for-profit organisations' of the Dutch Accounting Standards Board.

Description of responsibilities regarding the Financial Statements of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the Guideline for annual reporting 640 'Not-for-profit organisations' of the Dutch Accounting Standards Board and the provisions under or pursuant to the WNT for such internal control as management determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error. Those charged with governance are responsible for overseeing the Entity's financial reporting process.

As part of the preparation of the financial statements, management is responsible for assessing the company's ability to continue as a going concern. Based on the financial reporting framework mentioned, management should prepare the financial statements using the going concern basis of accounting unless management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

Management should disclose events and circumstances that may cast significant doubt on the company's ability to continue as a going concern in the financial statements.

Our responsibilities for the audit of the financial statements

Our objective is to plan and perform the audit engagement in a manner that allows us to obtain sufficient and appropriate audit evidence for our opinion.

Our audit has been performed with a high, but not absolute, level of assurance, which means we may not detect all material errors and fraud during our audit.

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. The materiality affects the nature, timing and extent of our audit procedures and the evaluation of the effect of identified misstatements on our opinion.

We have exercised professional judgement and have maintained professional skepticism throughout the audit, in accordance with Dutch Standards on Auditing, ethical requirements and independence requirements and the Control Protocol WNT 2024. Our audit included e.g.:

- Identifying and assessing the risks of material misstatement of the financial statements, whether due to fraud or error, designing and performing audit procedures responsive to those risks, and obtaining 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;
- Obtaining 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 company's internal control; evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;
- Concluding on the appropriateness of management's 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 company'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 a company to cease to continue as a going concern;
- Evaluating the overall presentation, structure and content of the financial statements, including the disclosures; and
- Evaluating whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant findings in internal control that we identify during our audit.

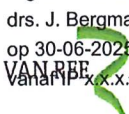
Leiderdorp, 30 June 2025

Van Ree Accountants

Digitaal ondertekend met Hix door

drs. J. Bergman RA

op 30-06-2025 21:15

 VAN REE ACCOUNTANTS

drs. J. Bergman RA