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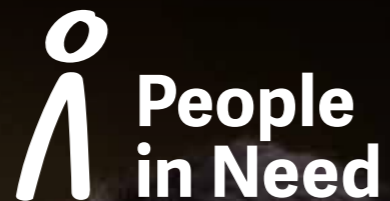
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## Humanitarian Aid and Development

Around the world, we help people who live in places affected by natural disasters, poverty, and armed conflicts. Our goal is for them to be able to get back on their feet and return to everyday life as quickly as possible.

We have worked with 420 local civil society organisations. We offer our experience and tools while trying to learn from them as they have deeper insights into their communities' needs.

p. 8—31



## Human Rights

We are dedicated to supporting people who face persecution, repression, harassment, or imprisonment because of their opinions or activities in countries with repressive regimes.

Human rights are a fundamental pillar of democracy. Unfortunately, more and more countries worldwide are trampling on these rights. Therefore, we are building a global team to protect those exercising their rights and strengthen civil society and democracy itself.

p. 32—41



## Social Work and Counselling

We offer a wide range of social services to people in difficult situations in the Czech Republic. In addition to providing direct assistance to specific individuals, we also deal with analytical activities and offer systemic solutions.

We support refugees. We work in 13 regions and operate helplines nationwide. We provide social and debt counselling, social activation services for families, assistance finding or maintaining housing and work, and dedicate ourselves to help young people.

p. 44—55



## Education and Awareness

Our vision is for schools open to all children and young people and to help them develop respect and responsibility. Our programmes introduce topics such as human rights, modern Czechoslovak history, media education, active citizenship, and climate change through courses, films, and discussions. We also organise the One World Film Festival.

Promoting mental health, media literacy, and defence against hoaxes and fake news are increasingly important topics in education. We also covered climate change and how pupils and teachers can help reduce its impacts on their surroundings.

p. 56—67



## Climate Change and Landscape Protection

We improve communities' ability to care for their landscapes so they are more resilient to climate change's impacts. We also help teachers better understand the topic and engage with students in finding solutions.

We continue working in South Moravia to restore natural habitats and in Central Bohemia's drought-affected areas. In climate education, we organise seminars, and online courses and prepare methodologies for teachers.

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## Dear friends,

Let me begin by thanking each of you. Without you, the hundreds of thousands of donors, companies and institutions, governments and intergovernmental agencies, we would not be able to carry out our mission. I appreciate your tremendous support and the work of our colleagues, volunteers, associates, and partners in the Czech Republic and in the dozens of countries where we operate. I appreciate this all the more these days because we live in a time that presents one interconnected crisis after another.

Global stability, the established rules-based order, and the international community's ability to function are more fragile than we could have imagined. Solutions based on force, suppressing human rights and fundamental freedoms, or cults of personality do not respect security, human lives and rights, or maintaining trust in the international order and in the future. We are in a period of crisis, as demonstrated by the numbers of refugees and internally displaced people, the scale and growth of conflicts, authoritarianism, and the use of dominance and force instead of diplomacy and negotiation.

The need for our humanitarian work in crisis areas, cooperative efforts on development work and climate change, and our efforts to defend human rights and freedoms and strengthen civil society is growing in response to the state of affairs in 'today's world. Our work focuses on supporting the weakest in society and embracing an inclusive approach to education. This includes nurturing critical thinking, emphasising active and informed citizenship, and promoting a responsible approach to environmental issues. We are sure that our efforts, in addition to helping, supporting and strengthening those with whom we work, are an answer to the volatility and crises we currently find ourselves confronted with.

Please read our annual report for 2023, where we have tried our best to show faithfully and clearly where, how, and why we do the work we do.

Thank you again for your time, your trust, and support,

Šimon Pánek  
CEO of People in Need



Foto: Petr Stefan

In Ukraine, we continue to help those most in need who have been affected by Russia's war. In the village of Zoloty Kolodiaz in the Donetsk Oblast alone, we have distributed **370 hygiene kits** to residents.

You can read more about how we help in Ukraine on p. 19.

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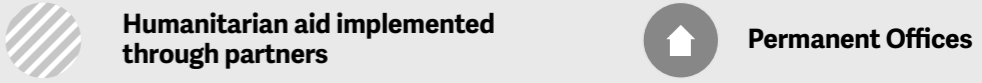
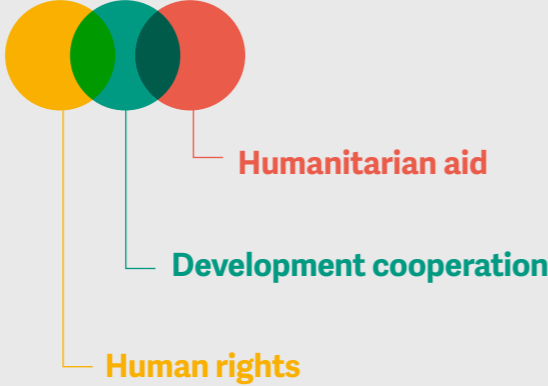
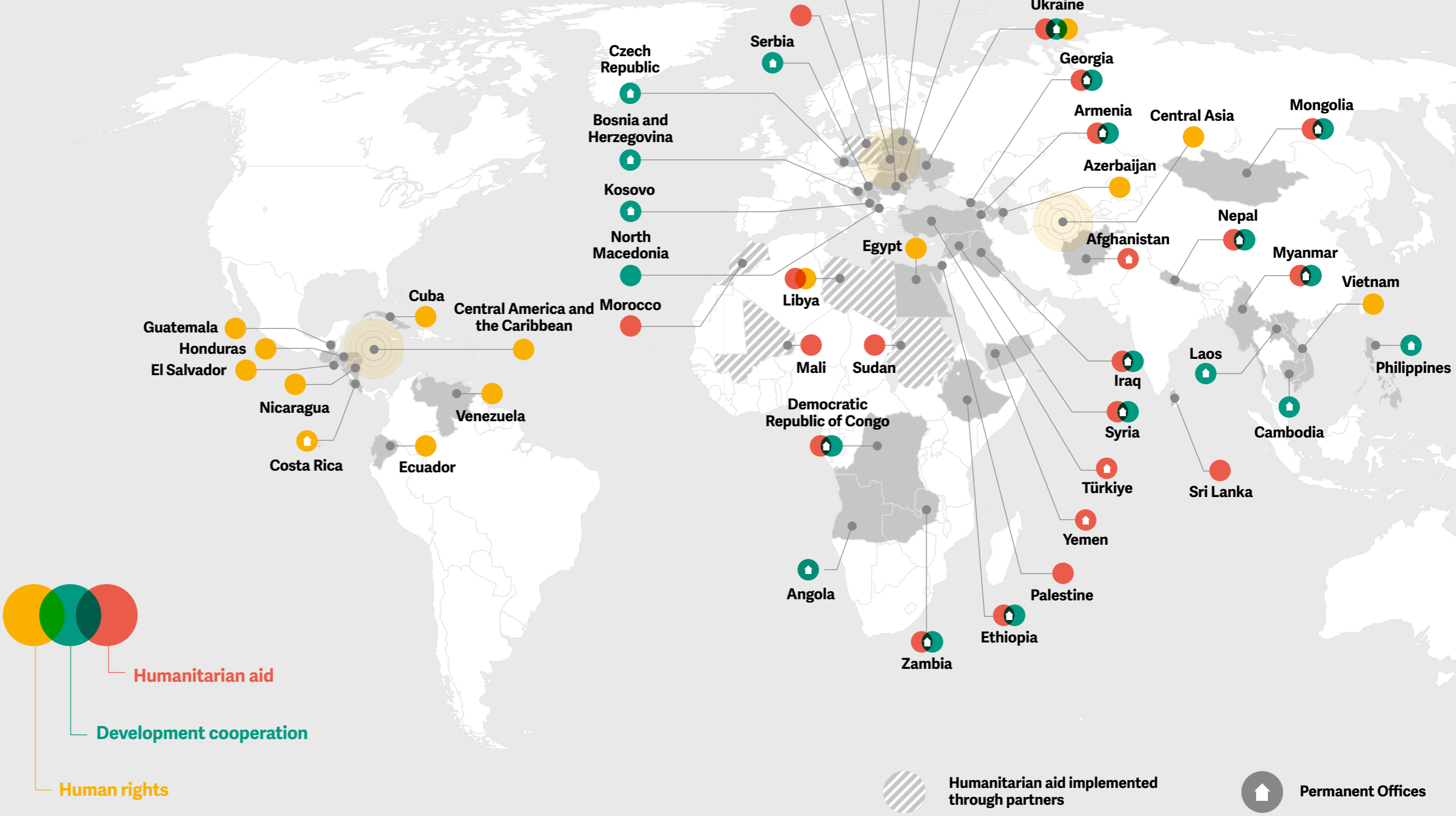
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# 1

# Humanitarian Aid and Development

We have provided **829,973** people with cash and voucher assistance, accounting for **52%** of the humanitarian aid.

We partnered with **420** local civil society organisations.

**89%** of programme participants reported that we provided humanitarian assistance in a safe, accessible, accountable, and participatory manner.

We supported **484,563** people worldwide in enhancing their resilience to climate change.

We improved the disaster preparedness of **225,394** individuals by establishing early warning systems.

We assisted  
**3,951,087** people  
across **31** countries.

In the conflict-affected regions of the Democratic Republic of Congo, we improve access to safe drinking water, healthcare, and enhanced hygiene.  
Photo: Tereza Hronová



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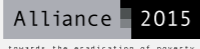
# We are a local NGO

People in Need was founded as a non-governmental organisation more than thirty years ago after the fall of the totalitarian regime in Czechoslovakia. On the pages of this report, you can read not only about our activities abroad but also about our domestic programmes here in the Czech Republic. Our history is why we are deeply committed to human rights and freedom. We believe that the role of civil society is essential for people to live dignified lives and for there to be room for everyone in every community.

What helped a small NGO of a few enthusiasts grow over time into the largest humanitarian organisation in Central Europe that can develop systemic solutions and support around four million people annually?

At the very beginning, it was earning the trust of several foundations and having flexible funding for practically anything. Later, our donors wanted to have us among their partners even though we still lacked extensive experience and perfect processes. In our sector, the topic of so-called localisation dominates, i.e. how to support local organisations and get rid of Western organisations' dominance. Unfortunately, local NGOs often initially get the opposite of what they need to succeed. Instead of freedom, they get training in precisely designed processes; instead of flexibility, they are required to deal with an enormous administrative burden. Unrestricted discretionary funding is usually less than ten per cent of the overall amount. Our approach is different. We want to partner with smaller organisations to which we offer our experience and tools. At the same time, we try to learn from local organisations because they have more profound insights into their communities' problems. We try to support them in their work and not make them the executors of ours. We support them in their efforts to make their communities more equitable and inclusive.

Jan Mrkvička  
Director of the Relief and Development Department

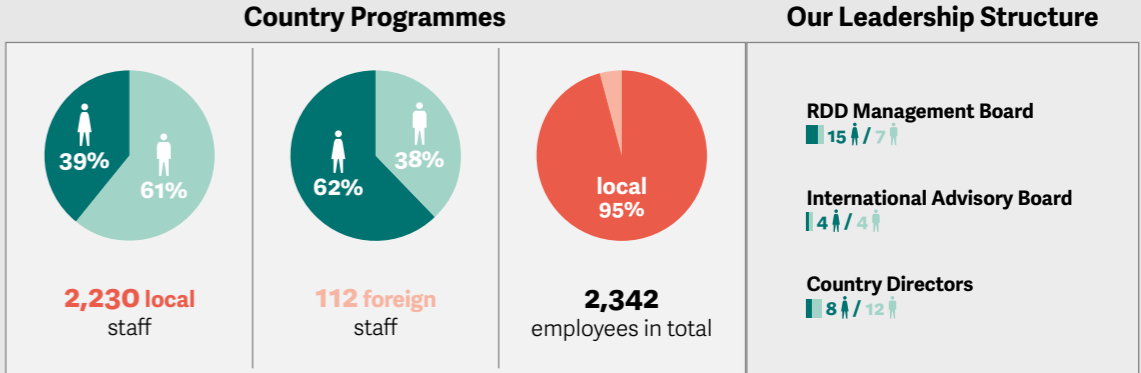


**Alliance2015** is a strategic partnership of seven European non-governmental organisations engaged in humanitarian and development activities – ACTED, Ayuda en Acción, Cesvi, Concern Worldwide, HELVETAS, Welthungerhilfe, and People in Need. The main objectives of this partnership are to combat poverty jointly, make aid more effective, and work together in advocacy. People in Need has been a member of Alliance2015 since 2004.



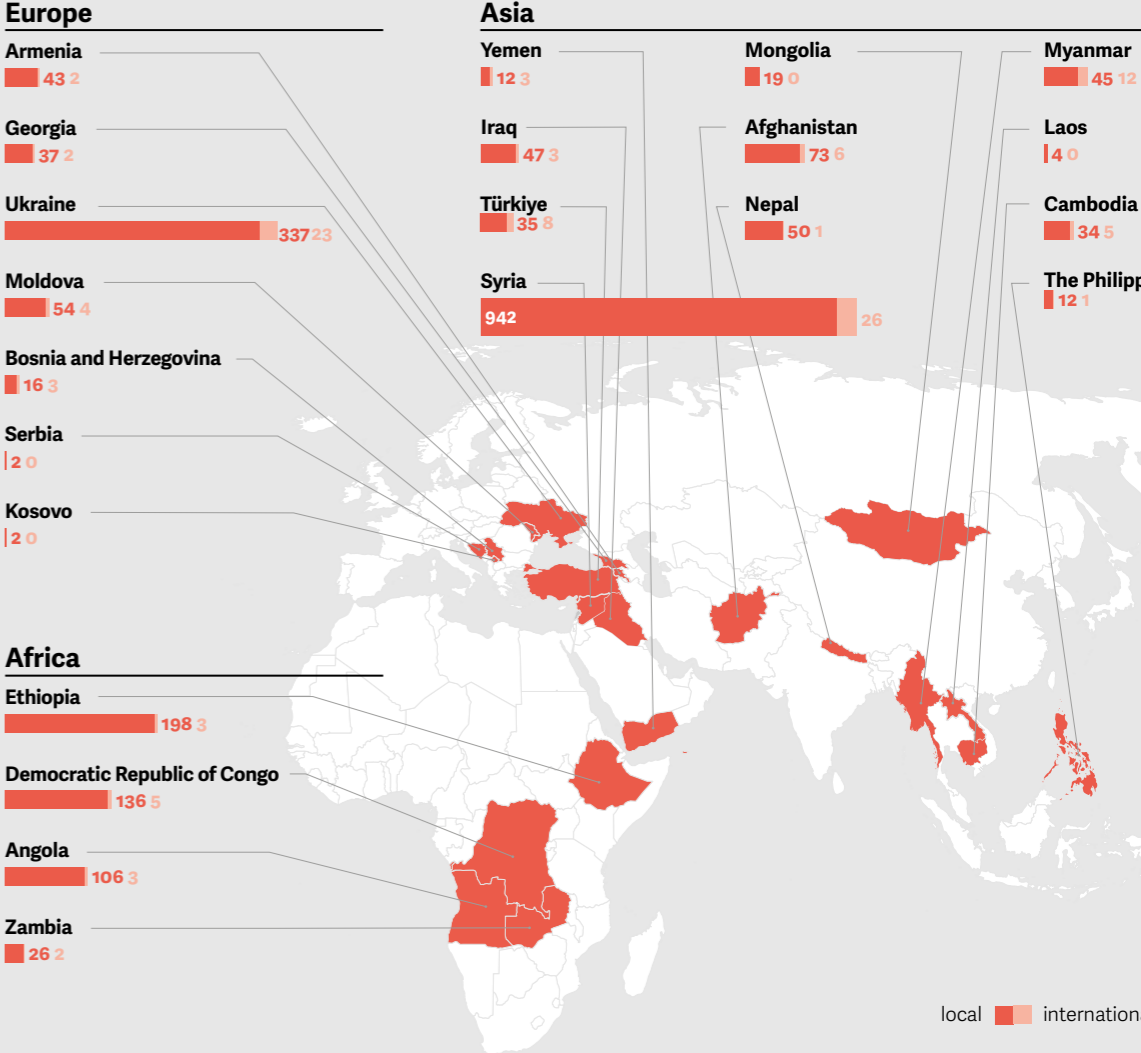
**PIN UK** was founded in 2018 and is a centre of technical expertise in international development and humanitarian aid. It cooperates with long-established international People in Need country programmes, other civil society organisations, research institutes, and government organisations.

# Our Staff



Our Prague office employs **253** staff members. **191** local / **62** international

We have a total of **2,595** staff members. **1,127** local / **1,468** international



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## Who we help

**World Total**  
1,765,316 | **3,951,087** | 2,185,771  
of which are men | the number of people we supported | of which are women

**Europe Total**  
536,885 | **1,273,359** | 736,474

**Ukraine**  
384,134 | **940,378** | 556,244

**Czech Republic**  
85,964 | **173,644** | 87,680

**Armenia**  
27,201 | **58,520** | 31,319

**Moldova**  
21,244 | **58,136** | 36,892

**Georgia**  
8,040 | **19,273** | 11,233

**Bosnia and Herzegovina**  
6,099 | **14,101** | 8,002

**Kosovo**  
3,188 | **7,087** | 3,899

**Serbia and Montenegro**  
850 | **1,890** | 1,040

**Poland**  
90 | **180** | 90

**Romania**  
75 | **150** | 75

**Africa Total**  
400,125 | **932,789** | 532,664

**Ethiopia**  
312,063 | **673,467** | 361,404

**DR Congo**  
59,998 | **138,929** | 78,931

**Angola**  
23,544 | **104,995** | 81,451

**Sudan**  
2,842 | **7,106** | 4,264

**Zambia**  
524 | **3,958** | 3,434

**Libya**  
505 | **2,030** | 1,525

**Morocco**  
630 | **1,272** | 642

**Mali**  
19 | **1,032** | 1,013

of which are men | the number of people we supported | of which are women

**Asia Total**  
234,049 | **489,779** | 255,730

**Afghanistan**  
120,246 | **246,803** | 126,557

**Myanmar**  
55,426 | **119,205** | 63,779

**Cambodia**  
41,078 | **89,055** | 47,977

**Nepal**  
15,736 | **31,417** | 15,681

**Mongolia**  
956 | **1,912** | 956

**Sri Lanka**  
533 | **1,062** | 529

**The Philippines**  
74 | **325** | 251

**Middle East Total**  
594,257 | **1,255,160** | 660,903

**Syria**  
519,711 | **1,098,195** | 578,484

**Yemen**  
60,727 | **129,238** | 68,511

**Türkiye**  
12,646 | **25,554** | 12,908

**Iraq**  
1,173 | **2,173** | 1,000

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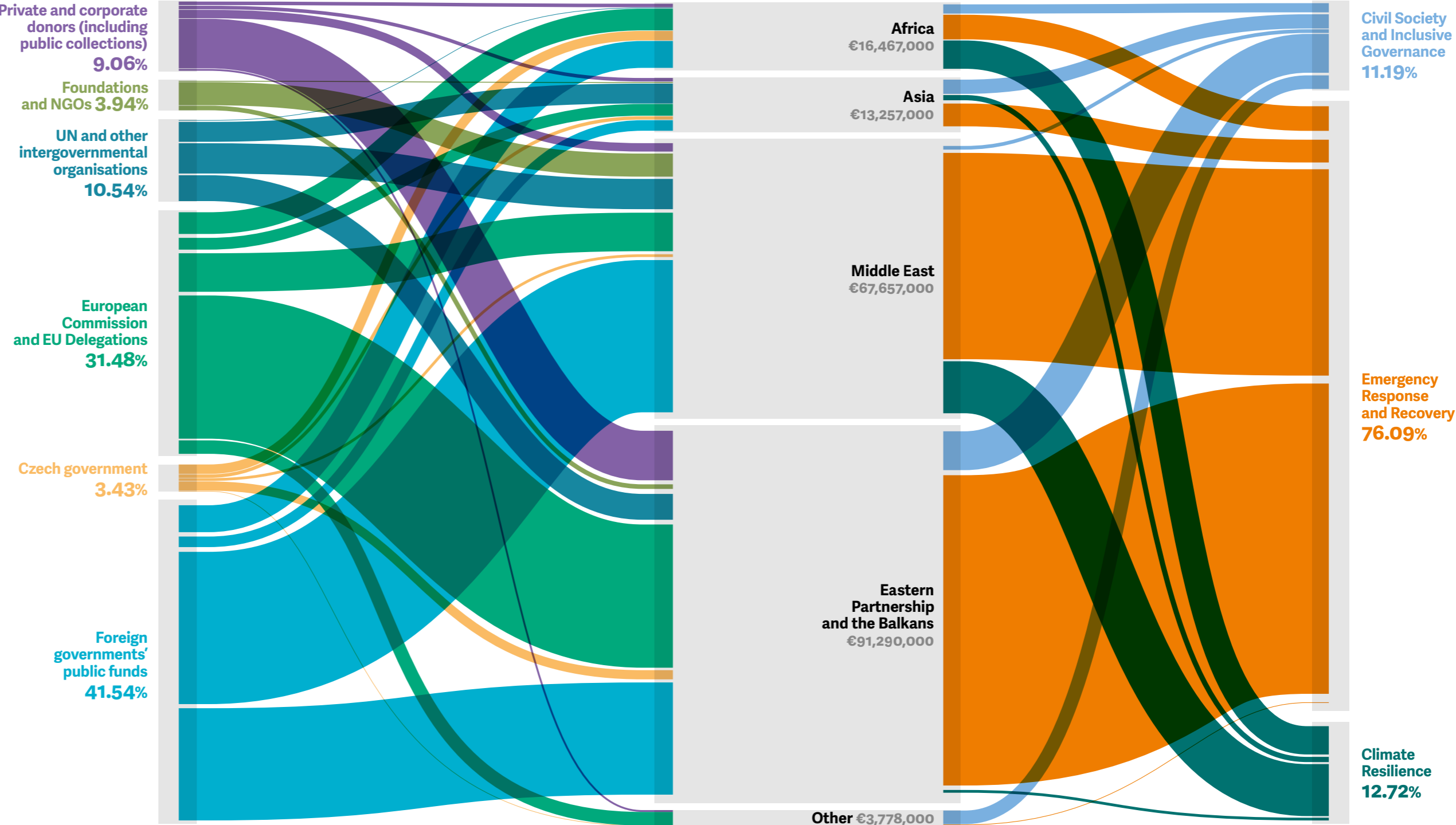
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## Humanitarian Aid and Development





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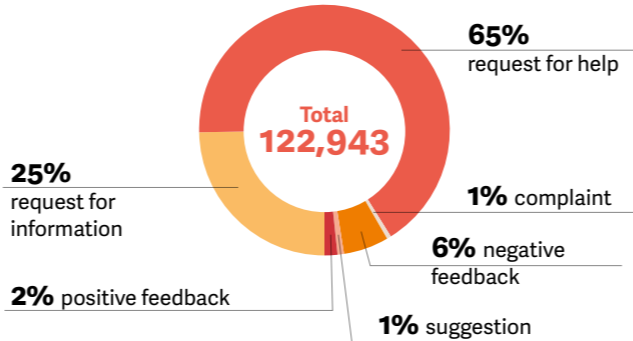
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## Accountability

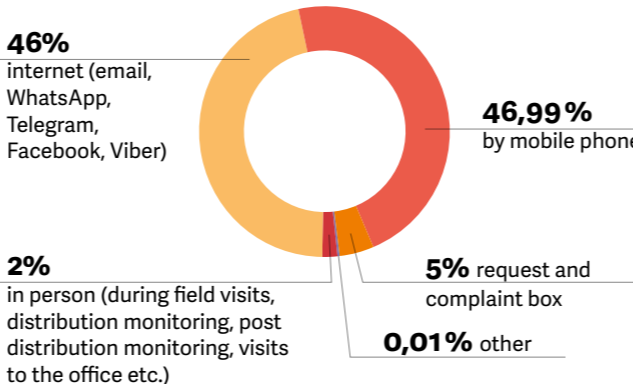
During 2023, almost 123,000 people approached us through our Community Feedback and Response Mechanism (CFRM). Two-thirds of them were women, who, thanks to the work of our teams, were not afraid to express their opinions. The most frequently used means of communication tended to be mobile phones (in most countries, a free helpline is accessible) and various internet channels depending on local popularity (e-mail, WhatsApp, Telegram, Facebook, Viber). Request and complaint mailboxes are available in places with little or no phone signal.

Last year, our CFRM underwent a thorough review in all the regions where we work.

### Type of feedback

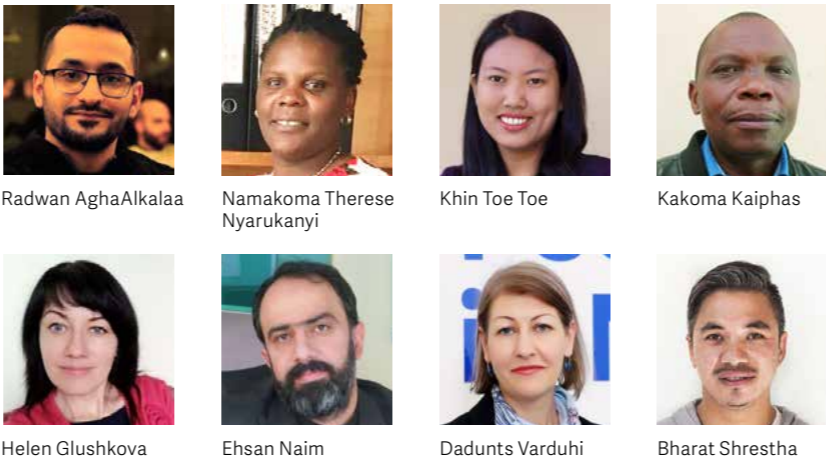


### Means of communication



### Members of the International Advisory Board

Our International Advisory Board is consulted to discuss our decisions, measures, and strategies. This board consists of senior employees from all the regions in which we operate to ensure that our actions take into account the perspectives of our national employees.

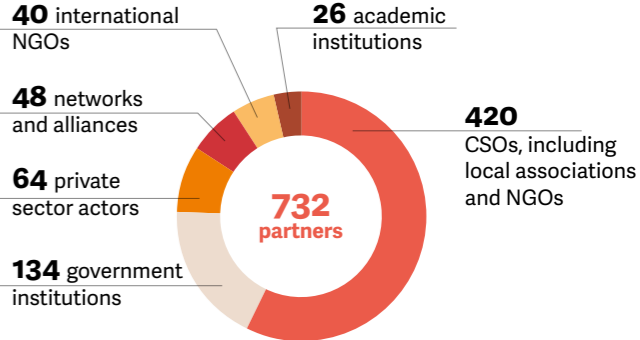


## Partnership

Cooperation with local civil society actors is an essential aspect of our activities. In 2023, we worked with 732 different organisations, of which 420 were local civil society organisations (CSOs), and the share of our funds managed by these partners continued to increase over time. In many crises, grassroots civil society actors are engaged in providing humanitarian assistance but struggle to access and manage funding. In such situations, we therefore invested internal funds to support our Country Programmes with establishing new partnerships and building the capacities of our partner organisations.

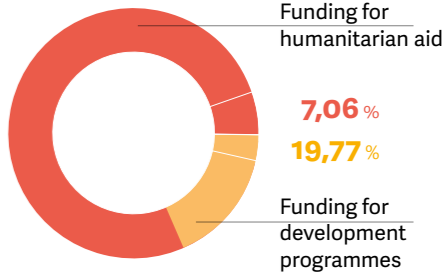
At the end of 2023, we conducted our first large-scale survey to ask our partners how satisfied they were with our cooperation. Most respondents value our partnership and wish to work with us in the long term.

We have worked with **732** different organisations in **31** countries, of which **420** are local CSOs.

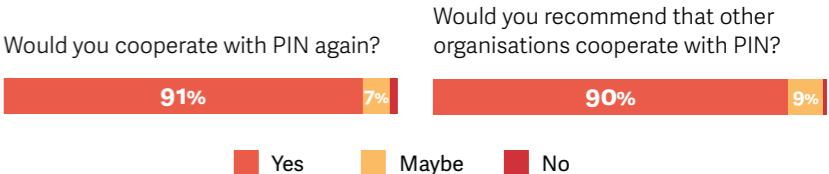
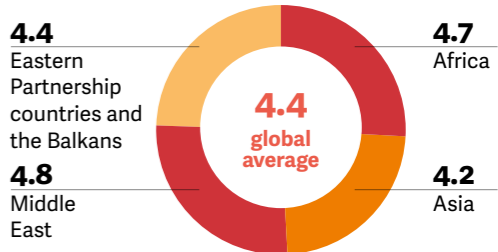


### The amount of financial assistance we provided through local partners

(in terms of the % of the budget managed by partner organisations)



### How did our partners rate cooperation with us? (1 = very poor to 5 = excellent)



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## Emergency response and recovery

We focus on the following key areas:

- multipurpose cash assistance
- food security and nutrition
- water, sanitation and hygiene
- shelter and infrastructure rehabilitation
- education and psychosocial support
- livelihood recovery
- disaster preparedness

To ensure access to primary education for boys and girls in Afghanistan, we supported community primary schools, trained teachers, and helped children stay warm through the winter.

Photo: Petr Štefan

## We help people prepare for, and cope with the impacts of natural disasters and armed conflicts

Several new humanitarian crises marked 2023. Our new emergency interventions included responses to major natural disasters, such as the devastating **Türkiye-Syria earthquake**, **cyclone Mocha in Myanmar**, **earthquakes in Nepal and Morocco**, and **floods in Libya**. We also responded to **conflicts in Sudan and Gaza** and the **displacement of people from Nagorno-Karabakh to Armenia**.

We collaborate with local responders, civil society, and national partner

organisations to respond to humanitarian crises. Together, we prioritised aid delivery to people in **hard-to-reach and underserved areas**, primarily through flexible **cash-based assistance**, which we increasingly consider our default modality. Across our programmes, we are mitigating the possible adverse impacts of our interventions on the climate and environment, enhancing child-centred education in emergencies, and psychosocial support programming.



In Ukraine, one of our main priorities is getting aid to communities near the frontline. Photo: Alberto Lores



We delivered aid to **23** of 24 regions in Ukraine, working closely with **75** local partner organisations and volunteer groups.

We supported **39,793** households with light and medium-scale shelter repairs.

We improved access to water, sanitation, and hygiene for **305,609** individuals.

We provided **121,164** individuals with multipurpose cash assistance.

## We continue to provide support to people affected by the war in Ukraine

Throughout 2023, the war continued to devastate **Ukraine**. The deliberate targeting of civilian infrastructure killed or injured thousands of civilians, disrupted livelihoods and services, and caused widespread displacement, exacerbating an already immense humanitarian and protection crisis.

We extended our support nationwide, delivering aid to both frontline areas and communities hosting internally displaced people. We worked closely with 75 local NGOs and volunteer groups who demonstrated exceptional courage and commitment despite the grave risks to their safety. We provided food, hygiene supplies, and other essential items to people living in areas under continuous attack. We provide cash to people in areas where markets and services remained functional so they could meet their needs. We repaired water supplies and sewage systems in the most heavily affected regions, and following the destruction of the Kakhovka Dam, we delivered drinking water to the communities. We assisted families with home repairs and provided winterisation aid before the onset of winter. To allow children to learn in a safe environment, we repaired schools, established Digital Learning

Centres, and conducted teacher training programmes. To help people deal with the immense psychological impacts of the war, we engaged the services of teams of psychologists and social workers who provided counselling, established a 24/7 support hotline, and identified people for cash assistance or referrals. We also continued to support and strengthen the capacities of our local partners.

In **Moldova**, we provided Ukrainian refugees with cash assistance, which enabled them to meet their immediate needs. We also offered entrepreneurship training and business grants to improve people's earning potential. Psychologists and social workers conducted counselling, provided specialised support and referrals, and facilitated access to legal assistance. For children, we provided access to education, recreational activities, and warm clothes ahead of the winter.

In **Georgia, Armenia, and Romania**, we supported Ukrainian refugees with financial and winterisation assistance, provided access to education and psychosocial services, and facilitated employment and business grants.

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We have been working in Syria since 2012; we are helping to alleviate the impacts of the conflict on civilians. In 2023, we also responded to the aftermath of the devastating earthquake. Photo: PIN Archive



We supported the reopening of **1,368 small businesses in Türkiye** and **166 in Syria**, which the earthquake had destroyed.

We provided **51,542 people** with psychosocial support.

We distributed **296,009 monthly food vouchers** to households in Syria.

We provided **106,050 Syrians** with multipurpose cash assistance.

## Our assistance after the devastating earthquake in Syria and Türkiye

On 6 February 2023, **Syria** and **Türkiye** were struck by a devastating 7.8 magnitude earthquake, which impacted nearly 16 million people and resulted in over 57,000 fatalities. The disaster caused massive infrastructure damage, leaving hundreds of thousands of people homeless and deprived of water, electricity, and essential supplies. The loss of homes and livelihoods, along with the emotional trauma of losing loved ones, further compounded the already challenging conditions people were experiencing, particularly in Syria, as the disaster occurred amidst a 13-year-long conflict. In Syria, the earthquake further exacerbated the already dire situation, where fighting, destruction, displacement, and suffering had reached levels unseen since 2019. The economy continued to freefall, services eroded, and disease outbreaks and prolonged drought further drove malnutrition rates.

In Syria, our immediate earthquake response included the provision of fuel and equipment for rescue teams,

as well as water, food, tents, and heating for displaced people. We helped remove the rubble before repairing houses, schools, and WASH infrastructure. We also provided education and psychosocial support to children and helped people restore their livelihoods. Throughout the year, we continued providing vulnerable Syrians with multipurpose cash, food, and nutrition assistance, and support for established learning spaces. As winter approached, we offered financial support for warm clothes, heaters, and fuel. Beyond the immediate needs, we continued to invest in agriculture and local businesses.

In Türkiye, our response involved providing displaced people with ready-to-eat meals and hygiene kits and establishing WASH facilities in camps. Psychosocial workers helped people cope with the emotional impact of the disaster, and later, we supported the recovery of small businesses to help restore the local economy and services.

We provided **369,427 people** with multipurpose cash assistance.

We collaborated with **184 local partners** to provide humanitarian aid, totalling over **€11.5 million**.

We provided **2,043,996 monthly individual food rations**.

To help parents protect their children against malnutrition in the Democratic Republic of the Congo, we teach them how to prepare nutritious supplementary food from locally available ingredients. Photo: Tereza Hronová

## Help in other countries

In **Afghanistan**, the humanitarian situation has stabilised; however, half of the population continues to live in poverty. The most pressing needs include longer-term assistance to help people cope with the impacts of climate change, the economic downturn, and forced returns of Afghan refugees from neighbouring countries.

Despite measures by the authorities to limit women and girls' access to education and job opportunities and to restrict their movement, we negotiated localised arrangements to have women continue delivering assistance to women. Across central, northern, and southern regions, we provided people with food and malnutrition prevention assistance and conveyed safe nutrition and hygiene practices. We helped repair damaged houses and water and sanitation systems, provided essential household items, and enabled girls and boys to access community-based primary education.

The conflict escalation in Nagorno-Karabakh triggered a massive displacement of people to **Armenia**. Over 100,000

people arrived in just one week at the end of September with few or no belongings. Our immediate response involved providing cash assistance, food, essential household and hygiene items. We established child-friendly spaces that offered safe play and learning environments where children received psychosocial support. As winter approached, we distributed subsidies for utilities, eco-friendly briquettes, stoves, and cash for shelter.

**The Democratic Republic of Congo** faces complex humanitarian challenges due to ethnic, territorial, and resource conflicts, further exacerbated by natural disasters and disease outbreaks. The country hosts the second-largest number of internally displaced persons in Africa. Its poverty rate is one of the highest in the world, and one in four Congolese is severely food insecure. In some of the most affected and hard-to-reach areas in the east, we supported malnutrition prevention and treatment, rehabilitated health facilities, and water supply and sanitation systems amidst ongoing fighting. To those fleeing conflict, we provided cash assistance.



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This Nepalese family was living in a makeshift tent in the village of Barhabise after being forced to move due to landslides. Photo: Sajana Shrestha



We provided **1,260,157 people** with safe access to drinking water, sanitation, and hygiene.

We have enabled **97,340 children** to access education and psychosocial support during crises.

We have supported **427 schools and learning centres** through repairs, equipment, teacher training and incentives.

We provided psychosocial support and protection assistance to **135,023 children and adults**.

**Ethiopia** faces a multitude of challenges, including climate shocks, disease outbreaks, conflict, and economic difficulties. In southern regions, recurrent droughts have led to severe water scarcity, crop failures, and livestock losses, punctuated by subsequent heavy rainfalls and flash floods. We responded by providing multipurpose cash assistance and improving access to drinking water, sanitation, and hygiene items. Following the conflict in Tigray, we have rehabilitated schools to support children's education.

Besides supporting livelihoods and climate resilience in the northern provinces of Iraq, we continued to provide refugees and internally displaced people with cash assistance and access to education.

The humanitarian situation in **Myanmar** is dire. Through our local partners, we provided essential food and nutrition assistance, safe water, hygiene, and sanitation. Additionally, we rehabilitated communal spaces in hard-to-reach areas. We also supported the creation of learning spaces and helped teachers provide quality education. We delivered cash assistance and provided shelter and winterisation support to those in need.

In 2023, **Nepal**, a country highly vulnerable to natural hazards, experienced extreme weather conditions and a 6.4 magnitude earthquake. Along with enhancing disaster preparedness, we improved access to water and supported communities with food and cash for groceries, winterisation materials, and household items.

We supported **133,369 people** with malnutrition prevention and treatment.

We supported **370,291 individuals** in repairing their homes and provided essential household and winterisation items to those in need.

Nine years into **Yemen's** civil war, the country is at risk of a large-scale food crisis, violence, and collapsing services. Fortunately, the 2022 truce still offers relief. However, protracted displacement, recurrent climate shocks, severe water scarcity, and cholera outbreaks challenge the exhausted population. In southern governorates, we rehabilitated water supply systems and sanitation facilities, promoted safe hygiene and nutrition practices, and conducted malnutrition screenings and referrals.

Thanks to funds from our Club of Friends, we responded to the following natural disasters and conflicts in collaboration with local and international partners:

**Sudan** faces one of the world's most significant displacement and protection crises. Following years of economic struggle, political instability, and climate change-related disasters, Sudan plunged into a new civil war which affects nearly half of the population. Insecurity and bureaucratic constraints hamper access to those in need. In cooperation with local partners, we provided people with cash assistance and ensured access to drinking water and sanitation in areas

hosting internally displaced people. The scale of destruction and rate of civilian deaths in Gaza are unparalleled, with over 2 million civilians facing peril and suffering every day. The humanitarian community faces significant challenges in meeting their needs due to hindered access to large segments of the population and the restricted entry of adequate aid. We supported a partner organisation to provide children with psychological first aid alongside recreational activities to alleviate conflict-induced trauma.

In **Libya**, Storm Daniel caused devastating floods, resulting in the loss of thousands of lives, as well as widespread displacement and destruction. We supported a local partner in providing hygiene items for women, repairing schools, and distributing learning materials to children to help them resume their education.

In September, a severe earthquake hit **Morocco**. We supported local responders, who helped deliver food and hygiene items and provided access to education and psychosocial support for children in remote communities in the Atlas Mountains.



In the south of Yemen, we concentrated on repairing drinking water sources. Photo: PIN archive

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As a child, Tewabe Eshete from Ethiopia, used to clean shoes on the street to earn money for food. He is now a successful entrepreneur in the local leather industry. Photo: Hassina



## We support climate justice in the Global South

Our work embraces a climate justice approach recognising the unequal impacts of climate change, especially as people living in the Global South are more impacted and most vulnerable but less responsible for climate change.

## Working with people to enhance their resilience to climate change

2023 was the warmest year since global records began in 1850. The annual average global temperature approached 1.5° Celsius above pre-industrial levels, leading to increased extreme weather events. In 2023, Cyclone Mocha hit Myanmar, Cyclone Freddy struck Southeast Africa, and Storm Daniel caused destructive floods in Libya. These are a few examples of global climate change impacts affecting hundreds of thousands of lives. Under our Climate Resilience Pillar, we work to build the resilience of people, communities, and livelihoods. We work with them to improve their capacities to anticipate and absorb climate shocks, adapt to a changing climate, and transition towards low-carbon societies.

**Nature-Based Solutions in Ethiopia**  
In the central highlands of Ethiopia, we

can count on a multi-year, long-lasting initiative in partnership with the Czech Development Agency to support the environment, livelihoods, and agriculture. The individual and community-level practices are rooted in Nature-Based Solutions, focused on soil and water conservation, watershed restoration, and anti-erosion biological measures. This programme can also contribute to reducing greenhouse gas emissions and sequester and store carbon.

#### Ecolabeling for low emissions in Mongolia

The excessive use of coal for heating, cooking, and electricity production leads to high air pollution in Mongolia, contributing to health hazards and climate change. With our partners, we are spearheading the adoption of circular economy practices within the food and beverage sector, which has

In 2023, we reinforced our commitment to work with people, communities, and governments in 16 countries to strengthen their resilience to climate change impacts, biodiversity loss, and ecosystem degradation.

By introducing elements of the circular economy into food and beverage production in Mongolia, we are helping the country reduce its emissions. Photo: PIN Mongolia

a significant environmental footprint. Small and medium-sized enterprises receive training and mentorship to help them achieve newly established certifications and eco-labels. According to newly developed standards, we have facilitated these businesses' access to green loans. Consequently, Mongolian consumers will be able to choose from officially certified products manufactured in an environmentally responsible manner.

#### Toy model: empowering community decision processes in Nepal

Nepal's landscape and ecology are highly vulnerable to climate change, leading to recurrent landslides. To respond to this challenge, we are co-developing an interactive tool called 'Climate Change Toy Model', which allows Local Governments (LGs) and vulnerable communities to use scientific evidence to understand local climate risks, including land and environmental degradation, to design feasible solutions, and improve

decision making at the local government level in Karnali, Nepal.

#### Leather Initiative for Sustainable Employment Creation (LISEC) project in Ethiopia

Contamination from tannery waste in Ethiopia's leather processing industry threatens the environment and surrounding communities. To combat this issue, we led the LISEC Green Jobs project, guiding tanneries toward adopting circular economy principles. By introducing technology and innovation to the tanneries, we promoted the reuse and recycling of resources, significantly reducing negative environmental impacts. To further enable sustainability and inclusion, the project supported the TVET colleges to align educational curricula to the specific needs of the leather industry, enhancing the skills of women and youth for green jobs and building a workforce that can drive the sector toward a greener and more environmentally sustainable future.



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Through our Early Warning Systems (EWS), we are preventing loss of lives and property in Cambodia. Photo: PIN Cambodia

We are committed to contributing to securing the safety and well-being of communities, with a particular focus on those most vulnerable to climate-related disasters. We take action, where possible, before disaster strikes, notably by supporting Early Warning Systems.



## We continue to deploy early warning systems

With human-induced climate change causing more extreme weather conditions, the need for Early Warning Systems (EWS) is more crucial than ever. These systems employ integrated communication to inform communities to prepare for and respond to potentially devastating climate-related events. EWS protect lives and livelihoods, bolster infrastructure resilience, promote sustainable development, empower communities, and contribute to economic stability.

In **Cambodia**, a lack of flood information and warnings has often left families unprepared, resulting in significant human and economic losses. Named after the mobile short code "1294," EWS 1294 was initiated in 2013 as a voice-based mobile phone early warning information dissemination system. Over the years, EWS 1294 has matured into a life-saving system, offering accurate and

timely flood information to national and provincial authorities. The system enables authorities to rapidly disseminate reliable warning messages concerning climatic and societal hazards to at-risk communities. Today, EWS 1294 is officially recognised and owned by the Royal Government of Cambodia as the national early warning system, covering all provinces. On average, the system triggers 60–70 times per year, reaching almost 400,000 people annually. It has evolved and diversified beyond Interactive Voice Response (IVR) to encompass radio broadcasting, public loudspeakers, and a public Telegram group.

Since 2023, we have been actively working to replicate EWS1294 in **Laos** to strengthen the existing EWS. It is being piloted in 3 Laotian provinces: Saravane, Champasack, and Attapeu. In the second half of 2024, PIN Laos will scale-up the system nationally,

Our mission is to empower individuals and communities, ensuring they have the knowledge and tools to make informed decisions and take life-saving actions when faced with impending disasters. Through EWS, we strive to create a safer, more resilient world for all.

In Cambodia, our EWS has become an official, nationwide early warning system. As of 2023, we aim to introduce it in Laos and the Philippines. Photo: PIN Cambodia

covering all 18 provinces within the next couple of years.

Inspired by the success of the EWS 1294, we are tailoring a comprehensive solution to address the unique needs of the **Philippines**. Our EWS initiative targets around 450,000 inhabitants in the Mindanao region by harnessing technological innovations. This approach integrates solar-powered and mobile data-enabled water and flood gauges hosted in the cloud. This technology promises fast, relevant, and context-specific flood warnings. Furthermore, there is a commitment to expand risk data collection to include critical parameters like rainfall and wind speed, gusts, and direction.

**Bosnia and Herzegovina** faces increasing wildfires, particularly in the

Herzegovina-Neretva Canton. Fighting wildfires poses numerous challenges, and we will implement the Forefront Initiative for Rapid Early Suppression (FIRES) project. It is piloting an ultra-early smoke detector system, integrating it with existing systems, and raising awareness among citizens of climate change through RapidPro and social media.

We recognise the importance of timely, accurate, and accessible information in mitigating the risks of natural disasters and climate-related events. By harnessing the power of advanced technology and community engagement, we are dedicated to providing vulnerable populations with the critical information and resources needed to prepare for, respond to, and recover from potential threats.



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## What is our Human Rights-Based Approach?

Human rights are at the heart of our work; we build on them to strengthen civil society and local communities.

Human rights, as enshrined in the UN Universal declaration of Human rights and other international human rights treaties, are the foundation of all our work. Challenges development and humanitarian actions address, such as food shortages, water and sanitation, education, healthcare, and shelter, are fundamental human rights issues. Our Human Rights-Based Approach uses human rights principles and standards in every aspect of development and humanitarian assistance, from planning, design, implementation to monitoring and evaluation of projects. Where the context allows it and it enables us to achieve impact, we apply our Human Rights Based Approach to inform and empower people as rights-holders to advocate for respect, protection and fulfillment of their human rights. Our Human Rights-Based Approach is premised on international human rights law stipulating the state's primary responsibility to protect, promote, and fulfil human rights obligations. This leads to a change in the objective of development and humanitarian aid: from needs fulfilment to the realisation of rights.

In practice, the Human Rights-Based Approach empowers local communities and civil society, as people entitled to rights (rights-holders), to claim the protection of their rights towards the local governing structures which have the legal duty to protect their rights (duty-bearers). At the same time, the Human Rights-Based Approach encourages engagement with local duty-bearers to improve their capacity to respond to human rights claims, strengthening local human rights accountability. We recognise the importance of integrating the Human Rights-Based Approach into our programming. We have developed a practical handbook to support our country programmes in understanding and operationalising the concept. With funding from the Czech Development Agency, in 2022, we developed a guide which was rolled out globally throughout 2023 via a series of workshops and in-country field visits. Since then, the handbook has guided all of our country programmes in integrating the human rights-based approach and its principles into their programme priorities and project designs.

The handbook *Applying a Human Rights-Based Approach to Development and Humanitarian Programming* is publicly available on our website at [resources.peopleinneed.net](https://resources.peopleinneed.net). Photo: Tereza Hronová



## The Human Rights-Based Approach for Young People in Africa

In November 2023, our Human Rights Advisor trained 30 young civil society activists from Africa to be part of the European Union-funded project “WYDE Civic Engagement – Women and Youth in Democracy initiative”. The webinar focused on the Human Rights-Based Approach in their work. It highlighted the vital role of local civil society

in human rights education, locally-led advocacy, and solidarity-based coalition building in Africa. The webinar drew a connection between human rights and climate change, leveraging the 2022 UN General Assembly Resolution that recognises the right to a healthy and sustainable environment as a universal human right.

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Mirza and his sheep – in Bosnia and Herzegovina, we help people with disabilities gain financial independence. Photo: Ramiz Dedakovic



# Spotlight on the Rights of Persons with Disabilities in Bosnia and Herzegovina

We recognise the importance of gainful employment, financial independence, and a sense of empowerment for Persons with Disabilities (PwDs). With support from the Czech Development Agency, PIN Bosnia and Herzegovina works closely with local CSOs, employment advisory services, and government actors to ensure PwDs can successfully engage in the local labour market. With our partners, we match PwD job seekers with employment opportunities and train employment advisors on engaging with clients with disabilities, ensuring they make informed choices about their job search and applying a person-centred approach considering the clients' wishes, interests, and abilities. In parallel, we cooperate with government institutions to work towards

longer-term systemic change by supporting legislation and policies that support the employment rights of PwDs. We advocate for improved financing of community-based services to support implementing recommendations and action plans developed by multi-stakeholder platforms. In addition to advocating directly, we mobilise disability CSOs and PwD activists to deliver awareness-raising campaigns and advocacy actions on issues such as the right of PwDs to live in the community and reducing stigma associated with physical and intellectual disabilities, in line with the principle of "nothing about us without us". PIN Bosnia and Herzegovina helps PwDs to exercise their rights and hold the government duty-bearers accountable.

In 2023, PIN provided a total of **44 grants** to grassroots CSOs to support social, economic, and democratic change in the Philippines

# Spotlight on Role of CSOs as Advocates for Rights-Holders in the Philippines

At the core of our Civil Society and Inclusive Governance Programming is support for civil society actors – both formal organisations and informal activists – to exercise their rights effectively. We specialise in providing civil society organisations (CSOs) with the skills, resources, and networks to drive social, economic, and democratic change. With support from the European Union, PIN Philippines supports more than 34 CSOs in the BARM and Caraga provinces to work towards more inclusive and accountable governance processes. They tackle issues from two critical directions: addressing systemic barriers to CSO development and increasing coordination and dialogue

between CSOs and Local Government Units. Our activities emphasise the role of CSOs as advocates for citizens and communities, especially marginalised ones. It prioritises their capacity development needs and strategic direction while providing opportunities to engage with Local Government Units.

"With the grant provided by PIN, we were able to campaign for the advancement of women's rights to help combat gender-based violence. We didn't realise that, as dressmakers, we also have the capacity to be advocates." – Nashiba Macabando – Marantao Women's Dressmaking Service Cooperative in the Philippines



Local civil society organisations participated in workshops that helped them get involved in local development planning and policy-making. Photo: Zenny Awing



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# Human Rights

In 2023, we supported **206** projects and grants of various forms, focus areas, and funding levels.

Our two main activities include **the protection of human rights activists** and **strengthening the capacities of civil society**.

In total, we provided **855** activists with direct protection – legal, medical, psychosocial, financial, and relocation. We secured internships, professional training, and education for another **881** civil society representatives from various countries.



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## 2023, the Year of Authoritarians

2023 proved to be the year of authoritarianism. It is not just the leaders of authoritarian and dictatorial regimes who continued to silence free voices in their countries – this is, unfortunately, a long-term trend. Authoritarianism has been increasingly seeping into relatively democratic societies.

Aspiring authoritarians are carefully watching how their respective societies react to developments in Belarus, Nicaragua, Egypt, Vietnam, Russia, and other countries where dissidents are locked up and tortured. They can see that the repulsiveness of this brutality can be overshadowed by making loud promises of stability and security. Freedom is gradually being put on the backburner and equated with chaos. As long as these actions are “only” about bullying activists or marginalising human rights, their defenders tend to be drowned out. When arrests are made, it is no longer about a free society. Without freedom, true security is just a myth.

Wars these days can quickly go from being regional to global conflicts. The fact that simple answers to complicated questions are readily available has contributed to such state. Authoritarians and dictators use this approach very skillfully. For them, there is no need to pay attention to imprisoned and tortured dissidents, repressed protests, or banned media outlets. There is no place for independent voices or people who think for themselves, in the authoritarian's black-and-white world.

For over 25 years, our Centre for Human Rights and Democracy has been building close partnerships in 20 countries with activists and journalists who, despite the odds, have not given up. That is how our four regional programmes came to be. We have started to build a global team seeking ways to support civil society across regions. We want to show that a strong and functional civil sector can effectively resist authoritarian tendencies in the interest of democracy. This is a sure way not only to a freer planet but also to a safer coexistence since democratic societies do not go to war with each other.

Nadiia Ivanova

Director of the Centre for Human Rights and Democracy



Photo: 2402 Foundation

During Russia's full-scale invasion of Ukraine, the safety of journalists has become a significant issue. The online media outlet Zaborona, through the 2402 Foundation and with our support, held four three-day safety and first aid training sessions in 2023 for reporters working in the war zone.

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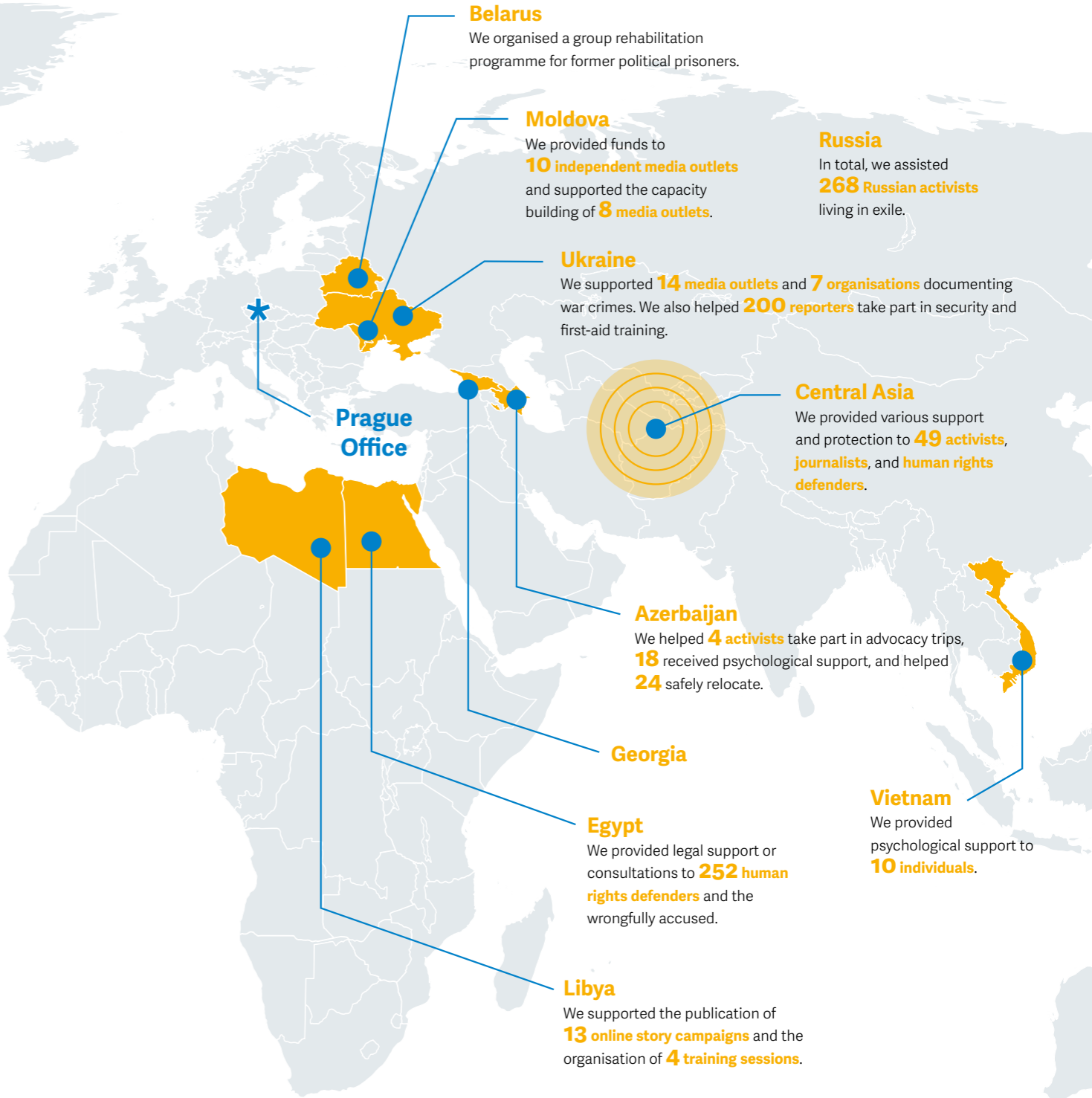
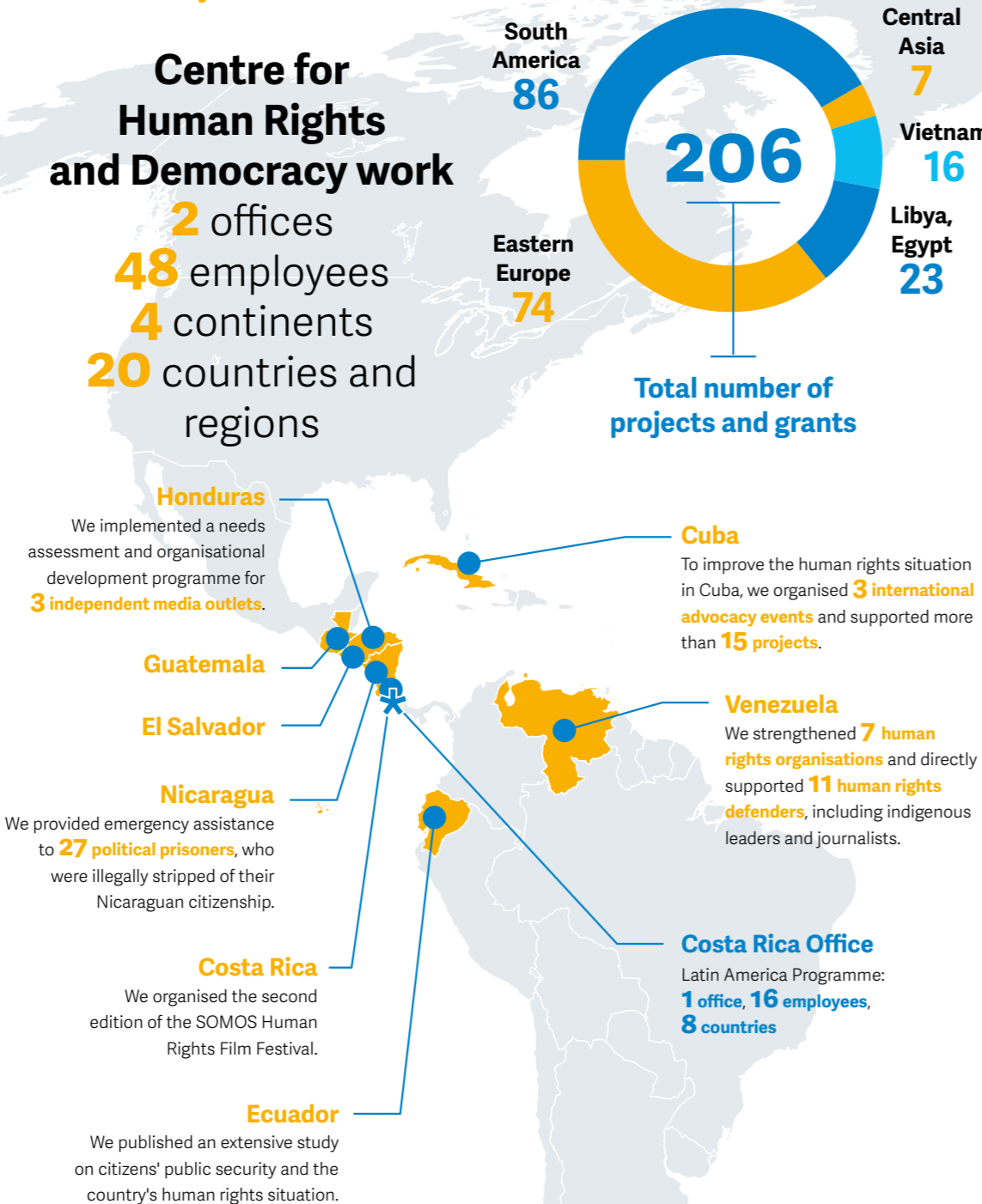
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## Where does our Centre for Human Rights and Democracy work?

**Centre for Human Rights and Democracy work**  
**2** offices  
**48** employees  
**4** continents  
**20** countries and regions



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Most activists have to deal with various after-effects of imprisonment, for which they need post-release support. As part of the psychosocial rehabilitation programme for Egyptian activists, art-therapy, where these drawings were created, was included to aid their recovery. Photo: PIN Archive



## The protection of human rights activists

We provided **855** human rights advocates and defenders with direct protection – legal, medical, psychosocial, financial, and relocation. Their professions included journalists, activists, bloggers and lawyers.

## Helping political prisoners return to daily life

Unfortunately, it is not difficult these days to become a political prisoner in the countries where our human rights department operates. As a result, it is not only activists monitoring the activities and corruption of the government or authorities who end up in prison, but also lawyers, journalists, and NGO members. Ordinary citizens often end up in prison for simply expressing their opinions. Laws are bent and twisted in every way possible to restrict citizens' universal rights. In Egypt, for example, the law allows a person to be held in pre-trial detention for a maximum of 15 days without a court hearing. In reality, many political prisoners spend months or years in custody. Upon their release, activists frequently confront the lingering consequences of the physical and psychological abuse and appalling prison conditions they endured. They must face the loss of jobs and relationships, and sometimes social stigmas. Many have to deal with specific issues or need support to return safely to daily life.

We provided a group of recently released political prisoners from Egypt

with a several days-long therapeutic trip, as well as individual psychotherapy sessions. The participants had the opportunity to process their traumas at least partially, share their experiences, support each other, establish relationships, and regain energy to return to normal life. According to their reactions, the trip was successful. For example, one participant wrote that the trip had “managed to awaken positive thinking in him and that he can now think about the things ahead.”

For recently released Belarusian prisoners, we offered a comprehensive programme to support their psychosocial rehabilitation. We designed our nine-month programme as a combination of personal and online group therapy sessions led by experienced therapists. According to the participants' feedback, they all successfully returned to everyday life after completion. They have legalised their status in exile, been admitted to university or the educational courses of their choice, are continuing their studies, and some have even started to engage in advocacy and activism again.

Study trips are one of our primary activities for strengthening civil society in our target countries. Photo: Sincerely Media, Unsplash



## Developing the capacities of civil society

In 2023, we cooperated with **881** civil society representatives from our target countries through study trips, training sessions, and seminars.

## Study trips: Paths to inspiration

Study trips are an integral part of our strengthening of civil society.

In 2023, we organised an international study trip to the Czech Republic for 10 young civil society members from several countries where we work. This trip helped them develop and strengthen their skills, familiarised them with how Czech and European NGOs operate, and connected them with Czech policymakers and other civil society actors.

These young people enjoyed workshops that helped them improve their team working skills, manage projects, prevent burnout, observe personal safety principles,

communicate effectively, and tell stories. In addition, participants met like-minded people from around the world, got a well-deserved break from work, and drew positive energy and inspiration for their respective civil society work.

The feedback from our participants was positive. One participant said, “The study trip made me feel supported and not alone in my problems. It was great to see someone doing the same things as me (...), and now I feel more hopeful that there is a chance to achieve small changes at least. After the study trip, my confidence has increased not only in the importance of my work but also in my abilities.”

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The editor-in-chief of Abzas Leyla Mustafaeva (centre) receives the Homo Homini award. Polish director Agnieszka Holland (right) was the keynote speaker at this year's festival. Photo: Lukáš Bíba



## We support human rights through advocacy

Advocacy activities have formed an integral part of our work since our foundation.

We regularly visit influential institutions, organise conferences, and meet with distinguished domestic and world leaders.

## We strive for systemic change

### Journalists from Azerbaijan were awarded the Homo Homini Award

Since 1994, we have awarded the Homo Homini award to individuals and groups who have made significant contributions to the defence of human rights, democracy, and non-violent resolutions to political conflicts. For the first time in years, the award was given not to an individual, but to an organisation: the collective of editors of Abzas, one of the last independent media outlets in Azerbaijan.

Abzas, founded in 2016, focuses on investigating corruption at the highest levels. Shortly after its launch, the site published articles on corruption cases in government institutions, including the personal affairs of the president's family. Subsequently, its website has repeatedly been the victim of cyberattacks, and

its journalists have frequently faced harassment. The strongest crackdown on Abzas came in November 2023, when its founder, **Ulvi Hasanli**, its deputy director, **Mahammad Kekalov**, and editor-in-chief, **Sevinj Vagifqizi**, were arrested. All of them are facing the threat of multi-year prison sentences. Azerbaijan's repressive environment makes it impossible for Abzas to operate fully in the country. As a result, most of its employees must report from exile.

### The Bridge Forum: Connecting the Ukrainian non-profit sector

The non-profit sector in Ukraine is among the most vibrant and influential in the world. After Russia's full-scale invasion in February 2022, Ukrainian non-profit organisations have strengthened their role and influence to the

Participants from the Ukrainian non-profit sector at the Bridge Forum conference  
Photo: Štěpán Lohr



Every year we award the **Homo Homini** human rights award to people who have made a significant contribution to the promotion of human rights. We organise the **One World documentary festival in Brussels**.

point that they are now among the key players in the country. In the tumult of the war, they help in many ways, including documenting war crimes, training and financing journalists, and drawing attention to civilians held hostage in occupied territories.

In the autumn of 2023, key players from across Ukraine came together to discuss new challenges in Prague at a large conference we organised with the CEELI Institute. They met with their Czech counterparts and representatives from international foundations and donors to discuss the possibilities of financing their activities.

### The One World Film Festival in Brussels

The One World in Brussels human rights film festival, is a vital advocacy tool of our human rights department. The festival occurred in 2023 for the 16<sup>th</sup> time. It consisted of meaningful post-film discussions and advocacy meetings with representatives from major Brussels institutions, such as the European Parliament and the European Commission. The 16<sup>th</sup> edition included 12 films, 11 accompanied by debates after the screenings. Together with local partners, nearly three dozen activists, experts, diplomats, and politicians participated in the events.

In our meetings, we discussed the EU visa policy for activists from Eastern Europe and the protection of activists in occupied Crimea. The winning documentary One World in Brussels 2023 was *The Illusion of Abundance* by director Matthieu Lietaert, and Greta Stocklassa's *Blix Not Bombs* received a special mention from the jury.

Logo of the One World festival in Brussels in 2023



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# Our Activities in the Czech Republic

## Social Work and Debt Counselling

In the Czech Republic, we offer a wide range of social and educational programmes to help people in difficult situations. We focus on debt counselling and helping refugees. **More information on pp. 44-45.**

## Support for Education in the Czech Republic

We cooperate with **4,871** schools and institutions.

### Varianty Education Programme

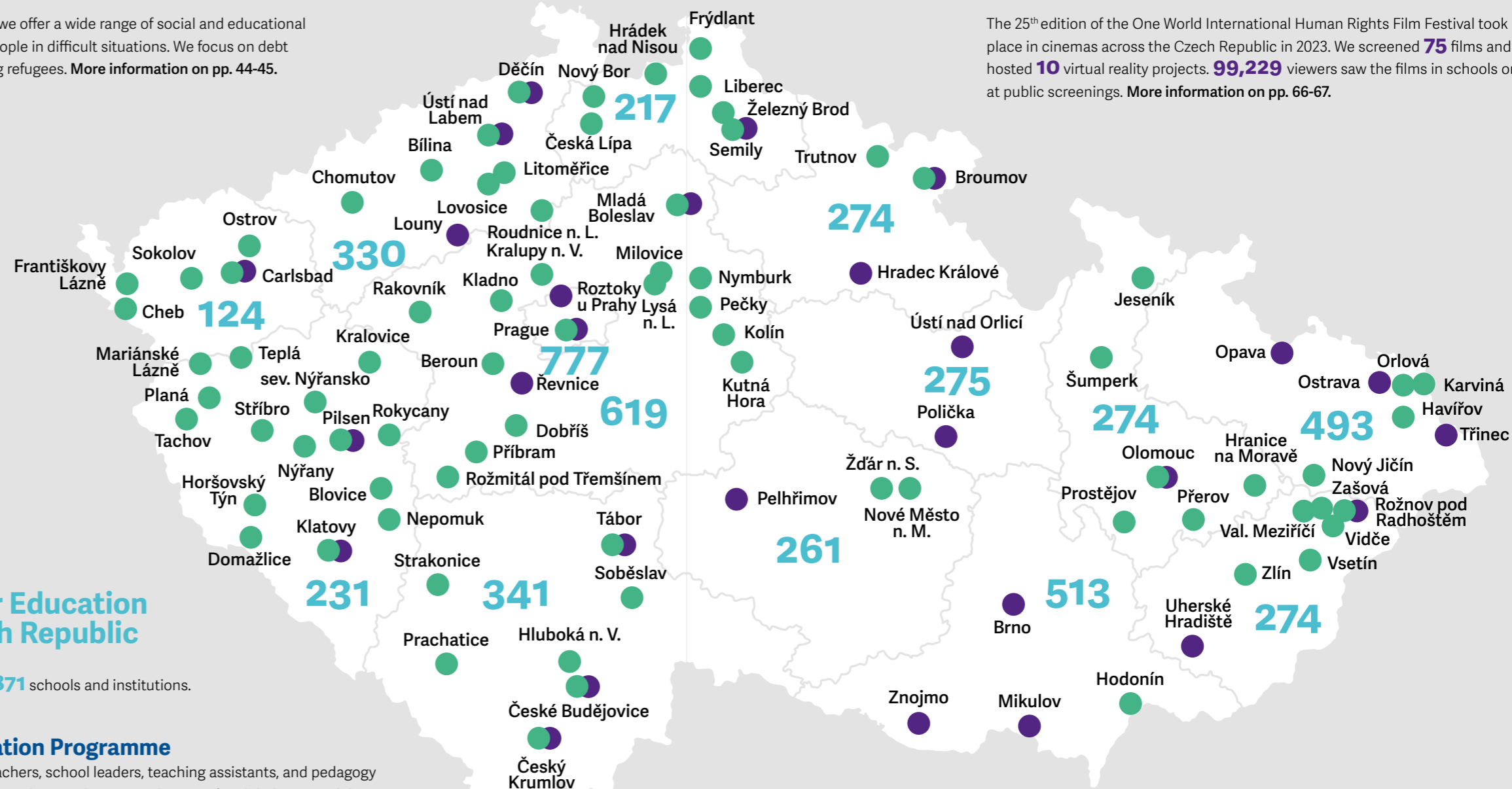
We offer courses for teachers, school leaders, teaching assistants, and pedagogy students. We encourage inclusive education, education for global responsibility, active citizenship, better communication in schools, and modern teaching methods. **More information on pp. 64-65**

### OWIS Education Programme

For 23 years, we have contributed to educating responsible young people to orient themselves in today's world. We encourage them to approach information openly and critically, not be indifferent, and try to influence the events in the world around them. **More information on pp. 60-61.**

## One World Film Festival

The 25<sup>th</sup> edition of the One World International Human Rights Film Festival took place in cinemas across the Czech Republic in 2023. We screened **75** films and hosted **10** virtual reality projects. **99,229** viewers saw the films in schools or at public screenings. **More information on pp. 66-67.**



- Social and Educational Services, Debt Counselling, and Support for Refugees from Ukraine
- One World Host Cities
- Number of schools and institutions involved in OWIS and Varianty Programmes in each region

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# Social Work and Counselling

We provide debt counselling in all **13** regions of the Czech Republic and additional social services in **7**.

More than **10,000** individuals or families contacted our social workers in the Czech Republic.

Around **18,000** people called our debt helpline, **6,070** called the Ukrainian helpline.

**12,270** refugees used our social, legal, and employment counselling services.

Our services supported **50,920** individuals from the Czech Republic and Ukraine.

As part of our efforts to improve the living conditions of struggling families, our social activation services supported 740 Czech families with children.  
Photo: Tereza Benešová



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# Strengthening society's resilience



We are living in troubled times. Russia's war against Ukraine has brought economic fluctuations, rising energy prices, high inflation, and price increases for necessities. At the same time, we see how the families that we work with are at war with each other over how they interpret the situation. It turns out that the social, educational, and economic losses that families bore over the past few years played a significant role in the hybrid practices used by enemy states to influence public opinion.

We have long worked to provide educational, social, legal, and material assistance to families that turn to us for help. We also strive for public policies to be more inclusive and to support societal cohesion and its overall resilience in the Czech Republic.

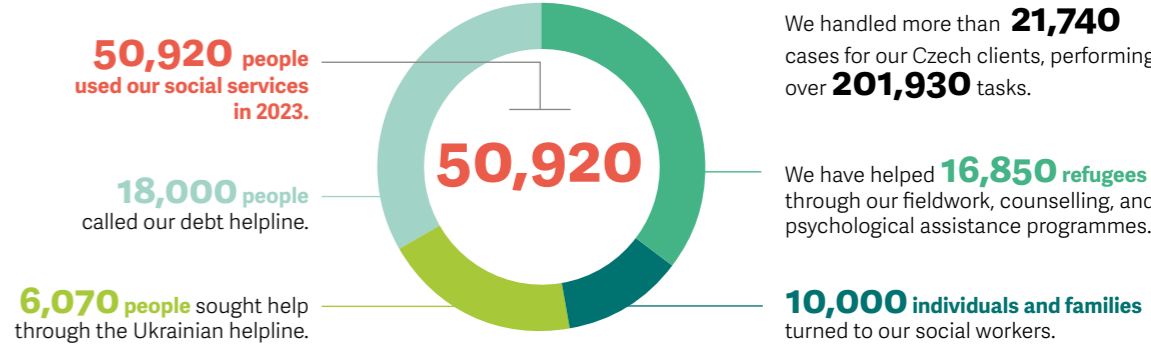
When times are good and society is optimistic, school management, managing the debt burden of ten per cent of the population, social prevention, and educational support for the most vulnerable do not seem so crucial.

That's how it is, so we need to work even harder on the necessary reforms and strengthen society's resilience for the future. Our team helped solve many systemic problems through their knowledge of the field and will continue to do so.

My heartfelt thanks to all our backers, volunteers, and colleagues for their support and commitment.

Jan Černý  
Director of Social Work and Educational Programmes

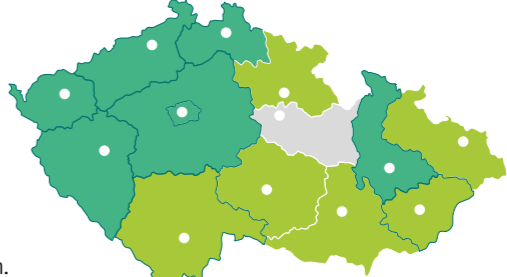
## How many people did we help



We helped Ukrainian refugees in **72,230** cases along with **46** partner organisations that we financially supported from the SOS Ukraine public collection. Together, we distributed **54,970** packages with material assistance.

## Where we work

In **7** regions, we provide a full range of social services: Prague, Karlovy Vary, Liberec, Olomouc, Pilsen, Central Bohemia, and Ústí nad Labem.



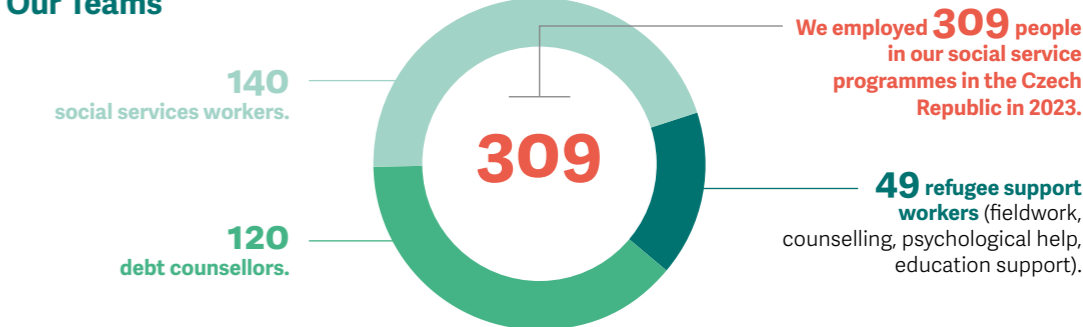
In **9** regions, we continue to help refugees directly.

In **6** additional regions, we also provide debt counselling: Vysočina, South Bohemia, South Moravia, Hradec Králové, Moravia-Silesia and Zlín.

We operate Czech and Ukrainian helplines throughout the country.

There are **75** locations where you can contact us in the Czech Republic.

## Our Teams





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## How we help



### Social work in the field

We support people in difficult social situations. We advise them on housing, employment, education, and health. We also help them facilitate contact with authorities and secure access to other services, such as food assistance. We help the people to identify the risks and understand their rights and obligations better so they can manage everything independently.

### Debt counselling

We provide professional assistance to people who find themselves in financial distress. We help those who have debt problems or are threatened by enforcement proceedings and don't know what to do. These issues can be due to a lack of information or money. We operate a helpline while focusing on prevention, education, and service information.

### Professional social counselling

We provide this service to people placed in an unfavourable social situation due to indebtedness and facing some of the other types of social exclusion. Such exclusion includes unstable or substandard housing, employability, dependence on social benefits, lack of social ties, socio-pathological phenomena in the family, social disadvantages due to prejudice, etc.

### Social activation services for families with children

We support families with children in difficult situations. We focus on preventing the worsening of social and educational problems. Together, we work to develop parental and communication skills to improve their living standards and overall family dynamics. We cooperate with educational and social institutions.

### Support for refugees

We help people who have been granted refugee status. Our services include social, legal, and employment counselling, interpretation, housing mediation, medical care, psychological assistance, support for minors, and material and food assistance. We also offer integration programmes for preschoolers, Czech classes, tutoring, and help enrolling children in school.

### Assistance to victims of crime

We provide legal information to victims of crime. We assist in drafting criminal complaints, appeals, and damage claims. We also accompany them to the police and court. We seek to minimise the secondary harm risk to the victim.

### Resocialisation programmes

We help people who have committed wrongful acts return to everyday life. We want to minimise the risks of recidivism and anti-social behaviour by assisting people in realising the consequences of their actions and increasing their social, legal, and communication competencies.

### Youth centres

We work with children and young people at risk of social disadvantage and the occurrence of social pathologies. Our activities allow them to play and relax, learn new information, and help them prepare for school. We provide support in a safe environment that enables them to develop their character further and adopt desirable behaviour.

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## Debt counselling

We help people dealing with debts and enforcement proceedings. We work towards fairer conditions and systemic changes while highlighting risks and exposing illegal practices.

**24,000** people were supported by our advisors. In terms of long-term cooperation, we helped **6,000** people by providing **92,600** consultations

We also helped **18,000** people through our helpline



## We frequently helped people resolve credit agreements with obscene interest rates

We provide personal debt counselling in all 13 regions of the Czech Republic and help nationwide through our debt helpline, **770 600 800**.

"In 2023, we worked with 6,000 clients on a long-term basis at our offices and helped another 18,000 people remotely via phone, video call, or email. More than 100 debt counsellors, professional social workers, and other colleagues in the field participated in this work," says Daniel Hůle, Head of the Debt Counselling Programme.

Our team frequently helped people challenge loan agreements with obscenely high interest rates, often reaching hundreds of per cent annually. We provide this assistance on the condition that the client has repaid their original borrowing to the company. Daniel Hůle explains, "We succeed in over 90% of these disputes. Currently, we favour this

approach over debt relief programmes, which typically require people to pay off excessive debt obligations for 5 years."

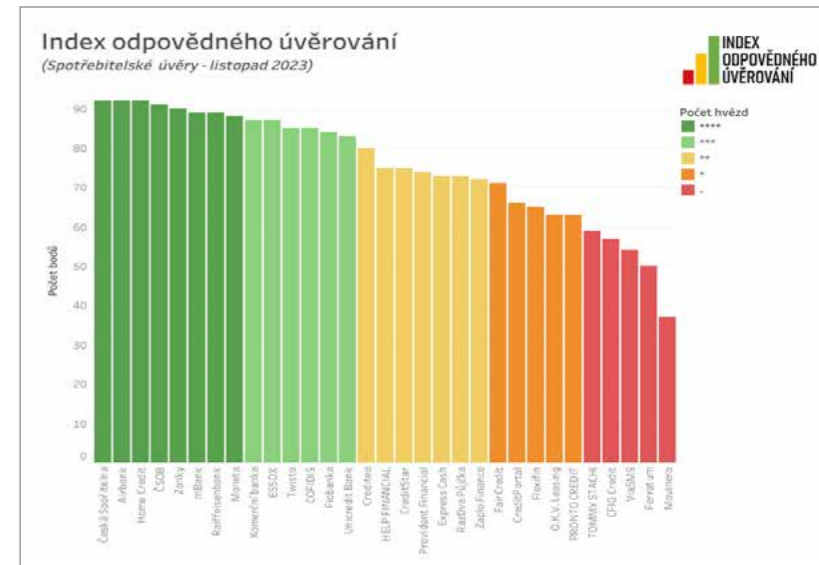
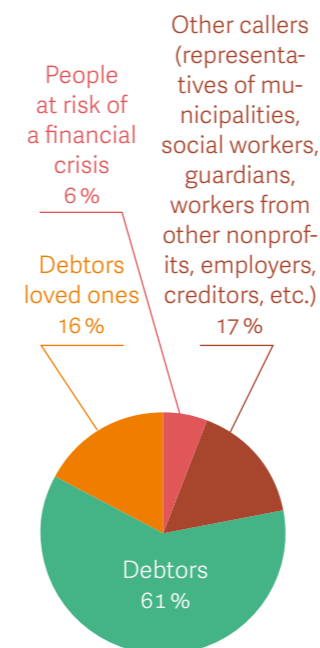
### We also help in court disputes

We have litigated over 100 lawsuits in client cases involving illegal methods of enforcement proceedings and also childhood debts that were still unresolved. We are successful in almost all litigation in this area. In one instance, we helped an older woman whose health insurance company made deductions through enforcement proceedings even though she owed nothing. A court ordered the insurance company to pay her back over €8,000. We also succeeded in the litigation of a now 20-year-old man who had been dealing with enforcement proceedings through no fault of his own since the age of 12, despite a new law that has been in

At our press conference, Mr Milan explained how he borrowed €2,000 and had to repay over €40,000. Nine years ago, he took out a revolving loan with a non-bank lender. After he had already paid half a million, his employer's payroll accountant advised him to contact our debt counselling service. We won numerous court cases, which stopped such enforcement proceedings and required the lender to return all money paid above the loan. In Mr Milan's case, the lender returned over €16,000, giving hope to other victims as well.

We also conducted two extensive analyses of lending, based on which we compiled the Responsible Lending Index, as per tradition. In June, we focused on micro-loans and credit cards, while in November, we examined standard consumer loans. The index serves people interested in taking out a loan, while also helping to cultivate the credit market.

### Who called us on the helpline



place for two years to ensure that child debtors do not enter adulthood with such a burden. "Several lawsuits continue regarding the new phenomenon of some companies trying to deprive people of housing. We want to focus more on this issue," adds Daniel Hůle. We are involved in finding systemic solutions to debt issues. We participated in negotiations with politicians on the Graceful Summer appeal, the amendments to the Insolvency Act, the level of remuneration for bailiffs, attorneys, insolvency administrators, and the minimum deductions allowed in enforcement proceedings.

### We train partners and employers

We also focus on education related

to current issues for partners from nonprofit organisations, labour offices, municipal offices, and more. Our seminars are free of charge and usually held online to make the most effective use of time. Hundreds of individuals attended the seminars on the Graceful Summer and the Enforcement Proceedings on Movable Property. We also provide support to various employers who are trying to solve their over-indebted employees' problems. We also operate websites jakprezitdluhy.cz (How to Survive Debts), dolozkomat.cz, which exposes unlawful enforcement proceedings, milostiveleto.cz (Graceful Summer), and offer basic help via our chatbot on clovekvtsni.cz (in Czech only).

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## We support adults, families, and youth

We help people in difficult life situations. We frequently assist clients with housing-related problems, including how to retain their current housing or leave unsuitable living situations. These issues often arise from financial difficulties, such as the inability to pay rent, utilities, or food costs, or from job loss or ongoing legal proceedings. We are dedicated to children and youth and work towards positive systemic changes.

Boarding houses are unsuitable for families with children. We support a pending law which may systematically increase the availability of housing..  
Photo: Veronika Zimová

## We improve family living conditions, children's skills, and healthcare

In 7 regions of the Czech Republic, we are supporting people in difficult life situations. They visit us, or we see them in their homes or boarding houses. Our social workers supported more than 10,000 individuals and families in 2023. We seek ways to prevent their downward spiral and gradually improve their situations. "We are the lamp that shines a light on their path, showing them where to go. The goal is for them to be able to continue on that path on their own afterwards," notes Růžena Sekretová, a field-based social worker explaining how our support seeks to increase clients' competencies.

### Temporary support for a difficult situation can prevent a crisis

People in difficult socio-economic situations often need only temporary support before they can get back on their feet. In addition to field-based social work, we support the pending Housing Support Act. In Prague, the Pilsen Region, and recently in Karlovy Vary, we participate in local social housing projects. We supported 860 individuals and families in finding housing.

In addition to social counselling, we also provide follow-up services, such



Social work with children and youth is an integral part of our work, where we can determine what they need help with. In the summer, we organise short stays in the countryside for Czechs and Ukrainians. You can read about our educational programmes on pp. 62–63.  
Photo: Lucie Mannová



**10,000** individuals and families were supported by our social workers

We assisted **1000's** of people in communication with authorities and provided them with social counselling

**860** individuals and families were supported in finding housing

**720** children and young people frequented **7** low-threshold clubs

as food and material assistance, which we delivered to 750 individuals and families. We supported 350 people in securing employment in various ways, such as by helping them assemble their CVs. We also monitor the working conditions of employment agencies. We helped 1,130 people secure social welfare benefits. With digitisation, we focus on assisting clients with submitting electronic applications, teaching them how to navigate and move safely online, and more.

Our social activation services supported 740 families with children. We prioritise parenting support through the Step by Step intervention programme launched in September. This initiative aims to enhance skills for children up to 10 years old. The programme has garnered interest from the Authority for the Social and Legal Protection of Children (OSPOD) workers. We have also set up Triple P centres—short for Positive Parenting Programme—in Ústí nad Labem and Kladno, offering practical solutions to educational challenges. In the fall, we also launched the Reproductive Health of Women and Girls

project focused on education in women's health and preventive healthcare, which are often associated with myths and stereotypes. Our services include assistance to victims of crimes, the basis of which is the provision of legal counselling.

### Positive behaviour helps young people cope with burdens

We also operate seven low-threshold clubs, where 720 young people regularly gather. These clubs are crucial to our social work with children and youth. The goal is not only to provide quality leisure activities but also to build trust with our clients. Our staff works closely with young people to identify areas where they need support and develop tailored programmes. Since September, all of our clubs have adopted the PBIS method (Positive Behavioral Interventions and Supports). This approach helps our clients better manage the challenges they face. Beyond the clubs, we run resocialisation programmes for youth and adults, supporting their reintegration into society.

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## We support refugees

During the first two years of Russia's full-scale invasion of Ukraine, our work in the Czech Republic focused increasingly on the most vulnerable refugees, particularly those with health problems or other special needs. We have continued to help refugees process necessary documents, apply for humanitarian benefits, and search for housing, work, and medical care. We also provide interpreters when needed, organise Czech language courses, and provide food and clothing.

# We directed our refugee support toward the most vulnerable

In 2023, we assisted 22,920 individuals or families under temporary protection or with a special one-year visa in the Czech Republic. We financially supported 46 other organisations providing aid and over 72,000 additional forms of support from our SOS Ukraine appeal – most for women and children. Together, we distributed 54,970 material assistance packages. Housing remained a significant problem for refugees. The number of humanitarian benefit recipients decreased significantly in mid-year after the Czech Republic tightened conditions for staying. According to research from PAQ Research published in December, 57% of refugees live on the brink of poverty. Alena Čorna, our helpline manager, said, "We often see clients paying over €400 per month per person for a bed in a boarding

house, regardless of age." We provided housing or assistance in finding housing to 1,345 people, and 12,270 people used our social, legal, and employment counselling. Most employed refugees work below their qualifications, and many face poor working conditions. We also analysed exploitation in the labour and housing markets. The level of Czech language proficiency remains the biggest obstacle to finding better work and higher incomes.



## How we help refugees

We supported **22,920** individuals or families:

**12,270** received social, legal, and work counselling

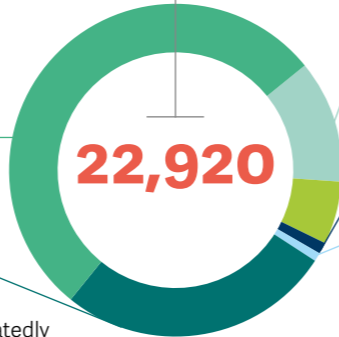
**6,070** helped through the helpline, often repeatedly

**2,730** received healthcare.

**1,345** provided housing or assistance in finding housing.

**310** provided with individual psychological support.

**195** received special assistance for pregnant women and the mothers of infants.



The Lebedev family home in Bakhmut no longer exists, so they decided to start over in the Czech Republic. However, in the summer of 2023, the seemingly tempting offer of free accommodation with the promise of work turned out to be one room at a boarding house for €2,000 per month. "We helped them find cheaper accommodation in a more accessible location. In this case, they were grateful for the single room in their new place. We found them new jobs, provided them with advice on arranging their children's education, and are now trying to register them for medical care," noted Maxim Sačok from our Liberec branch. He added that the fly-by-night accommodation provider lost his contract with the Liberec Region through our efforts, and we later helped relocate other families.

Photo: Maxim Sačok

**5,610** children and adults supported in receiving education

**72,230** other instances of support implemented along with **46** aid organisations from the money raised by our SOS Ukraine appeal.

We organise Czech language courses and provide tutoring. In addition to social services, we supported another 5,610 children and adults with their education. The strain experienced by people forced to flee often triggers sudden medical complications. Our helpline reached 6,070 people and helped us solve some very complicated cases. We helped a 70-year-old who suffered a stroke the day after he arrived in the Czech Republic from Ukraine. He didn't have time to apply for temporary protection, so he didn't have health insurance either, and his treatment cost €14,100. We helped him complete the necessary steps to have the costs retroactively reimbursed.

There was another case where a pregnant woman who was still not registered with a gynaecologist needed medical attention. After two weeks,

we arranged for an interpreter to accompany her to a doctor. In addition to these cases, we helped to provide health care for 2,730 people. Over time, there has also been a tremendous need for psycho-social support. People who were forced to flee their homes often suffer from depression and anxiety. Our psychologists provided 310 individual and 140 group therapy sessions in refugees' languages. We continued to focus on young Ukrainians, often out-of-education systems, and those unaccompanied by immediate family. We created Safe Harbour facilities in the Pilsen Region, Karlovy Vary, and Prague, where they can find temporary accommodation and support. We help them stabilise their situation and support them in continuing their studies or finding a job.

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## Education and Awareness

We held **342** seminars, webinars, and meetings in long-term courses for teachers, parents, and children

**6,490+** participants in our seminars, webinars, conferences, and courses for teachers, teaching assistants, students, and non-profit organisation or public administration employees

**127,000+** viewed documentaries on the JSNS.cz educational portal and **93,000+** teaching material downloads

**36,953** people attended One World Film Festival screenings held in **48** cities



We support equal opportunities in education, active citizenship and having an informed society.

During our Active Citizens seminars, we explained to teachers and students how they can get involved in solving current issues occurring around their schools.  
Photo: Tomáš Princ

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## A better future for all children



We are committed to ensuring every child receives a quality education and that young people grow up confident, competent individuals. We support them to become media literate, think critically, understand the global context of their lives, and adhere to democratic values. Our work in schools, both with teachers and students, is a critical investment in society.

Teachers can access our rich assortment of audiovisual materials, use our methodological publications, engage in long-term training programmes, attend seminars and workshops, and participate in supervision sessions, conferences, and many online events. They learn how to develop media literacy through education and support children with special educational needs. We offer materials for teaching contemporary history and guidance on integrating current global topics such as immigration or climate change. Teachers receive advice on developing civic competencies in their students, support for school projects, and information on topical issues like using artificial intelligence in schools.



We help uniquely connect schools with families, improving the futures of children from socio-economically challenging environments. We offer pre-school care, accompany them when they enter first grade, and offer tutoring and support throughout primary school. We also prepare them for their entrance exams and transitions to secondary education. Through our scholarships, we support high school students in getting the best possible results on their path to graduation. We work with their families, connect them with educational and social services, and improve their economic situations and the overall conditions for their children's education.

We seek answers to new challenges in the contemporary world, including helping Ukrainian children in Czech schools, addressing the previously mentioned topic of artificial intelligence, and improving reproductive health. Drawing on our long experience in the field, we participate in debates about changes in Czech educational policies. We work hard to transform education both "from the top" by advocating for measures that will reduce inequalities and "from the bottom" through intensive work in schools, cooperation with educators and other stakeholders, data collection, and the formulation of recommendations.



We are pleased that we can contribute to developing a value-based, democratic society through our educational efforts. We want to thank all of the donors whose financial support makes all of this possible and all of you who have collaborated with us and supported our work.

Tomáš Habart, Head of the Varianty education programme  
Adéla Pospíchalová, Head of the Educational Services of the Social Work and Education Programmes  
Karel Strachota, Director of the One World in Schools educational programme

## We support an informed society, equal opportunities for education and active citizenship

### For the general public

- We organise awareness campaigns on the following topics: immigration, human rights, contemporary Czechoslovakian history, media education, climate education
- We organise the One World Film Festival
- We organise exhibitions in public spaces on various topics



### For families with children and adolescents

- **Children of preschool age:** preparatory programme before entering kindergarten or primary school
- **School-aged children:** tutoring, developing their motivation for education, creating a space where they can experience success, preparing and helping with their field of study choices for secondary school
- **Adolescents:** supporting their studies, preparing them for graduation, helping them cope with challenging situations, providing retro-scholarships
- **Parents:** increasing their competencies to support their children's education and to communicate better with their child's school

### For schools

- **Students:** we publish teaching materials (manuals and documentaries with accompanying lesson plans), we organise online courses, computer collections, and One World Film Festival school screenings
- **Teachers, teaching assistants, school psychologists, and prevention methodologists:** we organise seminars and online courses, publish teaching and methodology materials, and conduct supervision sessions
- **Headteachers:** we offer consultations and support to schools
- **Founders, professional community, and Ministry of Education representatives:** we participate in consultations, comment on legislative proposals, and advocate for systemic changes

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"Although most of my friends are aware of the importance of the Velvet Revolution and freedom, many are completely indifferent to these values. That is why I appreciate such films. I have seen countless films and documentaries about the times before the Revolution. Still, I can say that the content in this one is full of originality and freshness," wrote Adam Ševčík after the test screening of the film 1989: We Want to Breathe.  
Photo: Jakub Šebek



## One World in Schools

For 23 years, we have contributed to the education of responsible young people. They can orient themselves in the contemporary world, take an open and critical approach to information, are not indifferent, and genuinely want to influence what happens around them.

## Good news – students are more interested in contemporary history than ever!

In the past, the Czech people have endured state repression. Despite this experience, the awareness that contemporary freedom requires protection and cannot be taken for granted seems to be fading. Russia's full-scale invasion of Ukraine, has heightened the importance of commemorating historical events and experiences. We provide schools with films and other materials to teach history and address this issue. During the Stories of Injustice month, hundreds of schools nationwide hold screenings and discussions with witnesses, survivors, historians, and filmmakers. We have expanded the 19<sup>th</sup> year of the Stories of Injustice Month with the new film **1989: We Want to Breathe**. This mosaic of authentic

experiences and situations primarily occur in Teplice in the 1980s. The film has received an extremely positive response, becoming the record holder for downloads on the JSNS.CZ portal within a month of its release. One teacher wrote to us, "The film 1989: We Want to Breathe brought historical information into the classroom about the events connected with 1989 when young people led the fight for freedom and democracy. Glimpsing their courage, knowledge, and activism during the communist regime made a significant educational and emotional impact on the students. It helped them connect historical events with current topics and motivated them to seek deeper understanding and reflection."

**508** teachers from all over the country participated in the Stories of Injustice month in 2023.

**34,000+** students watched films that we offer online.

**10,500+** viewings of 1989: We Want to Breathe.

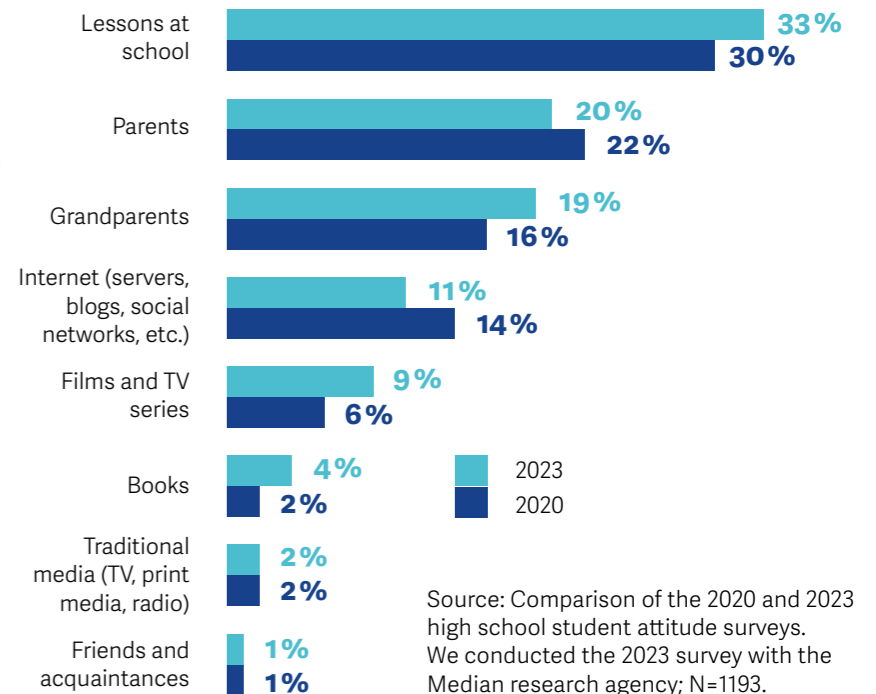
**26,900+** lessons presented on Czechoslovak history.

**17,600+** downloads of teaching materials on Czechoslovak history.

**Learning More About Communism**  
Young people have long expressed interest in contemporary Czechoslovak history and the communist period in Czechoslovakia. Both teachers and the survey results on high school students' attitudes, which we published at the end of 2023, confirm this trend. In the survey, more than half of the respondents expressed a desire to learn more about the communist era. The results also revealed that the current generation of students views this period far more critically than their peers in the past. In fact, 75% of students consider life during communism worse than in today's democracy. To better understand the context of this period, young people learn about

the real stories of those persecuted by the communist regime through the From the Place Where We Live project. Through this project, young people document the experiences of witnesses and draw parallels with contemporary stories of individuals fighting for human rights today. They also have the opportunity to nominate the surviving witnesses for the Stories of Injustice Award. In 2023, the Day of Stories of Injustice also drew attention to current events. Dozens of Czech and Ukrainian students honoured the memory of their peers who died because of Russia's war in Ukraine. The event took place on the eve of the Day of Commemoration of the Victims of the Communist Regime to draw attention to all the victims of Russia's imperial politics.

From which sources do high school students most often draw information about life in Czechoslovakia between 1948 and 1989?



Source: Comparison of the 2020 and 2023 high school student attitude surveys. We conducted the 2023 survey with the Median research agency; N=1193.

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## We support children, parents, and schools, pushing for equal access to education

### Education programme

We work with children from preschool age onwards. We support them throughout their educational journey, striving to ensure their learning doesn't cease at the end of compulsory schooling. To achieve this, we work closely with entire families and schools. Additionally, we are committed to elevating the quality of education by providing long-term support to educators and teaching assistants.

Support for education is an integral part of the work of our seven regional branches. In 2023, as part of our Social Work and Educational Programmes in the Czech Republic, we helped 2,500 Czech and Roma children and young people. We collaborate with families and schools to promote education for all beyond compulsory school attendance, working to overcome barriers posed by socio-economic background and segregation.

Consider the case of 18-year-old Tereza\*, who lives with her grandmother, severely ill grandfather, and two blind sisters. With most of their household income going towards health-related expenses, Tereza balances part-time work with her studies in social work. It is not easy to combine all of this. To support her we provided a motivational retro-stipend, which she uses for essential educational expenses such as school supplies, textbooks, and transportation. She consistently meets the funding criteria. In addition, she benefits from a counsellor as part of the Youth Counseling Programme, which served 449 participants last year. She works with her counsellor on academic and personal challenges, including extra assistance in mathematics.

#### Preparations for preschool education can prevent truancy

To make the education process more accessible for children, we begin

support at preschool age. Children at risk of social disadvantage who complete at least two years of preschool education before entering first grade have a significantly higher chance of passing through their primary school years more smoothly and have lower dropout rates. As part of our preschool education programme, we supported 284 children between 3 and 6 years of age.

#### We provide tutoring and introduce new learning opportunities

We work to address all factors that can influence a child's success or failure. Our Educational Support Service, which provided tutoring to 1,018 children last year, works tirelessly to foster better cooperation between families and schools, helping young people make the most of their free time. Take Milan, for instance. During initial meetings, our colleague Míša spotted his flair for English despite his struggles with maths and physics. This discovery opened up a world of new learning opportunities for him. We also prepare 9th graders for their secondary school entrance exams by encouraging them to take practice exams. A remarkable two-thirds of applicants from our programme were accepted after the first round. Without the dedication of hundreds of our volunteers who offer both in-person and online tutoring, we would never have been able to operate on such a scale. We



Leisure activities and social work with children and youth are also essential to our "jigsaw puzzle" of services, (pages 52–53). Photo: Miroslava Haplová

**2,500** Czech children used one of our educational (and social) services.

**500** children and young people were helped through the Computer Collection Programme.

**145** young people received monthly retro-scholarships.

**471** teachers and teaching assistants participated in one of our **74** supervision sessions.

offer our tutors methodological support through the website doucujte.cz. Through our Computer Collection initiative, we contributed to digital literacy by distributing 351 laptops, 142 desktops, 56 monitors and various other bits of tech to children and young people.

### We cooperate with educators and teaching assistants

We work to improve the level of quality education for disadvantaged children by supporting educators and teaching assistants. They are now an integral part of the teaching staff in many schools and help teachers and students. The 6th annual Assistants for a Better School conference, held in October, attracted nearly two hundred professional educators from across the country. This year's conference focused on strengthening the psychological

We also share our experience and know-how from the field with other educational institutions. We are committed to working towards systemic changes in the education system, with a focus on inequality, which has led to our cooperation with the Ministry of Education.

resilience of children and teaching assistants. We have also focused on developing supervision sessions for teachers and teaching assistants. These sessions are essential to educators' work, providing a safe environment to share information and experiences about current school topics. Schools can now access individual and group supervision sessions for teachers in both online and in-person formats.

\* name changed to ensure anonymity



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At the Global Action Schools Summit, we certified another 10 schools across the Czech Republic. There are now 125 Global Action Schools in the country.

Photo: Martina Adlerová



## Varianty education programme

We organise courses and seminars for teachers and teaching assistants on inclusive education, current global topics, and active citizenship. We support them through regular supervision.

The Dub nad Moravou Week for Responsible Consumption; Alšovka Fights for Human Rights; Run for Your Own Health and the Health of Others; Stop Palm Oil!; and the Project for Seniors in Braník. These were just a few of last year's school projects on global topics in Global Action Schools. These kinds of events are the culmination of schools' year-round focus on global education preceding their certification at the Global Action Schools Summit in June. Last year's summit focused on the topic of migration caused by Russia's war of aggression in Ukraine. Teachers and students participated in presentations, workshops, and panel discussions with Czech and Ukrainian children from two schools. They discussed how they got to know each other

and what they learned about each other during the school year.

#### We presented the Global Action School's Inspiration Awards

The June summit was followed in November by the second edition of the Global Action School's Inspiration Awards. In the Senate's Frýdlant Lounge, we honoured eight schools for their outstanding and inspiring projects that motivated others throughout the year. "The Global Action School programme presents meaningful topics for students to discuss in our school. Children are naturally even-handed when discussing global topics. I think it is important to show them at this age that life is not fair for everyone, and at the same time that they can do something about many global problems themselves," says Andrea Tláskalová, coordinator of the

## We already have 125 Global Action Schools, and we are dedicated to improving the quality of city life

Břežany Farm hosted a traditional summer school programme for teachers. The theme was "Building Bridges". Participants engaged in activities that explored their connections, tried out lessons using Persona Dolls and Philosophy for Children methodologies, and gained an in-depth understanding of the experiences of those who fled Ukraine because of the war.

Photo: Veronika Endrštová

**1,063** people participated in **39** global development education events.

**3** new online courses consisting of more than **20** hours of study materials.

Global Action School programme at J. V. Sládek primary School in Zbiroh. During the year, the school's pupils hosted a fair trade breakfast, a friendship breakfast to support Ukrainian classmates, Christmas markets, and several dedicated project days.

#### New online course: We Live in the City

We also published a new online course called We Live in the City, addressing issues around the quality of city life. It includes social and

environmental aspects of city life and active citizenship. After going through five chapters of the course together, students map one selected topic and the needs of the local people in that area. Finally, they prepare their own student-led project to improve certain aspects of life in their surroundings. We also continued with long-term courses in which educators got acquainted with Philosophy for Children (P4C) methodology and working through the Persona Dolls method.



## Raising awareness of crucial contemporary topics

In cooperation with the Charles University Faculty of Social Sciences, we presented two semester-long courses for journalism students on global issues such as media, migration, and development. We launched a

new online course, The Labyrinth of Migration, in which we motivate teachers with ideas about how they can introduce migration topics in the classroom in a safe and non-confrontational way.

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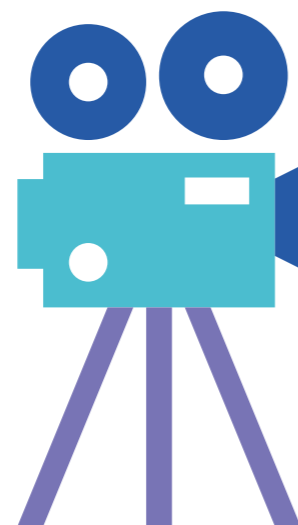
## What is the cost of safety?



We organised the 25<sup>th</sup> One World International Human Rights Documentary Film Festival at a time when a large percentage of the population felt profound fear about events happening at home and abroad. Whether financial security, family support, state security guarantees, or international protection, these terms mean something different for every person. The price we are willing to pay for achieving such certainties differs for each of us as well. Due to a series of successive crises – a situation unknown in the Czech Republic for decades – and the festival's jubilee anniversary, we began to consider how to perceive human rights in the current context, for whom they are important, and whether they are equal for everyone. One can try to be as empathetic as possible, but each individual's economic, social, or cultural status usually forms their perception of the world. It creates the appearance that some people, or even entire social groups, do not exist because their voices are not heard. This ability to ignore others can be comfortable in some ways, but it is also dangerous and easily exploited.

With the slogan "The Cost of Safety", we wanted to encourage the audience to reflect on and respect each other's diverse expressions of fear. The festival thus created a space for meaningful encounters that cut across social contexts, especially since One World spreads across space and time in the Czech Republic. The regional organisers are an integral part of the festival, so it was held again in a collective, decentralised format. The festival ran in parallel in almost thirty cities across the Czech Republic, and selected films were subsequently shown in Brussels and on the One World online platform.

Ondřej Kamenický, Director of the One World Film Festival



**99,229** people attended screenings

**21,668** audience members in Prague

**14,595** viewers attended regional screenings

**75** films screened

**128** post-film debates and discussions

**54,273** students and teachers attended screenings

**112** international guests: directors, film protagonists, human rights activists, and other international film festival organisers

**10** virtual reality projects

**12** film categories



Photo: Bezhan Vaiva

## A Festival for All

The right to culture is a fundamental human right. That's why the 25<sup>th</sup> One World team continued to make the festival accessible to audience members with physical, sensory, and mental disabilities. Our commitment to accessibility is reflected in all parts of the festival and its organisation – from the physical accessibility of cinemas to the provision of audio recording, from SDH subtitles for deaf people to the inclusion of people with disabilities in the festival team and among the

volunteers. One World offered audience members 3 documentaries with audio descriptions and 3 relaxed screenings for neurologically diverse audiences. All documentaries featured Czech subtitles, including films screened in Czech. In addition, the festival screened 15 films screened with SDH subtitles for viewers with hearing disabilities. Deaf people could also participate in 10 post-film debates featuring sign language interpretation, 3 of which offered simultaneous interpretation.

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## Climate Change and Landscape Protection

We collaborated with **16** municipalities on landscape restoration and **3** on climate action plans.

**7** NGOs cooperated with us on adaptation projects.

With volunteers, we planted **82** trees and **200** bushes.

Representatives of **6** NGOs, **9** municipalities, **2** ministries, and other institutions held round table discussions with us.

**262** people attended our online climate change course, and **299** attended our climate education seminars.

We cooperated with **18** municipalities and **6** NGOs. **561** people attended our courses, and **80** participated in our planning workshops.

We are dedicated to the restoration of the Czech countryside. As part of the LIFE WILL project, we planted trees in Němčice.  
Photo: Karolína Cermanová



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# Climate change in the Czech Republic



Climate change manifest's itself in different ways, and its impacts can vary from region to region, even in a relatively small country like the Czech Republic. In our work, we often find that while people in one area may be most concerned about droughts, in the neighbouring village, it might be more about the dangers of flooding, loss of trees, or the disappearance of native species.

These concerns depend on the landscape management in a given place. Our team often helps in areas where intensive farming is prevalent. Large parts of the countryside are affected by chemical fertilisers, pesticides, and heavy machinery, leading to a destruction of living soil components and soil erosion.

We have supported municipalities, landowners, local associations, and the general public so they can have a dialogue and develop new strategies to create more sustainable and climate-resilient landscapes and protect their surrounding countryside. Over time, this should increase the number of trees and other greenery. It will provide shade, water, and life in new tree-lined alleys, groves, windbreaks, wetlands and meandering streams. All these elements will help mitigate the local impacts of climate change.

A crucial part of our process has been the participation of individual actors, for whom we are developing our own methodology to use when working in other regions.

We consider education to be the most effective prevention against the increasing impacts of climate change. We have approached primary schools in some of our municipalities for cooperation. The first will participate in a new educational course on landscape health as early as next year. As in previous years, we supported teachers who engaged in climate education throughout the year. For them, many innovative methodological materials and ready-made lessons are available for download on our website.

Magdalena Davis

Head of the climate change programme

The landscape's health is related to the forest and vegetation cover level during the year.

The landscape's health determines its capacity to support an ecosystem, how it functions, and its ability to protect its inhabitants from natural disasters.

Forests contribute the most to the health of the Czech landscape. Arable farmland and urban development contribute the least.

In the Czech Republic, agricultural and urban ecosystems account for **56%** of landscape cover.

According to our data, the health of the Czech landscape is below half its potential.

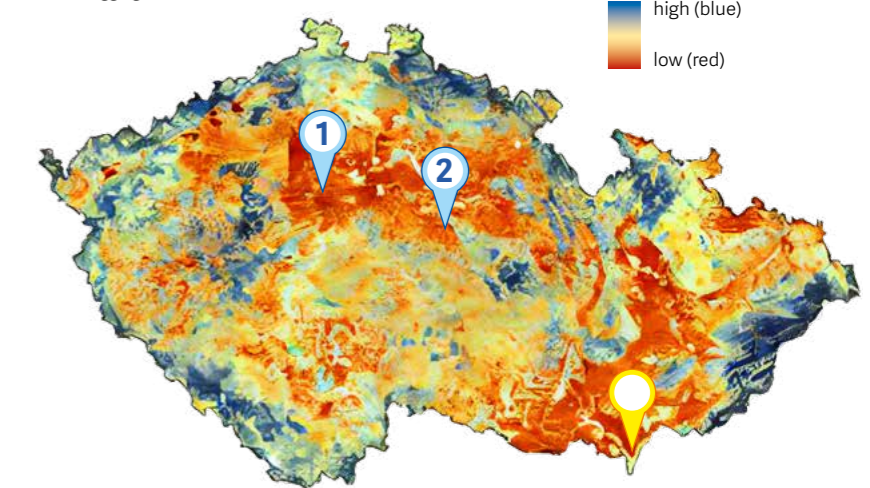
# In our projects, we strive for better landscape health

According to data from satellite imaging, the lowlands of the Czech Republic, in particular, show very low values for the indicator of landscape health. The health of the landscape determines its productivity and resistance to natural disasters such as droughts or floods. In our **LIFE WILL – Water in the Landscape and Soil** and **SOS Moravia** projects, we focus on areas whose

landscape health values are very low. We help municipalities plan needed landscape improvements. In addition to the municipal leadership, we engage citizens, farmers, and other stakeholders through collaborative and inclusive processes. Subsequent changes should contribute to a healthier landscape that will be more resistant to the impacts of climate change.

### Landscape Health Index

Annual aggregate for 2021



Source: Processing of multispectral data taken by the Sentinel-2 and Landsat 8 satellites  
Created: by People in Need © 2024

### Projects

#### LIFE WILL

1 – Velvary (in the Kladno region), 2 – Němčice u Kolína

#### SOS Morava

Dolní Bojanovice, Hrušky and Lužice

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In Němčice, we planted an alleyway of 57 fruit and oak trees on one autumn morning. We created a similar alleyway in the spring in Dolní Bojanovice in Moravia. 25 trees and 200 bushes will form the basis of a small grove and a windbreak.

Photo: Karolina Cermanová



## Taking care of the landscape in the Czech Republic

With our partners, we help municipalities in areas threatened by natural disasters better care for their landscape. We aim to ensure that the landscape retains more water and is better prepared for the impacts of climate change.

## Together with landscapers and municipalities, we strive for a healthy and resilient landscape

In 2021, a devastating tornado and a flash flood swept through Podluží, South Moravia. In response, we launched the SOS Moravia appeal and have been helping on the ground ever since. After the locals repaired their houses and gardens, we used the remaining funds to help prevent or mitigate similar disasters. We created a participatory landscape restoration project in the flood-affected village of Dolní Bojanovice. We conducted in-depth interviews with 30 local stakeholders, and then, in cooperation with the Krajinohled organisation and the municipality's residents, we selected the best ways to improve the surrounding landscape. Thanks to

them, it should not only be more pleasant to take walks but the area will be more resilient to the elements in the future. We follow a similar approach in the LIFE WILL – Water in Landscape and Soil project. The project launched in 2022 in two Czech and one Slovak locations, followed by others in 2023. In Velvary and Němčice u Kolína, Central Bohemia, we used sociological research methods to map the opinions and attitudes of the local people. We publicly discussed the landscaping proposal and selected the most suitable ones together. In the autumn, we planted the first tree-lined alley in Němčice with volunteers and the organisation We Plant Trees.

Thanks to the SOS Moravia public collection and the help of local citizens, we completed the Study of Landscape Revitalisation and Adaptation to Climate Change in Dolní Bojanovice. In the tornado-damaged villages of Hrušky and Lužice, an Action Plan for Adaptation to Climate Change was also

created. In Mikulčice, we held a round-table discussion on how to restore the landscape and its green spaces in June. Important stakeholders involved in restoring and adapting the local landscape to climate change attended the event. We talked about success stories, barriers, and the challenges ahead.

## We organise and conduct climate change education activities

**70%** of the Czech population agrees with introducing climate education in primary and secondary schools.\*

**262** people attended our online climate change course.

**299** people participated in our educational seminars on climate change.

\* The climate is changing – what about us? / FSS MUNI, Czech Climate 2021

Our educational climate change seminars focus on factual information, working with people's emotions, and changing attitudes. Photo: Tomáš Princ

Climate change is a high-interest topic in the field of education. We welcome the growing number of teachers and schools across the Czech Republic who are determined to devote time to teaching about climate change and incorporating it into other projects. We want to provide them with as much support as possible. We have, therefore, continued with several climate-oriented educational activities. These activities help teachers and students better understand climate change and become more involved in finding solutions. Most of the outputs have focused on the web portal I Teach About Climate. It is a joint project of seven organisations dealing with environmental and climate education. In addition to new lessons and methodologies available

online, we have also launched a Facebook page of the same name and a closed group for teachers. Teachers can share their experiences with the topic in the group and recommend additional resources and materials. We also organised a series of one-day seminars, Come and Teach about Climate Change, and produced an extensive methodological publication, ACTIVE CITIZENS – We Protect the Climate! It contains 17 teaching activities, examples of good practices, and tips on student projects and teaching plans. For three years, we tested the materials at 21 primary and secondary schools in various locations in the Czech Republic. The online climate change course was also available to teachers and other educators throughout the year.



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Solar power systems at our offices in northwest Syria provided clean electricity for hundreds of employees and helped us save over €32,000 in 2023.

Photo: PIN Syria



## Our Environmental Responsibility

In 2023, we significantly increased our efforts to minimise the negative impact of our work on the natural environment and the people who depend on it.

# We focus on solutions that have the greatest impact on reducing our environmental footprint

We recognise that our work not only makes a positive difference in people's lives, but it also impacts the environment. The transportation of goods and employees generates greenhouse gases, using fossil fuels contributes to air pollution, the packaging for our aid produces waste, and the goods we purchase carry an ecological footprint. While we cannot avoid these impacts, our teams worldwide are working to

maximise environmental sustainability in our operations and project activities. Such efforts demonstrate our commitment to the "do no harm" principle and to meeting the ecological requirements of donors and the European Union. At the same time, we have started to develop systems that allow us to monitor the extent to which we are succeeding in increasing the environmental sustainability of our work.

## How do we reduce the environmental impact of our work?



- **85%** of our offices abroad have prepared and implemented strategies for reducing their environmental impact
- **1,193** PIN staff use energy from renewable resources
- Reconstruction of our Head Office in Prague included efficient heating, upcycling of interior furnishing and equipment, improved insulation, water-saving measures, energy-efficient lighting, green cleaning, and zero-waste packaging
- Our events in the Czech Republic use only vegetarian catering
- We have committed to purchasing eco-friendly products and preventing avoidable waste
- We used hundreds of secondhand laptops donated by companies to help Czech and Ukrainian children gain access to online education
- Our documentary film festival, One World, reduces its footprint by avoiding nonessential flights, using carsharing, sustainable catering, and eco-friendly printing

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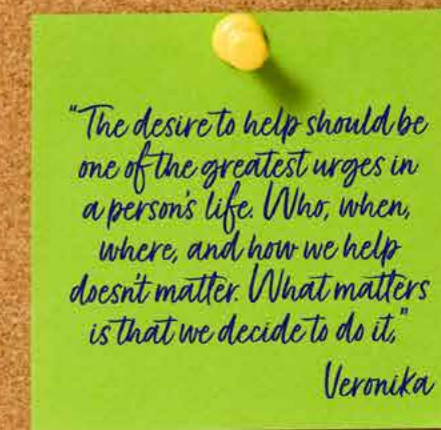
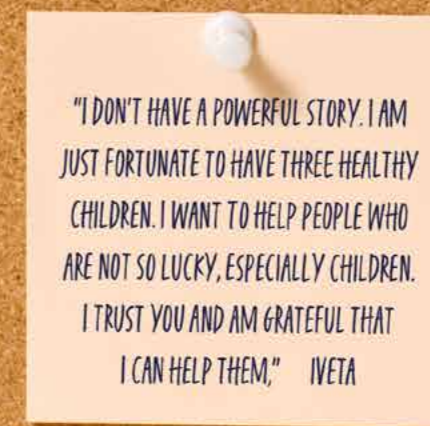
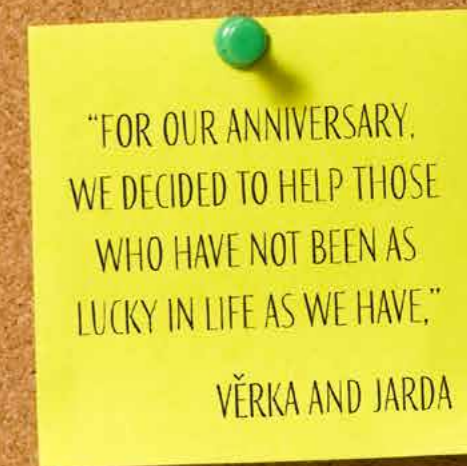
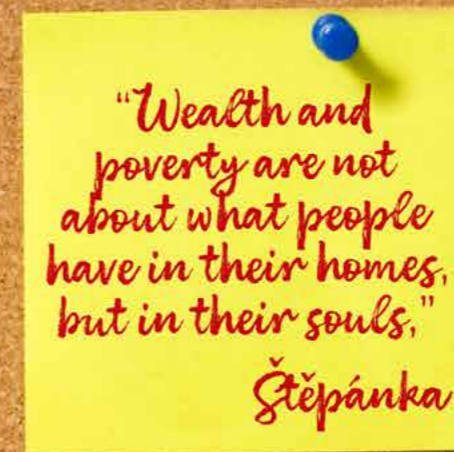
# 6

## Our Donors

More than **100,000 donors** supported our work in 2023.

Donors contributed **€24.6 million** to help at home and worldwide.

Our most successful appeal, SOS Ukraine, raised over **€6 million**.



Regular donors to our Club of Friends and the Real Aid collection contributed more than **€8 million**.

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# I would like to thank all of our donors personally



They enabled us to help those in need at home and around the world in 2023 by donating almost €24.6 million. Thanks to the generosity of more than 100,000 people, private companies, and foundations, we were able to provide help where it was needed the most.

As was the case in the previous year, we received the greatest number of donations to help the victims of the war in Ukraine. The war near our borders awakened an unprecedented wave of solidarity in the Czech Republic. Over 25,000 donors contributed around €6 million to the SOS Ukraine emergency appeal in 2023.

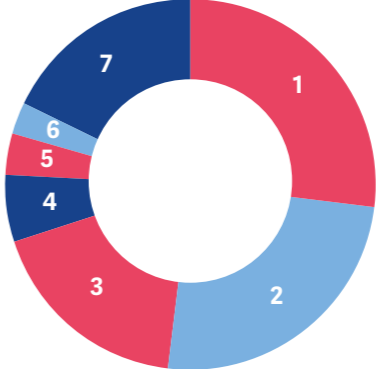
When I talked to the people we helped during my travels to Ukraine, I heard the same sentence many times: "Thank you for your help!" But these thanks didn't really belong to me; they belonged primarily to our donors, and I promised to pass them along.

So with all my heart and on behalf of the people whose bombed-out houses we repaired, on behalf of the people to whom we provided drinking water or psychological assistance, I want to thank all the donors to the SOS Ukraine emergency appeal once more.

I am glad that in addition to helping the people of Ukraine, our donors generously supported several other emergency appeals and campaigns, a summary of which can be found on the next page. Especially, I want to thank all the regular donors who contribute to our Club of Friends and the Real Aid fund. Without the support of these 50,000 regular donors, our work would not have been possible.

Tomáš Vyhnálek  
Director of the Fundraising Department

## Thanks to our donors, we were able to help people at home and abroad



Donors contributed a total of

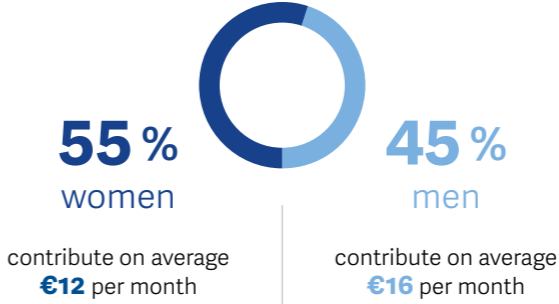
**€24.6 million**

to our programmes in 2023

### Who are our donors?

More than **100,000** donors supported our work.

Of these, **more than 50,000** contribute **regularly**.



- 1 Club of Friends**  
Almost **42,000** donors contributed almost **€6.7 million** to humanitarian aid, human rights defence, and general support of the organisation and fundraising.
- 2 SOS Ukraine**  
More than **25,000** donors contributed **€6.1 million** to help the victims of the war in Ukraine.
- 3 SOS Earthquake Syria and Türkiye**  
Almost **43,000** donors contributed **€4.4 million** to help the victims of the earthquake.
- 4 Real Aid**  
Over **10,000** donors contributed almost **€1.5 million** to support development aid worldwide.
- 5 Real Gift**  
Around **11,000** donors purchased over **33,000** donation certificates through our charity e-shop, exceeding **€840,000**. 100% of the price of the donation certificates goes to the Real Aid fund.
- 6 Better School for Everyone**  
Over **6,200** donors contributed more than **€680,000** as part of a campaign to support Czech educational programmes and to improve access to education.
- 7 Other Emergency Appeals and Donations**  
Many donors contributed and supported other specific projects and smaller appeals, totalling around **€4 million**.



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We would like to thank all the foundations, companies, and private donors who supported us in 2023

### Donations of CZK 1,000,000 (€40,445) or more



AON

Barta Jan

Baudiš Pavel

CONSEQ

DEK

DOOSAN  
Bobcat



Dvořáková Hana



Fortemix

Fryc Ondřej



Lukačovič Ivo



Second Foundation

SPORTISIMO

TESCO



Winkler Libor

### Donations of CZK 500,000 to CZK 999,999 (€20,222 to €40,445) or more

Bajgar Radim

Livesport s.r.o.

Nadační fond nezávislé

Stavební firma

Beran Jaroslav

Městská část Praha 4

žurnalistiky

HOBST a.s.

Crown Worldwide

Nadace BLÍŽKSOBĚ

Poljaková Jana

Vladimíra a Luboš Tichý

Movers s.r.o.

Nadace ČEZ

RDM stavby s.r.o.

Vedral Jan

Eurowag

Nadace Pomoc na cestě

SCS Software s.r.o.

Veeam Software (Czech

Nada a Zbyněk Frolíkoví

vzhůru

SHP TS s.r.o.

Republic) s.r.o.

Generali Česká

Nadace rodiny

Schirl Lukáš

Květa a Šimon Vostrý

pojišťovna a.s.

Holečkových

Statutární město České

xalution s.r.o.

Hájek Martin

Budějovice

### Donations of CZK 250,000 to CZK 499,999 (€10,111 to €20,222) or more

Accenture Central

DELONG

HSBC Continental

Plaček Petr

Europe B.V.,  
organizační složka

INSTRUMENTS a.s.

Europe, Czech

PROFILAS s.r.o.

Amanita Design

DILIA, z.s.

Republic

Purple Foundation,  
nadační fond

Bayer Pavel

Dopravní podnik hl. m.

Invia.cz, a.s.

Reality Pankrác, a.s.

společnost BOSCH

Prahy, akciová

IVT Tepelná čerpadla s.r.o.

SENZION s.r.o.

Bubník Gerhardt

společnost

Komterm a.s.

Sklenička Michael

Bushman s.r.o.

ENED Steel s.r.o.

Kopal Václav

SOLAR controls s.r.o.

Cink Filip

Fakturoid s.r.o.

Kratochvíl Jiří

Soukal Josef

Clifford Chance,

FELIX a spol. advokátní

Letiště Praha, a.s.

Štulc Petr

Customer Service

kancelář, s. r. o.

Městská část Praha 7

TG Drives s.r.o.

Division

FVE Peruc s.r.o.

Nadační fond Veolia

rodina Tichých

Czech Hydro s.r.o.

HAVIT s.r.o.

Němcová Marcela

Tykvar Jan

Československá

HORNBACK BAUMARKT

Němcová Marcela

Tykvar Jan

obchodní banka, a.s.

CS spol. s r.o.

Pavlík Tomáš

We want to thank the thousands of donors who cannot be listed here due to the lack of space. They are absolutely essential to our work, whether they have supported us with one-off donations or are regular supporters through the People in Need Club of Friends, the Real Aid fund, or other emergency appeals.

We want to thank you for your material donations.

We also want to thank all individuals and companies for their non-financial assistance in the form of services and materials that they provide us free of charge or at a significant discount. Their support is essential in many cases and greatly facilitates our work.

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## We value the cooperation with our institutional partners for our work in the Czech Republic



Olomouc Region



EEA and Norway Grants



Ústí nad Labem Region



Karlovy Vary Region



Central Bohemian Region



Pilsen Region



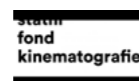
City of Prague



Liberec Region



Ministry of Labour and Social Affairs of the Czech Republic



State Fund for Cinematography



Ministry of Culture of the Czech Republic



South Bohemian Region



Ministry of Education, Youth and Sports of the Czech Republic

## We value collaboration with our partners from international and national institutions for our work worldwide



European Commission (DGs ECHO, INTPA and NEAR)



United States Agency for International Development (USAID)



US Department of State



Foreign, Commonwealth & Development Office (FCDO)



Conflict, Stability and Security Fund (CSSF)



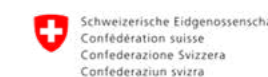
United Nations Office for the Coordination of Humanitarian Affairs (UNOCHA)



Ministry of Foreign Affairs of the Czech Republic



Czech Development Agency



Swiss Federal Department of Foreign Affairs



United Nations Development Programme (UNDP)



Global Affairs Canada



UNICEF

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## Special thanks

**Accenture**, long-term IT support

**AK Hlaváček & Krampera, s. r. o.**, law office

**ALBI Česká republika a. s.**, for its support of Real Gift sales

**Alma career Czechia s. r. o.**, HR support

**Alza.cz a.s.**, technical support for the One World Film Festival

**Assessment Systems s. r. o.**, HR support

**ATICOM s. r. o. (Czech-server.cz)**, long-term IT support

**AUDIT SERVIS, spol. s r.o.**, auditors

**ARICOMA**, supplier of Microsoft Dynamics NAV economic system

**CDN77**, support for One World online

**Citibank Europe plc**, organisational unit, banking services

**Clifford Chance Prague LLP**, financial support

**CRDR spol. s r.o. (BOZP.cz)**, HR support

**Česká televize**, media partner

**Československá obchodní banka, a. s.**, banking services

**Deloitte Audit s.r.o.**, auditing services

**ELO Digital Office ČR s. r. o.**, support for the DMS system ELOenterprise

**Fórum dárců z.s.**, support for DMS fundraising campaigns

**Google**, media support

**Greendata s.r.o.**, long-term IT support

**LEGO Group**, financial and material support

**M-PRO spol. s.r.o.**, HR support

**Zuzana Meisner**, owner of Langhans Palace

**Pentagen s.r.o.**, financial support

**Quanti s.r.o.**, supplier of technology and software development

**SAP ČR, spol. s.r.o.**, supplier of licences and services for global HR solutions

**Seznam.cz, a. s.**, media support

**Success Solutions s. r. o.**, implementation partner and supplier of global HR solutions

**Anna, Jana Helen a Antonín Švehlovi**, long-term supporters

**TEMO-TELEKOMUNIKACE, a.s.**, support during LAN reconstruction

**TTC online s.r.o.**, HR support

**Jana Bláhová, Obchodní kancelář – ekonomika, s. r. o.**, property management

**Josef Ježek**, tax advisor

**Kristýna Kabelová**, lawyer

**Eva Lipovská**, Privacy Officer

**Julie Šrámková**, lawyer

**Alena Tulachová**, lawyer

**Pavel Uhl**, lawyer

**Martina Zikmundová**, lawyer

## Organisational structure

Board of Trustees **Jan Pergler** (Chairperson)  
**Věra Roubalová Kostlánová, Petr Jančárek, Jana Straková, Daniel Münich, Petr Kostohryz**

Supervisory Board **Václav Mazánek** (Chairperson)  
**Ondřej Matyáš, Ondřej Blažek**

Executive Board **Šimon Pánek** (Chief Executive Officer)  
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**Jan Mrkvička, Marek Štys, Markéta Novotná**  
CENTRE FOR HUMAN RIGHTS AND DEMOCRACY  
**Nadiia Ivanova**  
ONE WORLD IN SCHOOLS  
**Karel Strachota, Mariánka Macková, Eva Lukášová**  
SOCIAL INTEGRATION PROGRAMMES  
**Jan Černý, Daniel Hůle, Martina Denderová**

VARIANTY

**Tomáš Habart, Lucie Kundra**

ONE WORLD

**Ondřej Kamenický, Lenka Lovicarová**

OPERATIONS DEPARTMENT

**Anna Soumarová**

FINANCIAL DEPARTMENT

**Jan Kamenický, Anna Spružinová**

IT DEPARTMENT

**Kryštof Bořkovec, Václav Tollar**

FUNDRAISING

**Tomáš Vyhňálek, Kateřina Burianová**

LEGAL SERVICES

**David Valouch**

HR

**Pavla Kluzáková, Anna Soumarová**

MEDIA DEPARTMENT

**Tomáš Urban, Adriana Černá**

Complete data can be found in the attached financial report.

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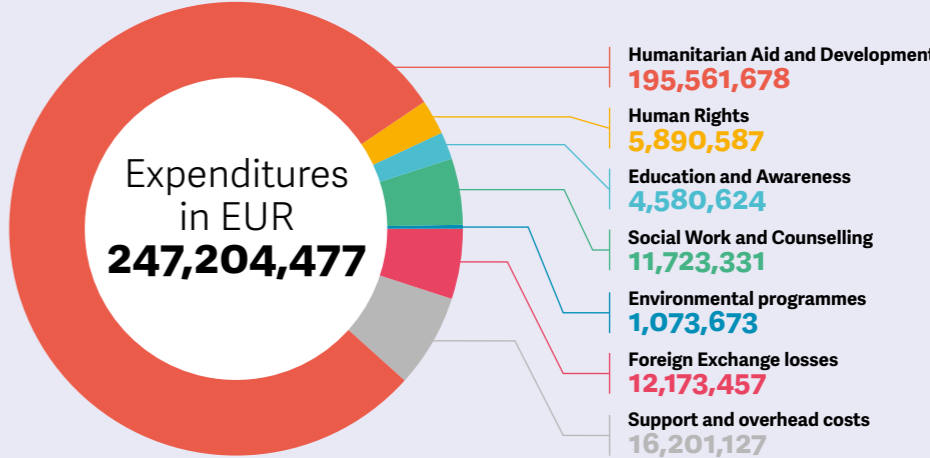
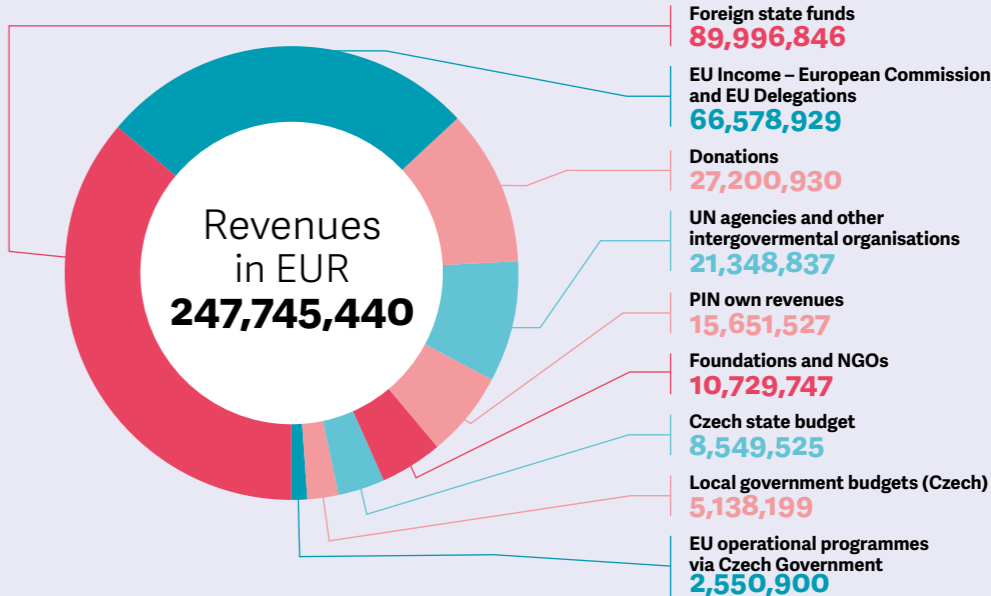
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This table shows company revenues for 2023. For grants, subsidies and gifts, these are funds that were used in the respective year. The company People in Need keeps accounts in accordance with the binding methodology by Funds, which means that the received funds are first accounted for by funds, and then they are invoiced into revenues at the moment they are used (drawn) in the respective year. The funds, left in the fund for next year, are not shown in the revenues for the current year. On the other hand, there are funds shown in the table that were acquired in the past years but that were only drawn in the current year. For conversions to euro we used the exchange rate published by the Czech National Bank on 31 December 2023 (CZK 24.725 per euro). Financial statements are presented in Czech crowns.

Financial resource	Amount in EUR
<b>Foreign state funds</b>	<b>89,996,846</b>
<b>Armenia</b>	<b>6,916</b>
Yerevan Municipality	6,916
<b>Denmark</b>	<b>5,217</b>
Embassy of Denmark in Ethiopia	5,217
<b>France</b>	<b>216,623</b>
L'Office Français de l'Immigration et de l'Intégration	80,526
via Solidarités International	131,567
Other sources from France	4,530
<b>Ireland</b>	<b>14,843</b>
via Trócaire	14,843
<b>Jersey</b>	<b>75,632</b>
via People in Need (PIN) UK	75,632
<b>Canada</b>	<b>2,222,690</b>
Global Affairs Canada – International Humanitarian Assistance	2,222,690
<b>Liechtenstein</b>	<b>96,461</b>
Office for Foreign Affairs of Liechtenstein	96,461
<b>Germany</b>	<b>98,888</b>
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH	37,897
German Federal Foreign Office	40,526
via Potsdam Institute for Climate Impact Research (PIK)	20,465
<b>Netherlands</b>	<b>4,368</b>
<b>Slovakia</b>	<b>22,770</b>
via Človek v ohrození, n.o.	22,770

<b>Switzerland</b>	<b>2,683,398</b>
SDC Humanitarian Aid and SHA	76,603
Swiss Agency for Development and Cooperation (SDC)	936,016
Swiss Embassy in Costa Rica	7,887
Swiss Federal Departement of Foreign Affairs	1,622,730
via HEKS/EPER Cambodia	40,162
<b>Taiwan</b>	<b>697,553</b>
<b>USA</b>	<b>72,732,983</b>
US Department Of State, via Bureau of Democracy, Human Rights, and Labor (DRL)	909,484
US Department Of State, via Freedom House	282,588
US Department Of State, via National Endowment for Democracy (NED)	731,850
US Department Of State, via US Embassy Prague	26,775
US Department Of State, direct grants	7,968
USAID, direct grants	44,057,594
USAID, material gifts via UNICEF	66,330
USAID, via Concern Worldwide LBG	904,954
USAID, via Freedom House	42,467
USAID, via Médecins du Monde Belgique	1,316,805
USAID, via Mercy Corps Europe	20,377,027
USAID, via National Democratic Institute for International Affairs (NDI)	34,055
USAID, via Search for Common Ground	169,545
USAID, via Solidarités International	3,742,528
USAID, via Tetra Tech	17,755
other US sources	45,258
<b>United Kingdom</b>	<b>11,112,478</b>
Conflict, Stability and Security Fund (CSSF) – direct grants	1,892,781
CSSF, via Peaceful Change initiative	338,847
Foreign, Commonwealth and Development Office (FCDO) via ACTED	374,560
FCDO, via Nepal Health Sector Support Programme	6,876
FCDO, via Girls' Education Challenge – Fund Manager – PricewaterhouseCoopers LLP	3,934,965
FCDO, via GSMA Mobile for Development Foundation, Inc.	10,152
FCDO, via Mercy Corps Europe	4,438,908
FCDO, via PricewaterhouseCoopers Services Limited	7,199
FCDO, via UNOPS	25,763
Charities Trust	78,342
British Embassy	4,085
<b>Other foreign state sources</b>	<b>6,026</b>

<b>EU Income – European Commission and EU Delegations</b>	<b>66,578,929</b>
<b>CINEA</b>	<b>163,519</b>
Direct grants	156,886
via Středisko ekologické výchovy SEVER Horní Maršov, o.p.s.	6,633
<b>DG ECHO</b>	<b>49,062,001</b>
Direct grants	44,155,672
via ACTED	1,037,492
via Concern Worldwide LBG	91,689
via Kirkon Ulkomaanapu sr.Finn Church Aid (FCA)	3,037,492
via Save the Children Italia ETS	739,656
<b>DG HOME</b>	<b>39,676</b>
via INTERNATIONAL CENTRE FOR MIGRATION POLICY DEVELOPMENT	39,676
<b>DG INTPA</b>	<b>6,362,832</b>
Direct grants	5,472,963
via Camões Instituto da Cooperação e da Língua I.P.(Comões I.P)	471,466
via Človek v ohrození, n.o.	147,624
via DanChurchAid (DCA)	270,779
<b>DG NEAR</b>	<b>9,360,203</b>
Direct grants	9,083,802
via European Partnership for Democracy	247,968
via Prague Civil Society Centre, nadační fond	28,433
<b>EACEA</b>	<b>98,079</b>
Direct grants	41,780
via Ernst & Young Advisory Services BV	56,299
<b>EEAS</b>	<b>40,162</b>
via European Endowment for Democracy	40,162
<b>European Parliament</b>	<b>10,556</b>
<b>FPI</b>	<b>1,360,849</b>
Direct grants	1,360,849
<b>HADEA</b>	<b>67,867</b>
<b>Other sources of EU</b>	<b>13,185</b>
<b>Donations</b>	<b>27,200,930</b>
<b>Club of Friends</b>	<b>2,245,743</b>
<b>Direct donations</b>	<b>3,808,813</b>
ALUKOV a.s.	9,788
Asahi Group Holding, Ltd.	96,906
BNP Paribas Cardif Insurance Company, a.s.	10,111

Cangarena s.r.o.	8,089
Cink Roman Filip	4,853
Clifford Chance, Customer Service Division	13,549
Coruscant SAS	28,756
CTP Invest, spol. s r.o.	95,854
CZ.NIC, z.s.p.o.	6,229
Česká spořitelna, a.s.	14,884
Československá obchodní banka, a. s.	1,029,767
David Holý	168,413
Donio s.r.o.	216,744
Doosan Bobcat EMEA s.r.o.	426,370
FANY Gastroservis s.r.o.	20,222
Fortemix produkce s.r.o.	20,222
GENERAL BYTES s.r.o.	15,935
Hana Dvořáková	109,201
HSBC Continental Europe, Czech Republic	8,089
IKEA Česká republika, s.r.o.	8,493
Immo Future 3 s.r.o.(Plachty)	5,905
Jan Barta	356,117
JB Rezidence s.r.o.	20,222
LEGO Trading s.r.o.	149,808
Libor Winkler	76,724
LINET Group SE	19,171
Livesport s.r.o.	20,222
Lukáš Schirl	21,031
Martin Hájek	18,686
Milan Novák	62,811
MS Pharm s.r.o.	4,206
OPTREAL, spol. s r.o.	4,813
Other donations	216,785
Pavel Baudiš	80,890
Plastipak Czech Republic s.r.o.	4,813
Radim Bajgar	28,311
RENOMIA, a. s.	71,345
Stillking Films, spol. s r.o.	4,813
System4u a.s.	6,673
Šimon Vostrý	20,222
TOMRA SYSTEMS ASA	95,854
UNITEL, S.A.	141,759
Vetnemo s.r.o.	9,707
Vodafone Czech Republic a.s.	47,361
Vojtěch Kraus	8,089

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<b>Public collections</b>	<b>18,551,632</b>
Better School for Everyone	115,025
Let's Build a School in Africa	55,814
Real Aid	1,782,245
SOS Afghanistan	7,765
SOS Armenia	9,505
SOS Czechia	336,016
SOS Moravia	164,085
SOS World	143,296
SOS Freedom	17,270
SOS Syria, Iraq	43,761
SOS Ukraine	14,741,400
SOS Earthquake Syria and Türkiye	1,134,601
Other public collections	849
<b>Donated services</b>	<b>399,960</b>
<b>Material gifts</b>	<b>2,043,073</b>
Amazon Czech Republic Services s.r.o.	4,772
Česká federace potravinových bank, z.s.	16,259
Doosan Bobcat EMEA s.r.o.	19,535
Dopravní podnik hl. m. Prahy, akciová společnost	13,347
IKEA Česká republika, s.r.o.	10,152
LEGO Trading s.r.o.	1,790,374
Letiště Praha, a.s.	9,505
Mattel Czech Republic s.r.o., člen koncernu	7,968
Polish Humanitarian Action	23,498
Potravinová banka Libereckého kraje, z. s.	12,659
Potravinová banka v Olomouckém kraji z.s.	19,656
Potravinová banka v Ústeckém kraji z.s.	15,126
Première Urgence Internationale	5,905
RICOH Czech Republic s.r.o.	18,079
SOLIDARITÉS INTERNATIONAL	24,954
UNITEL, S.A.	13,428
Other material gifts	37,856
<b>Revenues from inheritance</b>	<b>151,709</b>

<b>UN agencies and other intergovernmental organisations</b>	<b>21,348,837</b>
<b>Education Cannot Wait-ECW</b>	<b>677,290</b>
via Save the Children – Syria Response	316,805
via Save the Children UK	360,485
<b>Funds – EHP and Norway</b>	<b>218,726</b>
direct grants EHP and Norway	9,181

via Diecézní charita ostravsko-opavská	29,970
via Ministry of Finance of the Czech Republic	87,523
via Ministry of Interior of the Czech Republic	54,924
via Nadace Open Society Fund	37,128
<b>UNDP</b>	<b>1,225,723</b>
<b>UNDRR</b>	<b>51,527</b>
<b>UNHCR</b>	<b>76,886</b>
<b>UNICEF</b>	<b>860,667</b>
direct grants	840,930
material gifts	19,737
<b>UNOCHA</b>	<b>17,051,972</b>
direct grants	16,813,792
via Stichting ZOA	238,180
<b>UNOPS</b>	<b>1,151,183</b>
<b>World Meteorological Organization (WMO)</b>	<b>34,863</b>

<b>PIN own revenues</b>	<b>15,651,527</b>
Exchange rate gains	11,997,574
Course and teaching services	12,295
Other services	18,726
Insurance benefits	6,754
Selling tickets and promoting the film festival	225,359
Sales of products, inventory and assets	26,653
Registration of films at the film festival	5,217
Interest	2,170,233
Revenue – Compensation for depreciation of assets acquired from the grant	859,171
Revenues from the Langhans Centre	101,921
Revenues from the Hartigova house	77,856
Revenues from the Slavkov house	12,214
Revenues of company kindergarten	26,775
Revenues from the Langhans Café	11,244
Other revenues	99,535

<b>Foundations and NGOs</b>	<b>10,729,747</b>
<b>Abakus – nadační fond zakladatelů Avastu</b>	<b>121,335</b>
<b>Aid Fund for Northern Syria (AFNS)</b>	<b>2,897,674</b>
<b>Association Prague.Paris</b>	<b>14,884</b>
<b>Catholic Relief Services</b>	<b>25,278</b>
<b>Community Foundation Ireland</b>	<b>12,053</b>
<b>Concern Worldwide</b>	<b>30,859</b>

<b>Člověk v ohrožení, n.o.</b>	<b>389,323</b>
<b>DanChurchAid (DCA)</b>	<b>6,835</b>
<b>Deutsche Welthungerhilfe e.V.</b>	<b>321,335</b>
<b>European Climate Foundation</b>	<b>16,178</b>
<b>Ford Foundation</b>	<b>199,798</b>
<b>Foundation Open Society Institute</b>	<b>103,418</b>
<b>Foundation to Promote Open Society</b>	<b>911,628</b>
<b>GlobalGiving Foundation</b>	<b>148,999</b>
<b>Handicap International</b>	<b>4,328</b>
<b>HELVETAS Swiss Intercooperation</b>	<b>822,083</b>
<b>Charitable Giving</b>	<b>9,585</b>
<b>Charities Aid Foundation of America</b>	<b>265,642</b>
<b>Charles Stewart Mott Foundation</b>	<b>102,770</b>
<b>INTERSOS</b>	<b>157,492</b>
<b>King Baudouin Foundation</b>	<b>275,308</b>
<b>MEDECINS SANS FRONTIERS</b>	<b>23,134</b>
<b>Nadace Albatros</b>	<b>86,795</b>
<b>Nadace BLÍŽKSOBĚ</b>	<b>16,299</b>
<b>Nadace ČEZ</b>	<b>4,611</b>
<b>Nadace GCP</b>	<b>55,490</b>
<b>Nadace Pomoc na cestě vzhůru</b>	<b>4,651</b>
<b>Nadace The Bakala Foundation</b>	<b>35,389</b>
<b>Nadace VIA</b>	<b>23,215</b>
<b>Nadace Vodafone</b>	<b>80,890</b>
<b>Nadační fond Kladné nuly</b>	<b>113,246</b>
<b>Nadační fond pomoci</b>	<b>8,089</b>
<b>Nadační fond nezávislé žurnalistiky</b>	<b>20,222</b>
<b>OAK Foundation</b>	<b>146,694</b>
<b>Porticus Düsseldorf</b>	<b>14,681</b>
<b>Purple Foundation</b>	<b>8,089</b>
<b>Save the Children UK</b>	<b>760,081</b>
<b>Silicon Valley Community Foundation</b>	<b>157,048</b>
<b>Start Network</b>	<b>99,737</b>
<b>Stichting Vluchteling (SV)</b>	<b>1,985,844</b>
<b>The Sigrid Rausing Trust</b>	<b>191,507</b>
<b>Tides Foundation</b>	<b>57,230</b>

<b>Czech state budget</b>	<b>8,549,525</b>
<b>Ministry of Finance</b>	<b>17,068</b>
<b>Ministry of Culture</b>	<b>287,158</b>
Department of Media and Audiovisual	283,114
Department of Regional and National Culture	4,044

<b>Ministry of Justice</b>	<b>10,233</b>
<b>Ministry of Education, Youth and Sports</b>	<b>80,849</b>
Department of Primary Education and Youth	14,560
Department of Elementary, Preprimary and Special education	66,289
<b>Ministry of the Interior</b>	<b>10,152</b>
<b>Ministry of Foreign Affairs</b>	<b>7,880,971</b>
Czech Development Agency	4,761,538
Czech Development Agency via Ircon, s.r.o.	404,449
Department of Human Rights and Transformation Policy	432,477
Department of Development Cooperation and Humanitarian Aid	2,114,904
Department of Development Cooperation and Humanitarian Aid, via Concern Worldwide LBG	129,343
Department of Foreign Policy Analysis and Planning (OZAP)	14,317
Department for Expatriate Affairs	23,943
<b>Ministry of the Environment</b>	<b>77,695</b>
<b>State Fund for Cinematography</b>	<b>104,105</b>
<b>State Environmental Fund of the Czech Republic</b>	<b>48,493</b>
<b>Technological Agency of the Czech Republic – TA ČR</b>	<b>24,105</b>
<b>Other sources from the State budget</b>	<b>8,696</b>

<b>Local government budgets (Czech Republic)</b>	<b>5,138,199</b>
<b>Capital City of Prague</b>	<b>749,929</b>
<b>South Bohemian Region</b>	<b>146,249</b>
direct grants of the South Bohemian Region	28,150
Donated small property and material	118,099
<b>Karlovy Vary Region</b>	<b>649,262</b>
<b>Liberec Region</b>	<b>421,436</b>
<b>City of Beroun</b>	<b>5,258</b>
<b>District of Prague 5</b>	<b>5,743</b>
<b>Frýdlantsko Microregion</b>	<b>11,244</b>
<b>Olomouc Region</b>	<b>959,515</b>
<b>Plzeň Region</b>	<b>644,934</b>
<b>Statutory city of Brno</b>	<b>13,145</b>
<b>Statutory city of Chomutov</b>	<b>4,772</b>
<b>Statutory city of Karlovy Vary</b>	<b>8,372</b>
<b>Statutory city of Liberec</b>	<b>26,572</b>
<b>Statutory city of Olomouc</b>	<b>17,391</b>
<b>Statutory city of Plzeň</b>	<b>71,749</b>
<b>Statutory city of Ústí nad Labem</b>	<b>28,635</b>

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Central Bohemian Region	613,670
Ústí nad Labem Region	728,493
Other revenues from local budgets	31,830

<b>EU operational programmes via Czech Government</b>	<b>2,550,900</b>
<b>OP PPR – Operational Programme Prague – Growth Pole of the Czech Republic</b>	<b>69,322</b>
via Capital City of Prague	62,042
via District of Prague 7	7,280
<b>OPVVV – Operational Programme Research, Development and Education</b>	<b>184,186</b>
via Capital City of Prague	184,186
<b>OPZ – Operational Programme Employment</b>	<b>1,031,911</b>
Direct Grants of Ministry of Labour and Social Affairs	947,826
via Capital City of Prague	76,036
via Labour Office of the Czech Republic	8,049
<b>OPZ – Operational Programme Employment Plus</b>	<b>1,262,973</b>
Direct Grants of Ministry of Labour and Social Affairs	1,224,914
via MAS Frýdlantsko, z.s.	38,059
<b>Other operational programmes</b>	<b>2,508</b>
<b>Total</b>	<b>247,745,440</b>

## In-kind

In 2023 we mediated further help in the amount of EUR 344,667. These funds do not represent expenses or revenues for the organisation and therefore they are not included in the financial statements. This is food and material help provided by donors. During the provision of help, we have participated in the role of a distributor to final beneficiaries. Values of distributed help for each country and for each donor are shown in the following table.

Country	Donor	Amount in EUR
Myanmar	UNHCR	129,802
Armenia	ECHO	214,865
<b>Total</b>		<b>344,667</b>

## Expenditures

Expenditures 2023 Amount in EUR

<b>Humanitarian Aid and Development – International</b>	<b>195,561,678</b>
Emergency Response and Recovery	147,919,835
Civil Society and Inclusive Governance	22,144,910
Climate Resilience	25,496,933

<b>Human Rights – International</b>	<b>5,890,587</b>
Advocacy activities to promote human rights	555,914
Civil Society Capacity Building	3,170,025
Direct Aid to Persecuted Individuals	2,164,648

<b>Social Work and Counselling – Czech Republic</b>	<b>11,723,331</b>
Emergency Response	582,505
Counselling for Children and Youth	852,674
Counselling for Families	9,737,521
Cooperation with Public Administration	550,631

<b>Education and Awareness – Czech Republic</b>	<b>4,580,624</b>
Active Citizenship	52,309
One World festival	945,770
Global Development Education and Awareness	283,155
Media literacy	603,251
Migration	8,409
Modern Czechoslovak History	272,108
Inclusive Education	2,415,622

<b>Environmental Programmes – Czech Republic</b>	<b>1,073,673</b>
Environmental programmes focused on education and awareness	50,808
Resilience to climate change	1,022,865

<b>Foreign Exchange Losses</b>	<b>12,173,457</b>
<b>Support and overhead costs</b>	<b>16,201,127</b>
Central support of programmes and Real Estate Management	7,815,042
Fundraising and Donor Care	1,331,416
Technical and administrative support of foreign programmes	7,054,669

<b>Total</b>	<b>247,204,477</b>
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## INDEPENDENT AUDITOR'S REPORT

Recipient: Board of Trustees and founders of Člověk v tísni, o.p.s. (PEOPLE IN NEED)

### Opinion

We have audited the accompanying financial statements of Company Člověk v tísni, o.p.s. (PEOPLE IN NEED), prepared in accordance with accounting principles generally accepted in the Czech Republic, which comprise the balance sheet as of 31 December 2023, the profit and loss account from 1 January 2023 to 31 December 2023, and cash flow statement for the period from 1 January 2023 to 31 December 2023, and notes to the financial statements (hereinafter referred to as "financial statements"), including material accounting policy information. For details of the Company Člověk v tísni, o.p.s. (PEOPLE IN NEED), see point 1 in the notes to the financial statements.

**In our opinion, the financial statements give a true and fair view of assets, liabilities and equity of the Company Člověk v tísni, o.p.s. (PEOPLE IN NEED) as at 31 December 2023, and of its expenses, revenues and profit/loss and its cash flows for the accounting period from 1 January 2023 to 31 December 2023 in accordance with accounting principles generally accepted in the Czech Republic.**

### Basis for Opinion

We conducted our audit in accordance with the Act on Auditors, and Auditing Standards of the Chamber of Auditors of the Czech Republic, which are International Standards on Auditing (ISAs), as amended by the related application clauses. Our responsibilities under this law and regulation are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company in accordance with the Act on Auditors and the Code of Ethics adopted by the Chamber of Auditors of the Czech Republic 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 in the Annual Report

In compliance with the Section 2 b) of the Act on Auditors, the other information comprises the information included in the Annual Report other than the financial statements and auditor's report thereon. Management of the Company Člověk v tísni, o. p. s. (PEOPLE IN NEED) is responsible for the other information.

Our opinion on the financial statements does not cover the other information. However, 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 not materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. In addition, we assess whether the other information has been prepared, in all material respects, in accordance with applicable law or regulation, in particular, whether the other information complies with law or regulation in terms of formal requirements and procedure for preparing the other information in

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Date of Registration: 17. 4. 1991, 150 00 Prague, Grafická 3365/7a  
E-mail: info@auditservis.cz



context of materiality, i.e. whether any non-compliance with these requirements could influence judgments made on the basis of the other information.

Based on procedures performed, to the extents we are able to assess it, we report that:

- the other information describing the facts that are also presented in the financial statements is, in all material respects, consistent with the financial statements, and
- the other information is prepared in compliance with applicable law or regulation.

In addition, our responsibility is to report, based on the knowledge and understanding of the Company Člověk v tísni, o. p. s. (PEOPLE IN NEED) obtained in the audit, on whether the other information contains any material misstatement of fact.

Based on the procedures we have performed on the other information obtained, we have not identified any material misstatement of fact.

#### Responsibility of the Statutory Body and Supervisory Body of the accounting entity for the financial statements

The statutory body of Company Člověk v tísni, o. p. s. (PEOPLE IN NEED) is responsible for the preparation and fair presentation of the financial statements that give a true and fair view in accordance with Czech accounting regulations and for such internal control as statutory body 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 statutory body of the Company Člověk v tísni, o. p. s. (PEOPLE IN NEED) is responsible for assessing the company'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 statutory body either intends to liquidate the Company Člověk v tísni, o. p. s. (PEOPLE IN NEED) or to cease operations, or has no realistic alternative but to do so.

The supervisory board is responsible for the supervision of the Company's financial reporting process.

#### 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 above mentioned regulations 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 the above law or regulation, we exercise professional judgment and maintain professional scepticism 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

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*This document is an English translation of the Czech auditor's report.  
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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 Internal control of the Company Člověk v tísni, o. p. s. (PEOPLE IN NEED).
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the statutory body in the notes to the financial statements.
- Conclude on the appropriateness of the statutory body'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 ability of the Company Člověk v tísni, o. p. s. (PEOPLE IN NEED) 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 Company Člověk v tísni, o. p. s. (PEOPLE IN NEED) to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the notes to the financial statements, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the statutory body and supervisory board, 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.

In Prague on 25 June 2024

Auditing firm: AUDIT SERVIS, spol. s r. o.  
150 00 Praha 5, Grafická 3365/7a  
Licence of the Chamber of Auditors of the Czech Republic no. 10



Auditor:   
Jana Procházková  
Licence of the Chamber of Auditors of the Czech Republic no. 2094

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As of 31 December, 2023 (In thousands of CZK)

	a	Line No.	As of 1.1.2023	As of 31.12.2023
	b		1	2
<b>ASSETS</b>				
<b>A. Fixed Assets</b>	<b>01</b>		<b>78,784</b>	<b>87,319</b>
<b>A.I. Intangible assets</b>	<b>02</b>		<b>90,184</b>	<b>106,770</b>
1. Intangible results from research and development	(012)	03		
2. Software	(013)	04	69,195	79,794
3. Valuable rights	(014)	05	1,471	1,320
4. Low-value intangibles fixed assets	(018)	06	14	14
5. Other intangibles	(019)	07	18,178	24,359
6. Intangible fixed assets under construction	(041)	08	1,326	1,283
7. Advances for intangible assets	(051)	09		
<b>A.II. Tangible fixed assets</b>	<b>10</b>		<b>106,649</b>	<b>129,378</b>
1. Land	(031)	11	2,638	3,508
2. Artworks and collections	(032)	12		
3. Buildings and structures	(021)	13	26,670	29,852
4. Movable fixed assets	(022)	14	75,589	94,954
5. Perennial crops	(025)	15		
6. Breeding and draught animals	(026)	16		
7. Low-value fixed assets	(028)	17	63	63
8. Other tangible fixed assets	(029)	18		
9. Tangible fixed assets under construction	(042)	19	635	953
10. Advances for tangible fixed assets	(052)	20	1,054	48
<b>A.III. Financial assets</b>	<b>21</b>		<b>0</b>	<b>0</b>
1. Investments in subsidiaries	(061)	22		
2. Investments in associates	(062)	23		
3. Bonds, debentures, and similar securities held until maturity	(063)	24		
4. Loans to organisational units	(066)	25		
5. Other long-term loans	(067)	26		
6. Other financial assets	(069)	27		
<b>A.IV. Accumulated depreciation on fixed assets</b>	<b>29</b>		<b>-118,049</b>	<b>-148,829</b>
1. Depreciation of research and development	(072)	30		
2. Depreciation of software	(073)	31	-43,019	-57,187
3. Depreciation of valuable rights	(074)	32	-1,471	-1,320
4. Depreciation of low-value intangibles fixed assets	(078)	33	-14	-14
5. Depreciation of other intangibles	(079)	34	-10,946	-15,174
6. Depreciation of buildings and structures	(081)	35	-9,315	-10,406
7. Depreciation of movable fixed assets	(082)	36	-53,221	-64,665
8. Depreciation of perennial crops	(085)	37		
9. Depreciation of breeding and draught animals	(086)	38		
10. Depreciation of low-value fixed assets	(088)	39	-63	-63
11. Depreciation of other tangible fixed assets	(089)	40		

	a	Line No.	As of 1.1.2023	As of 31.12.2023
	b		1	2
<b>B. Current assets</b>			<b>41</b>	<b>3,347,837</b>
<b>B.I. Inventories</b>			<b>42</b>	<b>127,837</b>
1. Materials in store	(112)	43	114,249	77,032
2. Materials in transit	(119)	44	1,657	1,001
3. Work-in-progress	(121)	45		
4. Semiproducts	(122)	46		
5. Finished products	(123)	47	568	
6. Livestock	(124)	48		
7. Merchandise in stock	(132)	49	141	215
8. Merchandise in transit	(139)	50		
9. Advance payments for inventory	(314)	51	11,222	2,739
<b>B.II. Receivables</b>			<b>52</b>	<b>517,362</b>
1. Customers	(311)	53	27,968	27,321
2. Bills of exchange to be collected	(312)	54		
3. Receivables for discounted securities	(313)	55		
4. Operational advance payments made	(314 except the line 51)	56	221,024	114,034
5. Other receivables	(315)	57	1,561	3,717
6. Receivables from employees	(335)	58	2,955	1,715
7. Receivables from social security and health insurance institutions	(336)	59		
8. Income taxes	(341)	60	167	
9. Other direct taxes	(342)	61		
10. Value added tax	(343)	62		
11. Other taxes and fees	(345)	63		
12. Grants receivable from national budget	(346)	64		
13. Grants receivable from local authorities' budgets	(348)	65		
14. Receivables from participants in an association	(358)	66		
15. Receivables from fixed-term financial transactions	(373)	67		
16. Receivables from issued bonds	(375)	68		
17. Sundry receivables	(378)	69	40,834	13,915
18. Estimated receivables	(388)	70	222,853	189,828
19. Depreciations to receivables	(391)	71		
<b>B.III. Short-term financial assets</b>			<b>72</b>	<b>2,583,356</b>
1. Cash	(211)	73	17,551	15,433
2. Stamps and vouchers	(213)	74		
3. Bank accounts	(221)	75	2,560,019	2,804,338
4. Shares and similar securities for trading	(251)	76		
5. Bonds, debentures, and similar securities for trading	(253)	77		
6. Other bonds, debentures, and securities	(256)	78		
7. Cash in transit	(261)	79	5,786	1,160
<b>B.IV. Other assets</b>			<b>81</b>	<b>119,282</b>
1. Deferred expenses	(381)	82	8,013	10,986
2. Accrued revenue	(385)	83	111,269	100,306
<b>TOTAL ASSETS</b>			<b>85</b>	<b>3,426,621</b>

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## LIABILITIES AND EQUITY

a	Line No.		As of 1.1.2023	As of 31.12.2023
	b		1	2
<b>A. Own resources</b>	<b>86</b>		<b>3,081,056</b>	<b>3,054,115</b>
<b>A.I. Equity</b>	<b>87</b>		<b>3,078,858</b>	<b>3,040,740</b>
1. Own equity	(901)	88	56,933	72,804
2. Funds	(911)	89	3,021,925	2,967,936
3. Gains or losses from the revaluation of assets and liabilities	(921)	90		
<b>A.II. Profit or loss</b>	<b>91</b>		<b>2,198</b>	<b>13,375</b>
1. Profit and loss for account	(+/-963)	92		13,375
2. Profit or loss to be approved	(+/-931)	93	2,198	
3. Retained earnings, accumulated losses from previous years	(+/-932)	94		
<b>B. Liabilities</b>	<b>95</b>		<b>345,565</b>	<b>396,944</b>
<b>B.I. Provisions</b>	<b>96</b>		<b>0</b>	<b>0</b>
1. Tax deductible provisions	(941)	97		
<b>B.II. Long-term liabilities</b>	<b>98</b>		<b>216</b>	<b>1,006</b>
1. Long-term bank loans	(951)	99		
2. Own bonds issued	(953)	100		
3. Payables of lease	(954)	101		
4. Long-term advances received	(955)	102		108
5. Long-term bills of exchange payable	(958)	103		
6. Estimated payables	(389)	104		
7. Other long-term liabilities	(959)	105	216	898
<b>B.III. Short-term liabilities</b>	<b>106</b>		<b>268,004</b>	<b>372,931</b>
1. Suppliers	(321)	107	164,838	239,849
2. Bills of exchange to be paid	(322)	108		
3. Advance payments received	(324)	109	1,057	690
4. Other payables	(325)	110	2,382	3,653
5. Employees	(331)	111	35,619	40,235
6. Other payables to employees	(333)	112	2,463	2,046
7. Social security and health insurance institutions	(336)	113	14,887	17,804
8. Income taxes	(341)	114		3,314
9. Other direct taxes	(342)	115	7,056	8,385
10. Value added tax	(343)	116	1,283	800
11. Other taxes and fees	(345)	117	2,464	3,025
12. Payables to national budget	(346)	118	3,185	13,897
13. Payables to local authorities' budgets	(348)	119		248
14. Payables to unpaid subscribed securities and shares	(367)	120		
15. Payables to participants in association	(368)	121		
16. Payables to fixed-term financial transactions	(373)	122		

a	Line No.		As of 1.1.2023	As of 31.12.2023
	b		1	2
17. Sundry payables	(379)	123	21,946	23,564
18. Short-term bank loans	(231)	124		
19. Credits for discounted securities	(232)	125		
20. Short-term bonds issued	(241)	126		
21. Own bonds issued	(255)	127		
22. Estimated payables	(389)	128	10,824	15,421
23. Other short-term financial assistance	(249)	129		
<b>B.IV. Other liabilities</b>	<b>130</b>		<b>77,345</b>	<b>23,007</b>
1. Accrued expenses	(383)	131	77,180	22,539
2. Deferred revenues	(384)	132	165	468
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>134</b>		<b>3,426,621</b>	<b>3,451,059</b>

Signature of Chief Financial Officer

Prepared by:

Date of creation:  
25. 6. 2024

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## Profit & Loss Account

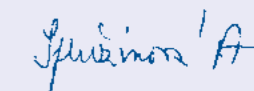
As of 31 December 2023 (In thousands of CZK)

Name of indicator	No.	Activity		
		Main	Supplem.	Total
<b>A. EXPENSES</b>	<b>01</b>			
<b>A.I. Consumed purchases</b>	<b>02</b>	<b>1,399,184</b>	<b>1,586</b>	<b>1,400,770</b>
1. Consumed materials, energy, and other non-inventory items (501,502,503)	03	152,079	204	152,283
2. Merchandise sold (504)	04	118	592	710
3. Repairs and maintenance (511)	05	10,379	245	10,624
4. Travel expenses (512)	06	75,989		75,989
5. Entertainment expenses (513)	07	4,850	31	4,881
6. Other services (518)	08	1,155,769	514	1,156,283
<b>A.II. Change in work-in-progress and capitalisation</b>	<b>09</b>	<b>0</b>	<b>0</b>	<b>0</b>
7. Change in work-in-progress (561,562,563,564)	10			0
8. Capitalisation of material, goods, and internal services (571,572)	11			0
9. Capitalisation of fixed assets (573,574)	12			0
<b>A.III. Personnel expenses</b>	<b>13</b>	<b>960,500</b>	<b>1,833</b>	<b>962,333</b>
10. Wages and salaries (521)	14	766,000	1,582	767,582
11. Mandatory social security (524)	15	183,335	251	183,586
12. Other social insurance (525)	16	43		43
13. Mandatory social security expenses (527)	17	9,540		9,540
14. Other social security expenses (528)	18	1,582		1,582
<b>A.IV. Taxes and fees</b>	<b>19</b>	<b>14,680</b>	<b>50</b>	<b>14,730</b>
15. Taxes and fees (531, 532, 538)	20	14,680	50	14,730
<b>A.V. Other expenses subtotal</b>	<b>21</b>	<b>3,693,338</b>	<b>79</b>	<b>3,693,417</b>
16. Contractual fines, interest on late payments, other fines, and penalties (541, 542)	22	352		352
17. Write-off irrecoverable receivables (543)	23	440	5	445
18. Interest expenses (544)	24			0
19. Foreign exchange losses (545)	25	300,989		300,989
20. Donations to beneficiaries (546)	26	2,434,834		2,434,834
21. Shortages and damage (548)	27	915	1	916
22. Other expenses (549)	28	955,808	73	955,881
<b>A.VI. Depreciation, sold property, additions to provisions</b>	<b>29</b>	<b>33,030</b>	<b>233</b>	<b>33,263</b>
23. Depreciation of tangible and intangible fixed assets (551)	30	33,039	233	33,272
24. Net book value of sold tangible and intangible fixed assets (552)	31			0
25. Securities and shares sold (553)	32			0
26. Materials sold (554)	33			0
27. Additions to provisions (556, 559)	34	-9		-9
<b>A.VII. Membership fees</b>	<b>35</b>	<b>3,857</b>	<b>0</b>	<b>3,857</b>
28. Membership fees and contributions paid to operational units (581, 582)	36	3,857		3,857
<b>A.VIII. Income tax</b>	<b>37</b>	<b>3,458</b>	<b>303</b>	<b>3,761</b>
29. Income tax (591)	38	3,458	303	3,761
<b>EXPENSES TOTAL</b>	<b>39</b>	<b>6,108,047</b>	<b>4,084</b>	<b>6,112,131</b>

Name of indicator	No.	Activity		
		Main	Supplem.	Total
<b>B. REVENUES</b>	<b>40</b>			
<b>B.I. Operating subsidies</b>	<b>41</b>	<b>0</b>	<b>0</b>	<b>0</b>
1. Operating subsidies (691)	42			0
<b>B.II. Contribution received total</b>	<b>43</b>	<b>9,990</b>	<b>0</b>	<b>9,990</b>
2. Received operating contributions (681)	44			0
3. Received donations (682)	45	9,990		9,990
4. Received membership fees (684)	46			0
<b>B.III. Revenues from sales of own products and services</b>	<b>47</b>	<b>59,119</b>	<b>5,546</b>	<b>64,665</b>
(601, 602, 603, 604)				
<b>B.IV. Other revenues total</b>	<b>48</b>	<b>6,050,341</b>	<b>11</b>	<b>6,050,352</b>
5. Contractual fines, interest on late payments and other fines and penalties (641, 642)	49	248		248
6. Revenue from written-off irrecoverable receivables (643)	50	126		126
7. Interest revenues (644)	51	53,654	5	53,659
8. Foreign exchange gains (645)	52	296,640		296,640
9. Accounting for funds (648)	53	5,420,875		5,420,875
10. Other revenues (649)	54	278,798	6	278,804
<b>B.V. Revenues from disposal of assets</b>	<b>55</b>	<b>499</b>	<b>0</b>	<b>499</b>
11. Revenues from sales of intangible and tangible fixed assets (652)	56	453		453
12. Revenues from sale of shares and ownership interests (653)	57			0
13. Revenues from sales of materials (654)	58	46		46
14. Revenue from short-term financial assets (655)	59			0
15. Revenue from long-term financial assets (657)	60			0
<b>TOTAL REVENUES</b>	<b>61</b>	<b>6,119,949</b>	<b>5,557</b>	<b>6,125,506</b>
<b>C. Profit/loss before tax</b>	<b>62</b>	<b>15,360</b>	<b>1,776</b>	<b>17,136</b>
<b>D. Profit/loss after tax</b>	<b>63</b>	<b>11,902</b>	<b>1,473</b>	<b>13,375</b>

Signature of Chief Financial Officer

Prepared by:

Date of creation:  
25. 6. 2024

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as of 31 December 2023

### 1. General data

#### 1.1. Organisation headquarters – Czech Republic

**Accounting entity:** Člověk v tísni, o. p. s. (PEOPLE IN NEED)

**Registered office:** Šafaříkova 635/24, 120 00 Praha 2

**ID Number:** 25755277

**Tax ID Number:** CZ25755277

**Legal status:** Public Benefit Organisation

**Date of the foundation of the Public Benefit Organisation:** 16 April, 1999

**Registration:** The Organisation was entered into the Register of Public Benefit Organisations kept at the Municipal Court in Prague, Section O., insert 119

#### Statutory bodies of the Organisation, as of 31 December 2023, are:

**Board of Trustees:** Jan Pergler – Chairperson  
Petr Jančárek, Petr Kostohryz, Daniel Múnich, Ing. Věra Kostlánová Roubalová, Jana Straková

**Supervisory Board:** Václav Mazánek – Chairperson  
Ondřej Blažek, Ondřej Matyáš

**Chief Executive Officer (CEO):** Šimon Pánek

**Founders:** Česká televize, Ing. Jaromír Štětina, Šimon Pánek

#### Benevolent services as of 31 December 2023:

- Organising humanitarian and development aid both abroad and in the Czech Republic
- Providing assistance to politically, racially, or otherwise persecuted persons both abroad and in the Czech Republic
- Providing support to young journalists and independent press both abroad and in the Czech Republic
- Providing assistance to local governments and other local organisations
- Organising assistance for minorities both abroad and in the Czech Republic
- Social consultancy
- Public education
- Organisation of workshops and training
- Organisation of cultural and sports events
- Providing social services
- Community planning and organising
- Organisation of educational and leisure activities for children and youth
- Support and operation of work-therapeutic and re-socialisation workshops, including sales of products manufactured in these workshops both abroad and in the Czech Republic
- Publishing activities
- Providing consultancy and assistance in the field of protection against discrimination based on gender, racial or ethnic origin, religion, belief, world-view, disability, age, or sexual orientation
- Operations in the field of protection of rights and justified interests of consumers
- Operation of a multicultural centre
- Scientific-research activities
- Providing debt relief services
- Operations in the fields of sustainable development, climate change, nature, landscape and environmental protection

#### Supplementary activities:

Apart from the basic scope of activities specified in the previous section of this article, for the purpose for which the Organisation was founded, the Organisation also pursues additional activities that are provided in principle as paid services. These **supplementary activities** include:

- Creation and distribution of audio-visual programmes
- Advertising activities
- Brokerage in the field of advertising
- Production, trade and services not listed in annexes 1–3 of the Trade Act
- Rental of properties, apartments and commercial spaces
- Catering services.

The Organisation pursues these supplementary activities exclusively, intending to use the property more efficiently. At the same time, these activities must not affect the quality, scope, or availability of its public benefit services. Any profit made from these supplementary activities may be used only for improving and extending public benefit services.

Members of the Organisation's bodies, i.e. the board of trustees and supervisory board, have not been paid any remuneration for their activity in the Organisation's bodies. The Organisation has provided neither advance payment nor credit nor guarantee for the liabilities of members of the statutory bodies. Family members of the members of statutory bodies do not have any employment or similar relationships concerning the accounting entity. Neither members of the statutory bodies nor their family members are part of a legal entity with which the accounting entity concluded a business contract or other contractual relationships in the respective period and have no ownership interest in these subjects.

#### 1.2 Organisational unit in another EU country

The Organisation has no organisational unit in the European Union.

#### 1.3. Founding of an Endowment Fund

Based on the decision of the Municipal Court in Prague, the Endowment Fund was established on 25 June 2015, of which the Organisation Člověk v tísni, o.p.s. (PEOPLE IN NEED) is a co-founder. The Endowment Fund has been entered in the Endowment Register under the file number N1251.

**Name:** Prague Civil Society Centre, nadační fond (Endowment Fund)

**Registered office:** Politických vězňů 1272/21, Nové Město, 110 00 Praha 1

**ID Number:** 04190815

The aim and purpose of the Endowment Fund is to support civic society, especially in the countries formerly forced into the Soviet Union, with the exception of EU countries (Estonia, Lithuania, and Latvia).

#### 1.4. Founding of a charity in Great Britain

Based on the decision of the Registration Court in Great Britain, the partner organisation PEOPLE IN NEED (PIN) UK was established on 21 December 2018, under registration number 1181344.

**Name:** PEOPLE IN NEED (PIN) UK

**Registered office:** 49-51 East Road, London, N1 6AH

**Executive director:** Camila Garbutt

**Members of the Executive Board:** David Chirico, Helen Cibinda Ntale, Jan Mrkvička, Petra Vránová, Šimon Pánek, John Walker, Klara Skrivankova.

The aim and purpose of the Organisation is to support the victims of wars, natural disasters, and other disasters worldwide and to develop programmes focused on education, health, the fight against poverty, and the support of human rights.

### 2. Breakdown of personnel expenses for the accounting period 1.1. to 31.12.2023

#### Number of employees, personnel expenses:

The breakdown of the personnel expenses and number of employees by country only reflects long-term working relationships concluded based on local legislation.

In war and post-war countries, such an attitude is not possible. The local collaborators are reported as service suppliers.

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The total number of people who worked for the Organisation on missions abroad is higher and is stated in the infographic of the annual report, which reflects the average number of workers for the entire calendar year.

	Average number of employees*	Gross wages, total in thousand CZK	Average monthly gross salaries in thousand CZK	Social, health and other funds contributions in thousand CZK	Personnel expenses total in thousand CZK
Afghanistan	121.25	16,559	11	2	16,561
Angola	106.67	13,549	11	977	14,526
Armenia	23.67	11,841	42	0	11,841
Bosnia and Herzegovina	13.83	5,132	31	1,466	6,598
DR Congo	144.33	21,588	12	5,332	26,920
Ethiopia	197.08	26,584	11	2,279	28,863
Philippines	7.50	2,062	23	134	2,196
Georgia	21.92	11,022	42	247	11,269
Cambodia	38.00	9,889	22	168	10,057
Costa Rica	16.00	7,687	40	1,805	9,492
Iraq	34.17	14,528	35	505	15,033
Jordan (from 1.5.2023)*	1.00	225	28	32	257
Kosovo	5.08	1,896	31	213	2,109
Laos (from 1.7.2023)*	2.67	357	22	5	362
Moldova	45.42	15,525	28	4,004	19,529
Mongolia	18.00	4,051	19	662	4,713
Myanmar (to 31.3.2023)*	58.00	2,865	16	57	2,922
Nepal	58.17	12,125	17	2,468	14,593
Serbia	5.58	3,180	47	476	3,656
Turkey	74.75	34,629	39	5,866	40,495
Ukraine	296.58	134,832	38	30,421	165,253
Yemen	10.92	4,416	34	214	4,630
Zambia	26.08	4,518	14	306	4,824
<b>Missions total</b>		<b>359,060</b>		<b>57,639</b>	<b>416,699</b>

<b>Employment – including agreements on working activity in the Czech Republic and EU and abroad according to the Czech law</b>					
	Number of contracts of services	Total amount paid for contracts of services			
Of this executive (members of the executive board)	22.95	19,743	72	6,690	26,433
<b>Contract of Services</b>	<b>1,842</b>	<b>8,223</b>			<b>8,223</b>

\* we present an average number of employees recalculated on the term of the employment relationship for missions where employment relationships were concluded or terminated during 2023

### 3. Information on used accounting methods and general accounting principles

The Organisation has been processing its accounting records using computer equipment utilising Microsoft Dynamics NAV 2018 software with the required modifications for the Organisation's needs. Aricoma Systems a.s. made custom adjustments.

Accounting documents are archived as hard copies in the archive at the Organisation's registered office, Šafaříkova 24, 120 00 Praha 2 and partly in the property owned by the Organisation– Hartigova 182/1945, Praha 3.

At the missions abroad, where the local legislation requires the archiving of accounting documents in the country of origin, these accounting documents are archived in local archives at the registered offices of foreign branches of the Organisation. Accounting records are also filed electronically on a separate server and simultaneously on an external storage medium deposited outside the Organisation's operating premises. The DMS system ELO has been used for archiving documents since 2011.

The Organisation maintains its accounting according to Accounting Act no. 563/1991 Coll., as amended, and according to Regulation no. 504/2002 Coll. as amended (hereinafter referred to as the "accounting principles").

#### 3.1. Tangible and intangible fixed assets

Tangible and intangible fixed assets are assets with a useable life exceeding one year and starting from the following valuation limit:

Tangible and intangible fixed assets	CZK 80,000
Technical tangible and intangible fixed asset improvement	CZK 80,000

Buildings, land, and artworks are considered tangible fixed assets regardless of the purchase price and usable life.

Long-term financial assets are assets with a due period longer than one year, regardless of evaluation.

Fixed assets are valued based on the purchase cost, i.e., secondary acquisition costs (cost of transport, installation, etc.) or replacement costs (assets acquired free of charge).

Depreciation of tangible and intangible fixed assets is regulated by the depreciation plan. The Organisation applies the straight-line method of depreciation. Unless stipulated otherwise in individual cases, the period of depreciation of fixed assets is based on the table below:

Description of assets	Period of depreciation (months)
Software without time limitation	36
Intangible assets with time limitation	According to the validity of the licence
Computers and other computer technologies	36
Mobile phones and other telecommunication technologies	24
Other tangible fixed assets	36
Passenger cars and other motorised vehicles, unless stated otherwise	48
Passenger cars and other motorised vehicles acquired used	Individually, usually 24 or 36 months
Passenger cars and other motorised vehicles – Afghanistan and the front-line in Ukraine	Individually, usually 24 or 36 months
Passenger cars – Angola, Ethiopia, DR Congo, South Sudan, Zambia	36
Motorbikes – Angola, Ethiopia, DR Congo, South Sudan, Zambia	24
Drones	Individually, according to the product specification
Valuable rights	18
Navision 2018 accounting software	60
Buildings, including temporary ones	Individually (currently 360 months or for the expected duration of use)
Technical improvements of leased assets	For the duration of the lease agreement in force at the time of putting into use
Technical improvement of assets put into operation that have not been depreciated *	Remaining period of depreciation of assets with technical improvement
Technical improvement of assets put into operation that have already been depreciated	Intangible assets – 18 months Tangible assets – individually according to the type of asset

\* in individual cases, the Organisation may decide that after technical improvement, the depreciation period is extended to the maximum amount, which is valid for purchasing new property.

Minor intangible and tangible fixed assets acquired by 31 December 2002 have been recorded in the Organisation's assets and valued at the purchase cost. These assets are registered in asset accounts until their retirement.

The assets acquired after 1 January 2003, that are below the above-given valuation limit and with a usable life longer than 1 year are reflected in the Organisation's expenses at the time of acquisition. However, these assets are registered during the whole period of use in the operational inventory records and are subject to inventory.

In the case of posting the depreciation of assets acquired from subsidies and grants or donated assets against the accumulated depreciation account, the amount of equity will decrease by the depreciation amount, and the other revenues account will increase at the same time.

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#### 3.2. Inventories

The purchased inventory is valued at the purchase cost, which includes the cost of purchase of inventory and costs related to the purchase.

Own products are valued at their own costs (i.e. direct expenses and the part of indirect expenses related to the production).

Finished products and goods purchased for resale are recorded in a separate SW Navision module.

Inventory received free of charge and intended for humanitarian and development aid is registered in the operational records or in the register in a separate module of SW Navision.

#### 3.3. Cash and valuables

Cash and valuables are valued at their respective nominal values.

For funds received from collections and grants, separate bank accounts are opened in which these resources are recorded and reported.

#### 3.4. Receivables

Receivables are valued at their initial nominal value. The Organisation does not have receivables transferred from other entities.

#### 3.5. Payables

Payables are valued at their initial nominal value. The Organisation has not assumed any payables of other entities.

#### 3.6. Use of foreign currency in accounting

##### 3.6.1. Use of foreign currency in the course of the accounting period

During the accounting period, receivables and payables recorded in foreign currencies declared by ČNB (Czech National Bank) are converted into the Czech currency at the ČNB exchange rate declared on the first day of the calendar month after 2:30 p.m. On the first working day of the month, by the declaration of the exchange rate at 2:30 p.m., the exchange rate of the previous month is used.

Receivables, payables, subsidies, and grants according to indent 3.7 that are recorded in other currencies not declared by ČNB were converted to Czech currency at the official middle exchange rate declared by the central bank of that respective country or the current interbank exchange rate to USD or EUR.

In cases where there is no central bank in the country, the exchange rate that ensures the true and fair view of accounting is used.

##### 3.6.2. Use of foreign currency at the end of the balance sheet date

At the end of the accounting period, receivables and payables recorded in foreign currencies declared by ČNB (Czech National Bank) are converted into Czech currency at the ČNB exchange rate declared on 31 December 2023.

Receivables, payables, subsidies, and grants according to indent 3.7 that are recorded in other currencies not declared by ČNB were converted to Czech currency at the official middle exchange rate declared by the central bank of that respective country or the current interbank exchange rate to USD or EUR.

In cases where there is no central bank in the country, the exchange rate that ensures the true and fair view of accounting is used.

#### 3.7. Funds and equity

In compliance with the relevant accounting principles, there are posted items concerning public collections announced pursuant to Act no. 117/2001 Coll., funds received by the Organisation from other persons and companies for the purpose of implementation of the Organisation's primary mission: subsidies, gifts, grants, reserve fund, and operating reserve fund, in the funds.

In the equity accounts, the Organisation accounts for assets acquired from subsidies, grants, donated assets, and materials. The balance also includes financial results up to 2003.

A list of important donors is part of the Organisation's annual report.

1/ The Organisation divides funds into the bound and free:

a/ Bound funds are funds used primarily in terms of purpose and conditions set by the provider or by other legislation.

b/ Free funds are funds used in full charge by PIN and either not covered by any other legislation or eventually covered only very generally.

2/ The Organisation also records received subsidies and grants by currency and by the conversion rate determined by the provider:

a/ Subsidies and grants that are settled with the provider in foreign currency by rates that the Organisation uses during the reporting period.

b/ Subsidies and grants that are settled with the provider at the rate set by the provider.

c/ Other subsidies and grants are recorded in the Czech currency.

The Organisation opened synthetic accounts 914 (funds- assets under construction) and 919 (funds- inventory in transit) in the account classification within account group 91 (funds). In account 914, part of the financial resources of funds for the coverage of assets under construction as of 31 December 2023, are reported; in account 919, part of the financial resources of funds allocated for the coverage of purchased inventories and inventories in transit as of 31 December 2023, is reported. Drawdown (accounting) of funds reported in accounts 914 and 919 will be made in the next accounting period upon the physical handover of inventories or completion of assets in compliance with the respective contracts.

On 20 September 2012, the Organisation's Board of Trustees established an operating reserves fund. The fund consists of net profit after tax based on the decision of the Board of Trustees on accounting of the profit. Resources from the fund are used for the co-financing of projects if the operating result is a loss that cannot be covered by the project resources or for the Organisation's stability, sustainability, and development. The operating reserves fund is recorded in account 917.

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## Additional information to the Balance Sheet and Profit and Loss Account

### 4. Fixed assets (thousand CZK)

All numeral values specified below are in thousands of CZK unless specified otherwise.

#### 4.1. Fixed assets (thousand CZK)

##### Fixed assets – purchase costs – assets A. I. to A. III.

	Status as of 31 December, 2022	Increase	Decrease					Advance payment account-ing/ classification	Status as of 31 December, 2023
			Liquida-tion	Sale	Dona-tion	Defi-cits/ damag-es	Revalu-ation of assets		
<b>Intangible assets</b>	<b>90,184</b>	<b>34,173</b>	<b>711</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>16,876</b>	<b>106,770</b>
Of which:									
Software	69,195	10,599							79,794
Valuable rights	1,471		151						1,320
Low-value intangible fixed assets	14								14
Other intangibles	18,178	6,277	96						24,359
Intangible fixed assets under construction	1,326	17,297	464				16,876		1,283
Advances for intangible assets	0								0
<b>Tangible fixed assets</b>	<b>106,649</b>	<b>51,694</b>	<b>515</b>	<b>1,674</b>	<b>0</b>	<b>58</b>	<b>0</b>	<b>26,718</b>	<b>129,378</b>
Of which:									
Land	2,638	870							3,508
Artworks and collections	0								0
Buildings and structures	26,670	3,182							29,852
Cars and motorcycles (*)	52,231	17,512		1,674					68,069
Other movable fixed assets	23,358	4,100	515			58			26,885
Low-value tangible fixed assets	63								63
Tangible fixed assets under construction (buildings)	0								0
Tangible fixed assets under construction (other)	635	25,982					25,664		953
Advances for tangible fixed assets	1,054	48					1,054		48
<b>Total</b>	<b>196,833</b>	<b>85,867</b>	<b>1,226</b>	<b>1,674</b>	<b>0</b>	<b>58</b>	<b>0</b>	<b>43,594</b>	<b>236,148</b>

Note: \* The Cars and motorcycles line, liquidation column also includes the value of the property that was used for spare parts

##### Fixed assets – accumulated depreciation – assets A. IV.

	Status as of 31 December, 2022	Increase	Decrease				Status as of 31 December, 2023
			Liquida-tion	Sale	Donation	Deficits/ damages	
<b>Intangible assets</b>	<b>55,450</b>	<b>18,492</b>	<b>247</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>73,695</b>
Of which:							
Software	43,019	14,168					57,187
Valuable rights	1,471		151				1,320
Low-value intangible fixed assets	14						14
Other intangibles	10,946	4,324	96				15,174
<b>Tangible assets</b>	<b>62,599</b>	<b>14,782</b>	<b>515</b>	<b>1,674</b>	<b>0</b>	<b>58</b>	<b>75,134</b>
Of which:							
Buildings and structures	9,315	1,091					10,406
Cars and motorcycles	39,484	10,308		1,674			48,118
Other movable fixed assets	13,737	3,383	515			58	16,547
Low-value fixed assets	63						63
<b>Total</b>	<b>118,049</b>	<b>33,274</b>	<b>762</b>	<b>1,674</b>	<b>0</b>	<b>58</b>	<b>148,829</b>

##### Fixed assets – depreciated price

	Status as of 31 December, 2022	Status as of 31 December, 2023
<b>Intangible assets</b>	<b>34,734</b>	<b>33,075</b>
Of which:		
Software	26,176	22,607
Valuable rights	0	0
Low-value intangible fixed assets	0	0
Other intangibles	7,232	9,185
Intangible assets under construction	1,326	1,283
Advances for intangible assets	0	0
<b>Tangible assets</b>	<b>44,050</b>	<b>54,244</b>
Of which:		
Land	2,638	3,508
Buildings and structures	17,355	19,446
Cars and motorcycles	12,747	19,951
Other movable fixed assets	9,621	10,338
Low-value fixed assets	0	0
Tangible fixed assets under construction (buildings)	0	0
Tangible fixed assets under construction (other)	635	953
Advances for tangible fixed assets	1,054	48
<b>Total</b>	<b>78,784</b>	<b>87,319</b>

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### 5. Current assets

#### 5.1. Inventories – assets B. I.

Inventories (thousand CZK)	As of 31 December, 2022	As of 31 December, 2023
Materials in store	114,249	77,032
Materials in transit	1,657	1,001
Finished products	568	
Merchandise in stock and in stores	141	215
Advance payments for inventory	11,222	2,739
<b>Total</b>	<b>127,837</b>	<b>80,987</b>

Material in store consists mainly of:

– Unsent humanitarian and development aid supplies that will be donated in the next period.

– Food and material aid in the Czech Republic.

Material in transit consists mainly of 400 units of an invoiced signalling system that aims at early detection of forest fires in Bosnia and Herzegovina, intended for donation; it will be donated and delivered in 2024.

Merchandise in stock and in stores consists mainly of goods in Langhans Cafe and stock sold as charity items.

Advance payments for inventory consist of advance payments for the purchase of inventory for humanitarian and development aid, especially in Ukraine, the Czech Republic, and Armenia.

#### 5.2. Receivables (thousand CZK) – assets B. II.

	Status as of 31 December, 2022	Status as of 31 December, 2023
<i>Items in italics relate to the year 2023</i>		
<b>Trade receivables total</b>	<b>250,553</b>	<b>145,072</b>
<b>Of which</b>		
<b>Receivables from customers</b>	<b>27,968</b>	<b>27,321</b>
Receivables overdue more than 365 days	0	120
Receivables overdue 181 up to 364 days	241	5
Receivables overdue 91 up to 180 days	2	4
Receivables overdue 0 up to 90 days	2,613	1,537
Receivables prior to maturity	25,112	25,655

*Amount of outstanding receivables as of the date of drawing up the financial statements: 120*

	Status as of 31 December, 2022	Status as of 31 December, 2023
<b>Operational advance payments made</b>	<b>221,024</b>	<b>114,034</b>
<i>The most important amounts are the advances to suppliers who implement parts of a project, mostly in Ukraine, Myanmar, DR Congo, Zambia, Nepal, Syria, and Ethiopia.</i>		
<i>Another significant part consists of advance payments for services (electricity, gas, rent) in the Czech Republic.</i>		

	Status as of 31 December, 2022	Status as of 31 December, 2023
<b>Other receivables</b>	<b>1,561</b>	<b>3,717</b>
<i>The most significant amounts are receivables from unpaid refunds from partners from projects completed in 2023 that will be repaid in 2024: Lift UNOPS project, partner Helvetas Myanmar, Burma Centre Prague, Iniciativa Hlavák, z.s., and Concern Worldwide.</i>		

	Status as of 31 December, 2022	Status as of 31 December, 2023
<b>Receivables from employees</b>	<b>2,955</b>	<b>1,715</b>
<i>Advance payments for unfinished long-term business journeys; prepayments to employees billed in 2024.</i>		
<b>Income taxes</b>	<b>167</b>	<b>0</b>

	Status as of 31 December, 2022	Status as of 31 December, 2023
<b>Sundry receivables</b>	<b>40,834</b>	<b>13,915</b>
<i>These are receivables from institutions that mediate financial support to the final aid recipients, such as Joint Stock Company "State Savings Bank of Ukraine" – Regional Office of JSC "Oschadbank" in Ukraine, Joint Stock Company Commercial Bank "Privatbank" – a branch in Bidi, Ukraine; receivables from The British Embassy in Sarajevo. It also includes receivables from partners from long-term deposits.</i>		
<b>Estimated receivables</b>	<b>222,853</b>	<b>189,828</b>
<i>These are estimated receivables on the outstanding revenue grants used by the Organisation under a valid contract in 2023, but the donor funds had not been paid by the date of drawing up the financial statements.</i>		
<i>A major part of the estimated receivables is the performance of humanitarian and development aid projects in Ethiopia, DR Congo, Afghanistan, and Angola. These projects are financed by resources from the European Union, foreign governments (USA and Great Britain), and UN OCHA.</i>		
<b>Total receivables</b>	<b>517,362</b>	<b>350,530</b>

#### 5.3. Short-term financial assets (thousand CZK) – assets B. III.

##### Short-term financial assets

	As of 31 December, 2022	As of 31 December, 2023
Cash	17,551	15,433
Bank accounts	2,560,019	2,804,338
Other bonds, debentures, and securities	0	0
Cash in transit	5,786	1,160
<b>Total</b>	<b>2,583,356</b>	<b>2,820,931</b>

#### 5.4. Other assets (thousand CZK) – assets B. IV.

	Status as of 31 December, 2022	Status as of 31 December, 2023
<b>Deferred expenses</b>	<b>8,013</b>	<b>10,986</b>
<i>A significant part is made up of the expenses of the year 2024 paid in 2023, mainly for regular administrative services of economic and accounting software; purchases of licences, authorisations, and accesses; space rental, personal insurance, and future travel expenses.</i>		
<i>The accounting unit accounts for current expenditures related to expenses in the following period.</i>		
<i>Accounting for accrued expenses for the respective expenses account will be performed by the accounting unit in the accounting period to which the expenses are factually related.</i>		
<b>Accrued revenues</b>	<b>111,269</b>	<b>100,306</b>
<i>These are contractually assured and received incomes in the following accounting period for projects that were partially implemented in 2023.</i>		
<i>The most significant part of revenues comes from the US government, UN OCHA, and the non-profit organisation Save the Children UK.</i>		
<b>Total other assets</b>	<b>119,282</b>	<b>111,292</b>



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## 6. Equity

### 6.1. Equity (in thousand CZK) – liabilities and equity A. I. 1.

	account 901 – Equity			
	Equity from previous years	Assets from grants or donations acquired for own activities	Material gifts	Total
<b>Status as of 1 January, 2023</b>	<b>8,176</b>	<b>48,757</b>	<b>0</b>	<b>56,933</b>
Increase – acquisition of fixed assets and material gifts accepted		38,823		<b>38,823</b>
Decrease – disposal of fixed assets, depreciation		-22,952		<b>-22,952</b>
<b>Status as of 31 December, 2023</b>	<b>8,176</b>	<b>64,628</b>	<b>0</b>	<b>72,804</b>

The increase in equity consists mainly of technical improvements of the Beneficiary Management System software application (CZK 9,214 thousand), the purchase of an armoured vehicle in Ukraine (CZK 4,367 thousand) and three vehicles in DR Congo (CZK 3,566 thousand), a donated house with land in Ústí nad Labem used for social housing (CZK 2,009 thousand) and the purchase of the educational mobile game Beecarbonize (CZK 1,377 thousand).

The decrease in equity consists mainly of the depreciation of assets acquired from grants for own activities (CZK 21,243 thousand).

### 6.2. Funds – accounting group 91 (in thousand CZK) – liabilities and equity A. I. 2.

In compliance with the relevant accounting principles, the following items are recorded in the funds:

- Public collections announced pursuant to Act no. 117/2001 Coll.
- Funds received by the Organisation from other persons for the implementation of the Organisation's primary mission: donations, subsidies, and bound funds (grants).
- Creation and utilisation of the reserve fund.
- Creation and utilisation of the operating reserve fund.

Bound funds are funds used primarily in terms of the purpose and conditions set by the provider or by other legislation.

Free funds are funds used in full charge by PIN and either not covered by any other legislation or eventually covered only very generally.

	Initial status as of 1 January 2023	Increase – donations accepted, gifts	Decrease – utilisation, provision of gifts	Decrease – refunds of unused resources/ correction	Balance for utilisation in 2024
<b>Funds total</b>	<b>3,021,925</b>	<b>6,036,505</b>	<b>5,461,578</b>	<b>628,916</b>	<b>2,967,936</b>

Of which:

#### 6.2.1. Funds – bound

	Initial status as of 1 January 2023	Increase – donations accepted, gifts	Decrease – utilisation, provision of gifts	Decrease – refunds of unused resources/ correction	Balance for utilisation in 2024
<b>Public collections (number / name)</b>					
S-MHMP/578034/2013					
Support for education in Africa	1,647	727	1,381	0	993
S-MHMP/352276/2013					
Banat (Romania)	0	16	16	0	0
<b>Total public collections</b>	<b>1,647</b>	<b>743</b>	<b>1,397</b>	<b>0</b>	<b>993</b>

	Initial status as of 1 January 2023	Increase – donations accepted, gifts	Decrease – utilisation, provision of gifts	Decrease – refunds of unused resources/ correction	Balance for utilisation in 2024
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### State and local administration budgetary contributions, budgetary contributions from the EU and subsidies from other foreign governments

State budget subsidies	4,659	200,451	198,341	2,035	4,734
Local administration subsidies	1,963	137,973	124,015	12,775	3,146
EU funds subsidies	781,972	2,052,635	1,596,140	587,541	650,926
Subsidies from operational programmes	2,676	97,606	64,057	790	35,435
Subsidies from funds of other foreign governments	218,706	2,090,830	2,090,695	2,722	216,119
Subsidies from UN Agencies	102,258	567,446	466,490	8,171	195,043
<b>Total subsidies</b>	<b>1,112,234</b>	<b>5,146,941</b>	<b>4,539,738</b>	<b>614,034</b>	<b>1,105,403</b>

### Funds – bound gifts (grants)

Bound gifts (grants) - NGOs	111,920	222,170	253,928	4,228	75,934
<b>Total funds (grants)</b>	<b>111,920</b>	<b>222,170</b>	<b>253,928</b>	<b>4,228</b>	<b>75,934</b>

### Other funds

Other	83,910	81,420	89,621	10,614	65,095
Non-monetary gifts	1,599	59,059	54,920	0	5,738
<b>Total Other funds</b>	<b>85,509</b>	<b>140,479</b>	<b>144,541</b>	<b>10,614</b>	<b>70,833</b>

<b>Total bound funds</b>	<b>1,311,310</b>	<b>5,510,333</b>	<b>4,939,604</b>	<b>628,876</b>	<b>1,253,163</b>
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### 6.2.2. Funds – free

	Initial status as of 1 January 2023	Increase – donations accepted, gifts	Decrease – utilisation, provision of gifts	Decrease – refunds of unused resources/ correction	Balance for utilisation in 2024
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#### Public collections (number / name)

S-MHMP/166354/2008					
S-MHMP/204638/2011					
S-MHMP/284758/2014					
Long-term collection "Skutečná pomoc" (Real Aid)	135,874	57,601	45,023	0	148,452
S-MHMP/1230014/2012					
Long-term humanitarian collection: „Povodně“ (Flood) in the Czech Republic	8	9	0	0	17
Syria and Iraq	7,534	960	1,082	0	7,412
Ukraine	1,177,909	151,431	364,504	0	964,836
Czechia	17,713	1,582	8,308	0	10,987
World	3,524	19	3,543	0	0
Armenia	0	1,342	235	0	1,107
Afghanistan	3,412	322	192	0	3,542
Türkiye-Syria Earthquake	0	109,037	28,054	0	80,983
„Svoboda“ (Freedom)	0	1,910	427	0	1,483
Gracious Summer	979	64	2	0	1,041
Moravia	8,445	135	4,057	0	4,523
S-MHMP/1551858/2014					
"Lepší škola pro všechny" (Better School for All)	31,513	17,274	2,845	0	45,942
<b>Total public collections</b>	<b>1,386,911</b>	<b>341,686</b>	<b>458,272</b>	<b>0</b>	<b>1,270,325</b>

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	Initial status as of 1 January 2023	Increase – donations accepted, gifts	Decrease – utilisation, provision of gifts	Decrease – refunds of unused resources/ correction	Balance for utilisation in 2024
<b>Other funds</b>					
Fund created from resources of: Charles Stewart Mott Foundation, The Ford Foundation, Šimon Pánek - Quadriga prize, Unilever prize	9,259	0	0	0	9,259
Club of Friends	248,086	165,562	55,526	0	358,122
Reserve fund and operating reserve fund (created from profit from previous periods)	12,391	2,199	0	0	14,590
Other	53,968	16,725	8,176	40	62,477
<b>Total other funds</b>	<b>323,704</b>	<b>184,486</b>	<b>63,702</b>	<b>40</b>	<b>444,448</b>

<b>Total free funds</b>	<b>1,710,615</b>	<b>526,172</b>	<b>521,974</b>	<b>40</b>	<b>1,714,773</b>
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### 7. Profit/Loss

#### 7.1. Profit/Loss and tax calculation as of 31 December 2023

The financial result of the Organisation for 2023 is an accounting profit of CZK 13,375 thousand (after tax).

The Profit and Loss Account includes revenues and expenses for:

- Implementation of activities which comply with the Organisation's mission – in the main activity column
- Implementation of additional activities – supplementary activity column

In compliance with Act no. 248/1995 Coll. on Public Benefit Organisations, expenses and revenues related to the administration of a public benefit organisation are recorded in the Organisation's accounting separately broken down by centres.

Tax liability for the 2023 taxation period relating to corporate income tax is CZK 3,761 thousand. The Organisation has used the exemption option pursuant to § 20, par. 7 of Income Tax Act no. 586/1992 Coll.

<b>Tax calculation</b> (in thousand CZK)	
Revenues total	6,125,506
Expenses total (except for 591)	6,108,370
Taxable income	17,136
Adjustment of the tax base	5,912
<b>Total tax base</b>	<b>23,048</b>
Deduction of the tax base under § 20 of the Income Tax Act	1,000
Final tax base	22,048
Final tax base after rounding	22,047
19% tax	4,189
Tax allowance	428
<b>19% tax after allowance</b>	<b>3,761</b>

In 2022, the deduction under § 20 within the income tax of corporate bodies in the amount of **CZK 1,000,000** was applied. Resources acquired by the attained tax obligation saving under § 20 of Act no. 586/1992 Coll. from previous years were used to cover costs related to non-business activities performed in 2023.

#### 7.2. Approval of the financial statements for 2022

The Board of Trustees, at its meeting in June 2023, approved the financial statements of the Organisation for the 2022 accounting period, showing a profit after tax of CZK 2,198,579.82 that was in accordance with the decision of the Board of Trustees posted on 26 June 2023, as an increase in the Organisation operating reserve fund.

### 8. Liabilities

#### 8.1. Long-term liabilities (thousand CZK) B. II.

	Status as of 31 December, 2022	Status as of 31 December, 2023
<b>Advances received and other long-term liabilities</b>	<b>216</b>	<b>1,006</b>
<i>These are deposits received from tenants of the block of flats in Hartigova Street, Prague 2 and private savings of employees in Cambodia.</i>		

#### 8.2. Liabilities (thousand CZK) B. III.

	Status as of 31 December, 2022	Status as of 31 December, 2023
<i>Matters in italics relate to the year 2023</i>		
<b>Liabilities (suppliers, advances received, other payables) – total</b>	<b>168,277</b>	<b>244,192</b>
<b>Of which</b>		
<b>Suppliers total</b>	<b>164,838</b>	<b>239,849</b>
Payables overdue more than 365 days	0	1
Payables overdue 181 to 364 days	657	1,421
Payables overdue 91 to 180 days	49	424
Payables overdue 0 to 90 days	17,336	25,282
Payables prior to maturity	146,796	212,721
<i>Amount of unpaid payables as of the date of drawing up the financial statements: 68,669.</i>		
<b>Advance payments received</b>	<b>1,057</b>	<b>690</b>
<i>The most significant parts are advance payments and deposits received from tenants of the block of flats in Hartigova Street, Prague 2</i>		
<b>Other payables</b>	<b>2,382</b>	<b>3,653</b>
<i>of which retentions on purchase of construction works in Ethiopia, Syria, Ukraine, and Yemen</i>	2,019	2,878
<i>of which other liabilities to partner organisation L'Office Français de l'Immigration et de l'Intégration within the project Reintegration Assistance Programme through Employment in Georgia and Armenia, and other minor liabilities</i>	363	775

<b>Payables to employees</b>	<b>38,082</b>	<b>42,281</b>
<i>Amount of unpaid payables as of the date of the drawing up of the financial statements: 5</i>		

<b>Payables to social security institutions (Czech Republic)</b>	<b>9,131</b>	<b>10,670</b>
<i>As of the date of the drawing up of the financial statements, none of these liabilities was overdue.</i>		

<b>Payables to health insurance institutions (Czech Republic)</b>	<b>3,950</b>	<b>4,615</b>
<i>As of the date of the drawing up of the financial statements, none of these liabilities was overdue.</i>		

<b>Payables to social and health insurance institutions</b>	<b>1,806</b>	<b>2,519</b>
<b>Angola, Armenia, Bosnia, Cambodia, Costa Rica, DR Congo, Ethiopia, Georgia, Iraq, Jordan, Kosovo, Laos, Moldova, Mongolia, Nepal, Philippines, Ukraine, Yemen, Zambia</b>		
<i>Amount of unpaid payables as of the date of the drawing up of the financial statements: 1</i>		

<b>State budget payables (Czech Republic)</b>	<b>7,081</b>	<b>21,089</b>
<i>These are refunds of unutilised parts of subsidies from the state budget, VAT, employment tax for employees and contributions for default of the mandatory share of persons with disabilities.</i>		
<i>Amount of unpaid payables as of the date of the drawing up of the financial statements: 0</i>		

<b>State budget payables</b>	<b>6,907</b>	<b>8,580</b>
<b>Afghanistan, Angola, Armenia, Bosnia, Cambodia, Costa Rica, DR Congo, Ethiopia, Georgia, Iraq, Moldova, Myanmar, Nepal, Philippines, Serbia, Turkey, Ukraine, Yemen, Zambia</b>		
<i>Amount of unpaid payables as of the date of the drawing up the financial statements: 3,285</i>		
<i>Of which liabilities to institutions in Iraq and Myanmar of CZK 3,219 thousand due to the incomplete registration caused by the poor security situation, political coup, and change of government institutions</i>		

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	Status as of 31 December, 2022	Status as of 31 December, 2023
<b>Sundry payables</b>	<b>21,946</b>	<b>23,564</b>
<i>The majority is formed by payables to partner organisations and refunds of unused received subsidies.</i>		
<b>Estimated payables</b> (personal line insurance, supplies of services to the leased property)	<b>10,824</b>	<b>15,421</b>
<i>These are costs for the accounting period that have not yet been invoiced to the Organisation.</i>		
<b>Total liabilities</b>	<b>268,004</b>	<b>372,931</b>

#### 8. 3. Other liabilities (thousand CZK) – liabilities and equity B. IV.

	Status as of 31 December, 2022	Status as of 31 December, 2023
<b>Accrued expenses</b>	<b>77,180</b>	<b>22,539</b>
<i>Through this account, the Organisation accounts for expenses related to the current accounting period, but payments were made in the following period. These are mainly donated food via a voucher system in Syria (CZK 16,811 thousand).</i>		
<b>Deferred revenues</b>	<b>165</b>	<b>468</b>
<b>Total other liabilities</b>	<b>77,345</b>	<b>23,007</b>

#### 9. Profit and loss account – expenses

Item A.I.6 "Other services" with a value of CZK 1,156,283 thousand mainly includes the costs of purchases from services suppliers within the realisation of projects (mostly abroad), focusing on the promotion of education and healthcare, social services, improving access to water and improving sanitary conditions, securing livelihoods, poverty reduction and environmental protection and the costs of office rental and operation.

Item A.V.20, "Donations to beneficiaries," valued at CZK 2,434,834 thousand, mainly includes financial donations and donated material provided within humanitarian and development aid, mainly in Ukraine, Syria, Moldova, Afghanistan, and other countries. Financial contributions and donated materials were used to provide assistance to refugees and their families; securing accommodation, food and water, hygiene needs or equipment for refugee centres, inhabitants in war zones and internally displaced people, mainly in Ukraine, Syria, and Iraq.

Item A.V.22 "Other expenses" in a value of CZK 955,881 thousand includes mainly costs of partners spent during the implementation of joint projects via "partnership agreement".

#### 10. Profit and loss account – revenues

Item B.IV.8. "Foreign exchange gains" with a value of CZK 296,640 thousand includes foreign exchange gains arising mainly from fund revaluation and revaluation of short-term financial assets registered in foreign currency (cash and banks),

Item B.IV.9. "Accounting for funds" with a value of CZK 5,420,875 thousand includes revenues associated with the use of the funds reported in the balance sheet under liabilities and equity item A.I.2. "Funds" on the main activities of the Organisation.

Item B.IV.10. "Other revenues" in a value of CZK 278,804 thousand relates to the main activities of the Organisation. This item mainly includes revenue estimates for outstanding grants that the Organisation benefited from a valid contract in 2023. The funds from the donor have not been paid by the date of the drawing up of the financial statements. There are also contracted and received incomes in the next accounting period for projects already partially implemented in 2023.

#### 11. Remuneration for audit company

The remuneration of CZK 700 thousand excl. VAT belongs to the audit company for the statutory audit of the annual financial statements for 2023. CZK 386 thousand excl. VAT was invoiced in 2023 for other verification services.

#### 12. Other important facts

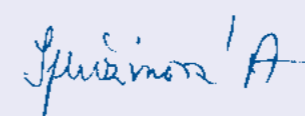
The Organisation concluded an overdraft credit contract with Československá obchodní banka a.s. on 24 November 2017—the current credit limit of CZK 35,000 thousand is valid from 23.10.2020.

The credit was not drawn as of the balance sheet date. Following this contract, a pledge agreement was concluded on 27 November 2017. The subject of the collateral is real estate listed in the property sheet LV 239, cadastral area Žižkov, Prague.

Other Organisation's assets are not encumbered with any lien. The Organisation does not register any other payables not included in the financial statements or Notes to the financial statements.

No other events occurred after the balance sheet date and by the date of drawing up the financial statements that would significantly affect the reported values of assets and liabilities, the financial situation, and the financial result of the Organisation in the financial statements as of 31 December 2023.

Prague, 25 June 2024



Prepared by:  
Anna Spružinová  
Accountant



Jan Kamenický  
Chief Financial Officer (CFO)  
Člověk v tísni, o.p.s.

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## Cash flow statement

as of 31 December 2023

(In thousands of CZK)

	current period	prior period
<b>P. Cash and cash equivalents, beginning of year</b>	<b>2,583,356</b>	<b>863,192</b>
<b>Net operating cash flow</b>		
<b>Z. Accounting profit (loss) before taxation</b>	<b>17,136</b>	<b>2,355</b>
<b>A.1. Non-cash transactions</b>	<b>-20,835</b>	<b>-12,295</b>
A.1.1. Depreciation of fixed assets	33,272	23,179
A.1.2. Change in provisions and other adjustments		
A.1.3. Profit(-) Loss(+) on sale of fixed assets	-453	-366
A.1.4. Expense and revenue interests accounted for	-53,654	-35,243
A.1.5. Other non-cash transactions		
A.1.6. Gifts (buildings)		135
<b>A.* Net operating cash flow before taxation, changes in working capital and extraordinary items</b>	<b>-3,699</b>	<b>-9,940</b>
<b>A.2. Current assets</b>	<b>269,049</b>	<b>-225,734</b>
A.2.1. Change in receivables and other temporary assets	174,822	-272,169
A.2.2. Change in short-term liabilities and other temporary liabilities	47,377	148,344
A.2.3. Change in inventory	46,850	-101,909
A.2.4. Change in short term financial assets	0	0
<b>A.** Net operating cash flow before financial balances, taxation and extraordinary items</b>	<b>265,350</b>	<b>-235,674</b>
<b>A.3. Interest paid excluding amounts capitalised</b>		
<b>A.4. Interest received</b>	<b>53,654</b>	<b>35,243</b>
<b>A.5. Income tax paid on ordinary income and income tax relating to prior periods</b>	<b>-549</b>	<b>-324</b>
<b>A.*** Net operating cash flow</b>	<b>318,455</b>	<b>-200,755</b>
<b>Investment activity</b>		
<b>B.1. Acquisition of fixed assets</b>	<b>-41,807</b>	<b>-35,931</b>
B.1.1. Acquisition of tangible fixed assets	-24,975	-18,476
B.1.2. Acquisition of intangible fixed assets	-16,832	-17,455
B.1.3. Acquisition of long-term investments		
B.2.1. Proceeds from sales of fixed assets	453	366
B.2.2. Proceeds from sales of long-term investments		
<b>B.*** Net cash flow from investment activity</b>	<b>-41,354</b>	<b>-35,565</b>

	current period	prior period
<b>Financial activity</b>		
<b>C.1. Change in long-term liabilities and bank loans</b>	<b>790</b>	<b>-374</b>
C.1.1. Increase and decrease in long-term loans		
C.1.2. Increase and decrease in other long-term payables	790	-374
<b>C.2. Increase and decrease in equity</b>	<b>-40,316</b>	<b>1,956,858</b>
C.2.1. Change in own equity	15,871	16,097
C.2.2. Change in funds	-56,187	1,940,761
<b>C.*** Net cash flow from financial activity</b>	<b>-39,526</b>	<b>1,956,484</b>
<b>F. Net increase or decrease in cash balance</b>	<b>237,575</b>	<b>1,720,164</b>
<b>R. Cash and cash equivalents, end of period</b>	<b>2,820,931</b>	<b>2,583,356</b>

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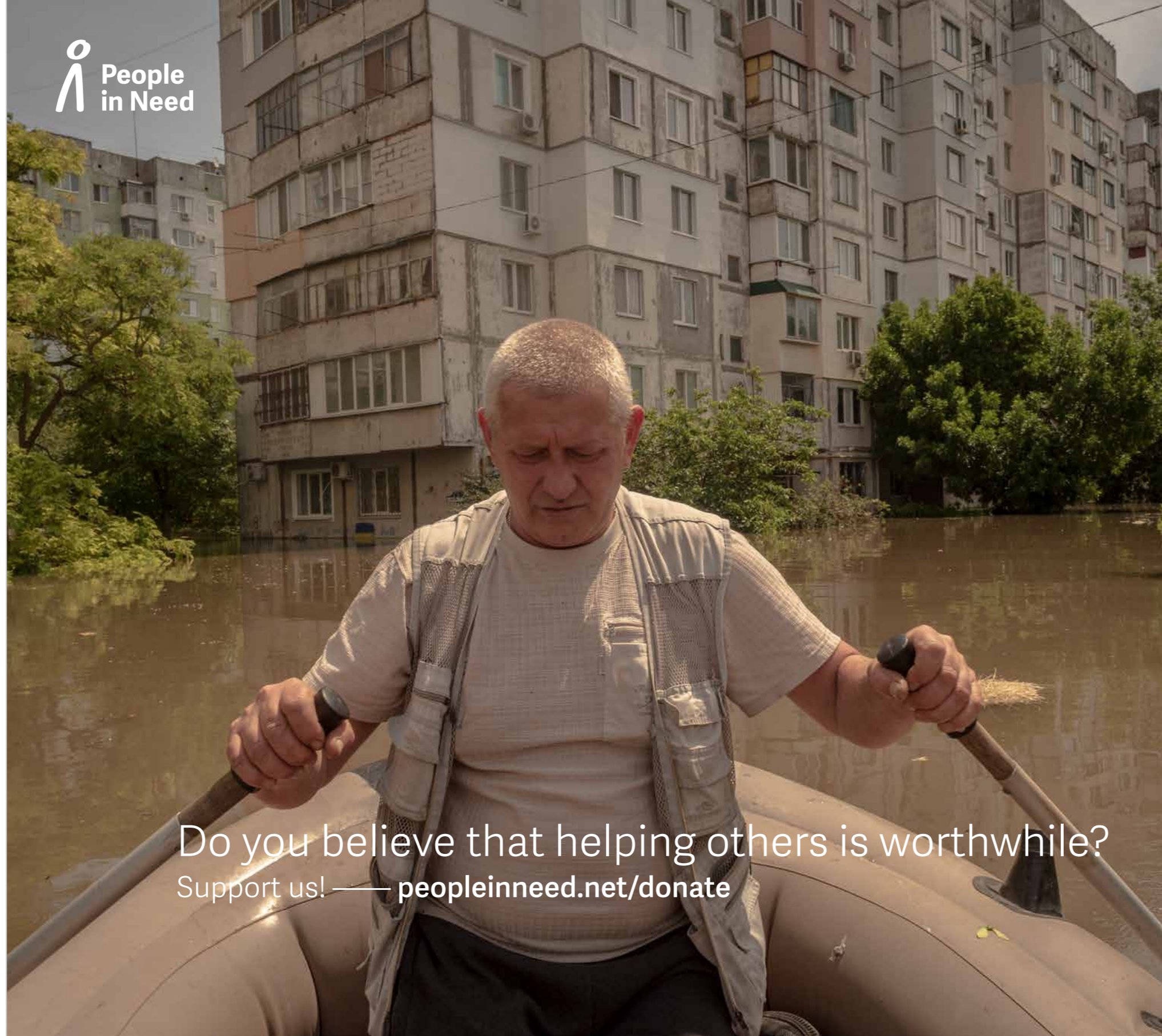
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#### Editors

Ladislav Brušík, Tereza Knížková, Eva Kroupová,  
Jan Kovalík, Ondřej Lukáš, Katarína Pleskot Kollárová,  
Milada Váchová, Barbora Vráblíková, Tomáš Vyhnálek,  
Václav Zeman and others

#### Translation

Scott Hudson

#### Proofreading

Dermot Nolan, Conor Plese

#### Graphic design

Jan Pospíšil

#### Photo on the title page

Children in Gaziantep, Türkiye. Photo: Kieran Seager

#### Photo on the back page

After the destruction of the Kakhovka Dam in Ukraine.  
Photo: Alberto Lores

#### Photos of Department Heads

Milan Votyčka, PIN archive

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address: People in Need, Šafaříkova 635/24, 120 00

Praha 2 | tel.: +420 777 787 943

e-mail: [mail@peopleinneed.cz](mailto:mail@peopleinneed.cz) | [www.peopleinneed.cz](http://www.peopleinneed.cz)

IČ: 25755277 | DIČ: CZ25755277