

Nederlandse Stichting

International Campaign for Tibet



Annual report

2022



**INTERNATIONAL
CAMPAIGN
FOR TIBET**



His Holiness checking out a block of ice from a glacier of Khardungla pass in Ladakh, presented to him to highlight the problem of melting glaciers.
(Photo: Tenzin Choejor)

Nederlandse Stichting
International Campaign for Tibet

Annual report 2022

Contents

Preface	4
Tibet Advocacy in Europe	6
European Union	6
Working on National Level in Europe	7
The Netherlands	7
United Nations	8
Cooperation with other civil society and human rights groups	8
Public Campaigns and Events	9
Communication and Information	11
Website, Social Media and E-mail Action	12
Newsletters	13
Press and Media	13
Publication and Reports	13
Fundraising and Information	14
Communication with donors	14
Financial Statements	19
Governance and Management of the Organization	42

Preface

A year of big changes

2022 was an important year for International Campaign for Tibet Europe, the board, the staff and for me personally.

In July 2022, the board and staff participated in a two days' retreat and came up with a strategy that we internally call the "Leiden Document". The three points that we agreed on were:

1. Transition from an established to a modern/professional organization
2. Strategic response to the changing political landscape in Europe and
3. One ICT: the continuous reflection and strengthening of this idea.

It is a highly important process that we have embarked upon with a motivated team that remains in Brussels unchanged, but in Amsterdam, now consists of a brilliant team of young employees. Personally, I feel greatly inspired by my new colleagues. Additionally, I would like to express my appreciation for the men and women who provide us with key services, enabling the smooth functioning of our organization.

Maintaining a constant dialogue with stakeholders is a priority for ICT. The organization continues to communicate with donors, experts, politicians, journalists, NGOs, and volunteers through various channels, including publications, newsletters, and personal contacts. ICT has a complaints procedure and regularly seeks feedback from donors to improve its services. The board evaluates its own performance annually.

ICT strives for optimal resource allocation by adopting multi-year policy plans and budgets, with annual plans and budgets derived from them. The implementation of activities is monitored through reports and evaluated against the budget and policy plan. The annual accounts are audited, and adjustments to the budget are proposed if necessary. NSICT focuses its expenditure on achieving its goals while keeping fundraising and administrative costs within approved limits. With a board-led management structure, the foundation implements policies through the Executive Director and staff and allocates resources efficiently.

The organization focuses on its mission to promote human rights and freedoms for the Tibetan people, amidst geopolitical shifts caused by the Ukraine war and the changing landscape in and around China. We would like to extend our heartfelt thanks to our donors and supporters, whose contributions have been instrumental in advancing our cause.



Wangpo Tethong
Executive Director

Strategy

To achieve our goals, we are committed to:

- Providing information on human rights violations in Tibet to governments, the Media, the general public and our own supporters;
- Mobilizing political support from governments, the European Union and the United Nations to put human rights violations in Tibet on their agenda;
- Gathering, analyzing and publishing information on human rights in Tibet;
- Raising funds in order to realize its activities;
- Conducting public campaigns, including for Tibetan political prisoners;
- Working with human rights defenders and organizations.

International Campaign for Tibet's focus in 2022 lay on the following four areas:

- Creating awareness of the Tibetan situation among the public and at the government and EU level;
- Implementing specific projects and campaigns to encourage Netherlands, and other European countries and EU institutions to actively promote the issue of Tibet on the political agenda;
- Introducing new fundraising programs and tools to enable sustainable operations in the future;
- Implementation of the Leiden Strategy in our daily work.

Mission

The International Campaign for Tibet (ICT) is a human rights organization dedicated to promoting the human rights and democratic freedoms of the Tibetan people.

Organization

ICT was founded in 1988 in the United States. In 1999, ICT's first foreign office was opened in Amsterdam: the Nederlandse International Campaign for Tibet (NSICT). ICT now has offices in Washington DC, Amsterdam, Berlin and Brussels.

Tibet Advocacy in Europe

European Union

In 2022, ICT's Brussels office continued to maintain close contacts with European institutions, including the European External Action Service and Members of the European Parliament, and to regularly provide them with information, updates and recommendations on the human rights situation in Tibet.

Ahead of the EU-China Summit, which took place online on 1 April, ICT notably joined other human rights groups in a [letter](#) urging EU leaders to dedicate adequate time at the meeting to discuss China's human rights abuses and providing concrete recommendations to secure positive change, including in Tibet. While Ukraine was the main focus of the summit's discussions, human rights featured for the first time as a specific point on the agenda and Tibet was raised under this point. ICT also welcomed the [remarks](#) of EU Council President Charles Michel following the Summit, in which he referred to Tibetans as a "people" and not a "minority" - a formulation long called for by ICT as it reflects the status of Tibet as an occupied country.

In advance of the Czech Presidency of the Council of the European Union starting on 1 July, ICT - in cooperation with Czechs Support Tibet - published a [briefing paper](#) containing key recommendations on how the Czech government could contribute to improve human rights in Tibet during the 6 months of its Presidency. The note was sent to the Czech Ministry of Foreign Affairs and the EU Policy Director Vincent Metten traveled to Prague to discuss it more in detail with Czech diplomats, parliamentarians and civil society. On 14 November, we also co-organized a high-level [conference](#) in the Czech Senate focusing on concrete ways in which the EU and the Czech Republic could support the Tibetan people in their struggle for freedom and democracy and to speak the truth about Tibet. Participants also expressed the need to reassess the policy of the EU and its member states on the legal status of Tibet, particularly in light of the war in Ukraine and China's disregard of international norms. Remarkably, the conference was made part of the official agenda of the Czech Presidency. Participation of high-level parliamentarians and officials from both the Czech Republic (Deputy Minister of Foreign Affairs of the Czech Republic, Vice-Presidents of the Czech Senate) and the European Union (EEAS representative, Member of the European Parliament) was also an evidence of both the broad support that Tibet enjoys amongst the Czech people and institutions and of the legitimacy of ICT for European policy-makers.



Organizers and participants to the conference on the occasion of the Czech EU Presidency in the Czech Senate on 14 November. (Photo: Ondřej Besperát)

Working on National Level in Europe

In 2022, we continued our work at the national level, maintaining regular contact with governments and parliaments in Europe to share information and advocate for Tibet.

The highlight of ICT's work at the national level this year was the visit of a delegation of the Tibetan Parliament-in-Exile to the Czech Republic, Lithuania, Sweden and the Netherlands in November. The visit, organized in collaboration with Offices of Tibet and local Tibet Support Groups, aimed at raising awareness about the alarming human rights situation in Tibet and to call for European support for the Tibetan vision of a democratic society in the heart of Asia. The delegation met with a number of parliaments and government officials, think tanks, as well as with members of civil society and Tibetans living in the visited countries. The tour was an opportunity to re-energise awareness on Tibet and support for the Tibetan cause there.



The TPIE delegation, ICT and Swedish Tibet Committee staff in front of the Swedish Parliament in Stockholm on 24 November. (Photo: ICT)



The TPIE delegation and staff from ICT and Czechs Support Tibet with the Mayor of the City of Prague Mr. Zdeněk Hřib on 17 November. (Photo: ICT)



During a public event organized by ICT and the Swedish Tibet Committee as part of the TPIE delegation visit to Sweden, 3 representatives of the Tibetan, Kurdish and Sami peoples exchanged on their similar struggles to protect their cultures, languages and identities that have long been under threat.

Following the French parliamentary elections (in the National Assembly) in June, we sent an advocacy letter to all members, encouraging them to reestablish the National Assembly's Tibet support group. In September, ICT's EU Policy Director was also able to travel to Paris to present - together with ICT researcher - ICT's new report on the persecution of Tibetan environmental defenders to a group of diplomats - mostly from Europe.

In October, ICT was able to present its new report on the persecution of Tibetan environmental defenders to a group of European diplomats based in Europe and in Asia (Delhi and Beijing) during a hybrid meeting in Paris. This meeting, which was facilitated by ICT's Brussels office, allowed ICT researchers to directly present the report's findings, and received positive feedback from participants.

The Netherlands

ICT is in regular contact with the Ministry of Foreign Affairs and contributes to the endeavors of the government to improve the human rights situation in the world. We are thankful for the good cooperation and would like to thank the government for regularly taking up the matter of Tibet on UN level.

We need to improve our contacts with the parliament and have a better understanding of how the media works. Despite some difficulties, we were able to launch some stories in the media and continue with our communication to the Members of the Tweedekamer.

United Nations

This year again, we contributed to the work of ICT's UN Team, regularly sharing information and updates on the human rights situation in Tibet with governments' missions in Geneva and relevant UN Special Procedures – including about individual cases such as Go Sherab Gyatso and a [submission](#) on cultural rights and sustainable development in Tibet.

We also participated in the three annual sessions of the UN Human Rights Council, where we delivered a total of ten oral statements on Tibet on behalf of the Helsinki Foundation for Human Rights. In addition, we organized or participated in a number of side-events to the Human Rights Council - including one on "Tibet climate crisis and the persecution of Tibetan environmental defenders" on 20 September which was well attended by governments' representatives.



Side-event co-organized by ICT and Helsinki Foundation for Human Rights in the margins of the 51st session of the UN Human Rights Council in Geneva on 20 September. (Photo: ICT)

Cooperation with other civil society and human rights groups

The visit of the delegation of the Tibetan Parliament-in-Exile to Europe in November was also an example of a successful cooperation between ICT, the Central Tibetan Administration and local Tibet Support Groups, including Czechs Support Tibet, Tibet House Lithuania and the Swedish Tibet Committee.

In October, ICT participated in the Congress of the International Federation for Human Rights (FIDH) of which it is a member. The Congress, held every three years, is an important moment for the 188 member leagues of FIDH to regroup and discuss thematic and geographic

priorities and determine the most effective means of strengthening the fight for greater protection of human rights. The event started with the Congress Forum held on 23 and 24 October at the Hôtel de Ville in Paris and which featured several roundtables and pitches by human rights defenders from all around the world - including a presentation on the persecution of environmental defenders in Tibet and on the role and activities of Tibetan Support Groups and Tibetan activists in exile by ICT's EU Policy Director Vincent Metten.

Public Campaigns and Events

The year 2022 was marked by significant events and activities undertaken by ICT and its affiliated organizations. ICT continued its relentless advocacy and nonviolent struggle for a democratic Tibet, the restoration of human rights, and the preservation of Tibetan culture. Despite ongoing challenges and human rights violations, ICT remained committed to raising awareness and mobilizing support for the Tibetan cause.



ICT's EU Policy Director Vincent Metten delivers a presentation about China's persecution of Tibetan environmental defenders at the FIDH Congress in Paris on 24 October. (Photo: ICT)



The Roundtable discussion on the future of Tibet, Asia and the Netherlands organised by ICT at Pakhuis de Zwijger in Amsterdam on 29 November. (Photo: Screenshot from the video recording of the event)

Below are some key events and initiatives undertaken throughout the year, among which the highlight was certainly the 'Dialogue for our future' conference with His Holiness the Dalai Lama on climate change, convened on International Earth Day, which brought together participants from various organizations to Dharamsala. The meeting aimed to address the urgent issue of climate change and its impact on the Tibetan Plateau.

February

- As the Beijing Olympics drew to a close, ICT emphasized the importance of putting pressure on the Chinese government to address human rights issues in Tibet, Hong Kong, and among the Uyghur population. We continued our tour through European capitals, with Dhondup Wangchen who was imprisoned in 2008 for his film about the Olympics that was covered widely in the media. Executive Director Wangpo Tethong and EU Policy Director Vincent Metten published opinion pieces in Dutch and Belgian newspapers.
- The Chinese government's statement claiming Taiwan as an indivisible part of China underscored the political nature of sports and the need to address human rights concerns.

March

- On the 63rd anniversary of the Tibetan Uprising Day, ICT expressed solidarity with Tibetans and highlighted the worsening situation in Tibet during demonstrations in The Hague and in Brussels.
- The Geuzen Medal, awarded to ICT in 2005, was celebrated in Vlaardingen, honoring the organization's relentless, nonviolent struggle for a democratic Tibet and the restoration of human rights.



Protest in Brussels on the occasion of the Tibetan Uprising Day on 10 March 2022. (Photo: ICT)



ICT's Executive Director Wangpo Tethong gives a Rangzen (freedom) bracelet to a sympathizer during the protest on the Tibetan Uprising Day in front of the Chinese Embassy in The Hague on 10 March 2022.

April

- ICT urged the European Union to include Tibet on the agenda of the EU-China summit, emphasizing the need to address self-determination and human rights of Tibetans and support the resumption of the Sino-Tibetan dialogue. The upcoming summit presented an opportunity for EU leaders to oppose human rights violations in China and advocate for unimpeded access to Tibet and all of China for foreign diplomats, parliamentarians, experts, journalists, and NGOs.
- His Holiness the Dalai Lama met with participants in a [Dialogue for Our Future](#), organized by various organizations including ICT, EURAC, Czech Support Tibet, and the Tibet Policy Institute, on Earth Day in Dharamsala.



ICT's Executive Director Wangpo Tethong speaking at the Dialogue for our Future event in Dharamsala in April 2022.

May

- Eva van Tulden embarked on a bicycle tour across the Netherlands, seeking support for the production of Tibetan letter blocks to benefit young Tibetan children.

- ICT's petition to Dutch Prime Minister Mark Rutte and EU leaders highlighted the abduction of Gedhun Choekyi Nyima, the recognized reincarnated Panchen Lama, by Chinese authorities in 1995.



Eva van Tulden kicks off her bike journey in Utrecht. (Photo: ICT)

July

- ICT expressed dissatisfaction with Vrije Universiteit Amsterdam's report on cooperation with China, raising concerns about potential implications for human rights.
- ICT invited its supporters to celebrate the birthday of His Holiness the Dalai Lama together.



Tibetan Community in The Netherlands Chairman Dawa Tsering, his colleagues from TCNL and Wangpo Tethong preparing to cut the birthday cake of His Holiness.

October

- Tsering Tsomo, Director of the Tibetan Centre for Human Rights and Democracy, visited ICT's Amsterdam office as part of her European tour, fostering collaboration with various organizations and ministries.
- An opinion piece by Executive Director Wangpo Tethong emphasized the significance of Tibet for the future of Asia and Europe, encouraging optimism amid the meeting of the Communist Party in Beijing.
- On 31 October 2022, ICT sent an [open letter](#) to the Dutch Prime Minister Mark Rutte and asked for a meeting to discuss the Chinese intimidation of Dutch and Tibetans in the Netherlands. The letter was co-authored by the Tibetan Community Nederland and Tibet Support Groep Nederland. ICT received a written response by the Ministerie van Algemene Zaken.

November

- On 29 November 2022, ICT organized a roundtable discussion on the future of Tibet, Asia and the Netherlands at Pakhuis de Zwijger in Amsterdam as part of the TPiE visit to the Netherlands. The speakers were Youdon Aukatsang, Harry van Bommel and Wangpo Tethong and the discussion was moderated by Kunsel Rinchen Dorjee. The event was recorded and the video published on [Youtube](#).
- The letter to Prime Minister Mark Rutte was followed up with media work leading to some newspaper articles

December

- On 10 December 2022, ICT organized a protest on the Dam Square in Amsterdam to commemorate the Human Rights Day. The protest was organized along other Tibetan, Uyghur, Hongkonger, Mongolian and Chinese organizations.

Throughout 2022, ICT remained steadfast in its mission to advocate for a democratic Tibet, defend human rights, and raise awareness about the Tibetan cause. By organizing events, workshops, and initiatives, ICT successfully engaged with various stakeholders, including governments, organizations, and the public. Despite ongoing challenges, ICT's commitment to preserving Tibetan culture and promoting the well-being of Tibetans remained unwavering.

Communication and Information

The various communication channels are being used more and more effectively, each with its own clear objective. ICT's website serves as the basic platform for online communication, on which the most extensive information about campaigns or news are shared with ICT supporters. ICT uses email and social media channels to direct people to the website to share more detailed news and related campaigns, to ask signatures for petitions, to purchase items in ICT's webshop, to fill out forms with contact information, or to make a donation. E-mail is used primarily to reach the Dutch supporters, Facebook is used to direct both the Dutch community and new Dutch leads to the website and finally Twitter is used to direct the press and politicians to the website. The social media channel Instagram has a different approach and focuses on a younger, more international target audience. In addition, ICT continues to proactively inform the Dutch press with reports and press releases for campaigns, in order to draw more attention to Tibet within the regular media (newspapers, TV, radio). One absolute highlight of the past year was the special news item of Nieuwsuur about Tibet on Dutch television and Youtube.

Website, Social Media and E-mail Action

ICT's websites (savetibet.nl, in Dutch and savetibet.eu, in English with a section in French) are the basis from which all up-to-date information regarding online campaigns, events, Tibet Talks Europe, webshop products, and news can be found. The website complies with current requirements for user-friendliness and experience.

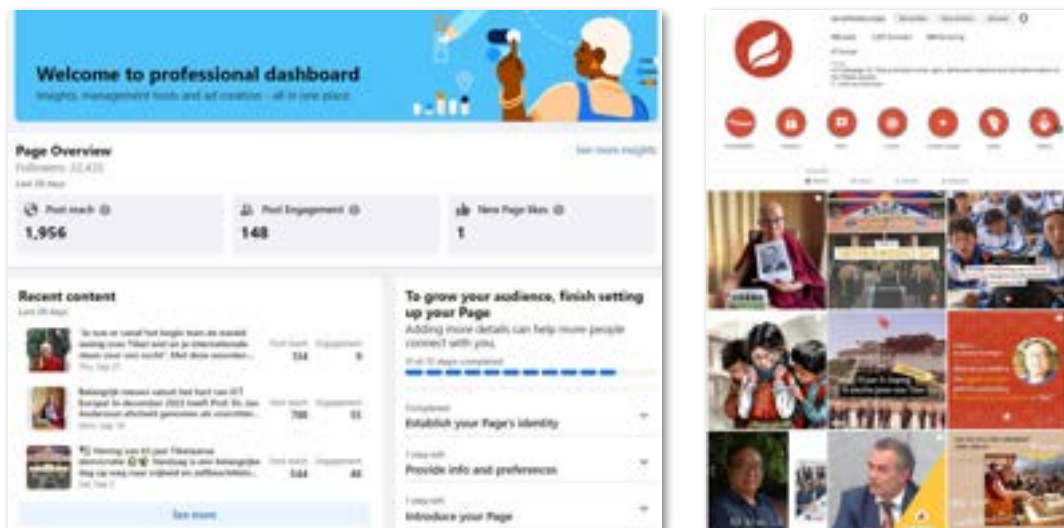
- *From Jan-July 2022 savetibet.nl achieved 180,737 page views, which is an increase of 132% compared to the same period in the previous year (Jan-June 2021). In addition, the bounce rate of the website (the percentage of people who did not view more than 1 page of the site), decreased from 53% to 25,34%.*
- *From Jan-December 2022, savetibet.eu achieved 11,909 page views, a decrease of 12,35 compared to 2021. The bounce rate of the website is 68,22 % (a decrease of 8,59% compared to 2021).*

ICT's social media channels are constantly being developed in order to reach a broader and younger audience.

	ICT's Amsterdam office	ICT's Brussels office
Instagram	1,333 followers	NA (no Instagram account)
Facebook	22,822 followers	2,491 followers
Twitter	792 followers	1,067 followers
E-mail	23,388 contacts	NA (no fundraising activities)

- Between 1 January 2022 and 31 December 2022, the Facebook page of ICT's Amsterdam office reached 32,905 accounts, a decrease of 92.5% compared to the figures of 2021. In the same period, ICT's Instagram page reached 4,451 accounts, a decrease of 23.1% compared to 2021.
- Between 1 January 2022 and 31 December 2022, the Facebook page of ICT's Brussels office reached 28,496 accounts - an increase of 30.4% compared to the previous year.

On 31 December 2022, ICT had a total audience of 22,760 contacts, a decrease of 2.68% from 23,388 contacts in June 2021. From these contacts 17,740 (77.9%) are active subscribers to the emails. From the total audience, 65.2% is female and 33% male, and most contacts are between the ages of 45-54, 55-64 and 65+. This target audience is similar to the offline membership program.



ICT Europe Facebook and Instagram screenshots.

Newsletters

Since January 2020 ICT has shared a monthly e-newsletter called 'Tibet Journaal' to all active subscribers, in which ICT shares recent news from Tibet on the website, campaign updates, events and promotions for 'newer' social media channels Twitter and Instagram, and a highlighted webshop product. The newsletters promotions consistently increase the activity on the webshop.

This year, ICT's Brussels office also published two editions (both available in English and in French) of the [Tibet Brief](#) - an electronic newsletter providing policy-makers with concise updates on the situation in Tibet and on Tibet-related political initiatives both within Europe and abroad. The Tibet Brief was paused from September due to practical reasons, but should be relaunched in a new format by the end of 2023.



Tibet Journaal summer and winter 2022 edition.

Examples of newsletters sent in 2022.

Press and Media

In 2022, we continued to make sure that Tibet-related news reaches Dutch and European audiences by regularly providing media outlets with press releases, reports, opinion pieces and interviews.

Ahead of the Beijing Winter Olympics, an [opinion piece](#) by ICT's Executive Director Wangpo Tethong was for example published, including a French version in Belgium newspaper *La Libre*. On 19 January, ICT's EU Policy Director Vincent Metten also participated in a [programme](#) of Belgian news channel LN24 in which he talked amongst others about China's sinicization efforts in Tibet. The visit of the delegation of the Tibetan Parliament-in-Exile in November also received good coverage by national media of the countries visited, including press conferences in the Czech Republic and Lithuania, where the visit was also [covered](#) by national television *LRT televizija*.



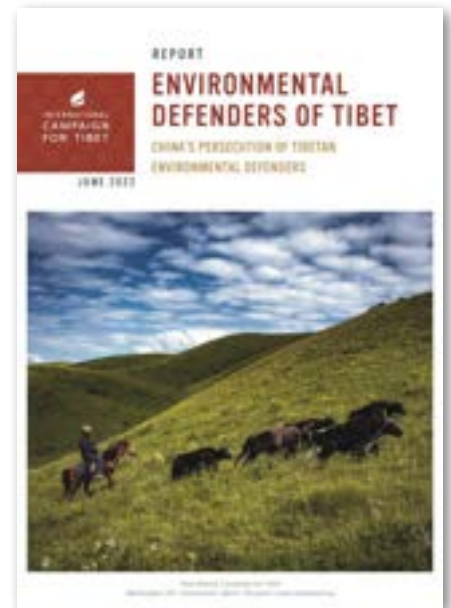
Some examples of media activities and outputs in 2022.



Publication and Reports

Producing and diffusing reports is a crucial aspect of our work as it allows us to inform not only the professional community but also the general public about the situation in Tibet.

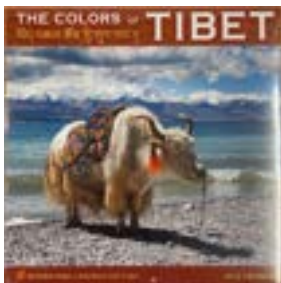
Last year, ICT notably published a [new report on the persecution of Tibetan environmental defenders](#) - released on the occasion of World Environment Day on 5 June. The report was received with great interest by our interlocutors both at the UN and on a national scale.



Sales

ICT sells a small range of products made in India and Nepal by Tibetan ex-political prisoners and refugees. The range includes: books, bags, prayer flags, CDs, DVDs, ICT reports, the Tibetan flag, postcards, Tibetan Rangzen freedom bracelets, incense, bookmarks with quotes from the Dalai Lama, key-chains and mouth caps with 'I love Tibet' on them.

Every year, ICT releases a Tibet calendar with different themes each time. In 2022, 421 copies were sold of the 2023 calendar 'Colors of Tibet'. This year the most-sold products were the 2023 calendars, Rangzen bracelets, Mandala wish cards and the Large Dolma Incense.



Fundraising and Information

Communication with donors

ICT is committed to preserving the Tibetan culture of compassion and wisdom and to human rights, democratic freedoms and self-determination for the Tibetan people. To accomplish this mission, ICT organizes: (lobbying) activities; campaigns; online, and offline actions and communications. For these activities, fundraising is indispensable.

We recovered in 2021 and 2022 from the global Covid pandemic, but due to the long absence of some co-workers due to health reasons, ICT's fundraising activities were less broad compared to previous years. We tried to keep the impact minimal by carrying out as many planned activities as possible.

The ongoing financial and action-related support of ICT's loyal donors ensure continuity of the organization and most importantly, they make ICT's work for Tibet possible. The fundraising program primarily serves as a means of raising finances for ICT's activities. In addition, the fundraising activities are a means to go deeper into current core issues for Tibet and to realize solidarity for Tibet and involvement in ICT's activities among its donors, such as signing petitions and distributing news.

In 2022, there were once again many loyal donors who supported ICT and its goals, both financially and with actions. The active donor base underwent a 5% decrease in 2022, a decreasing trend in the active donor base that we saw in recent years. At the end of 2022, ICT in the Netherlands had over 13.751 active donors of which 10,72027 direct debits. ICT has a solid direct mail fundraising program, with room for improvement in its contact strategies, online fundraising, and differentiation in communication with different target groups of donors. The strategy behind the fundraising program is to offer the best possible customized donor program based on the relationship the donor has with ICT, informing the donor about the work of ICT, the use of donations, and providing the opportunity to additionally support the work of ICT with gifts and actions.

ICT's fundraising strategy is a continuation of 2022, with some significant changes. ICT has been working with a fundraising agency for strategy, copywriting and design since 2020. This change in approach has resulted in the building -of in-house know-how of-, and more flexibility in the fundraising program, as well as the secondary benefit of lower costs for consulting and for direct mail production compared to previous years.

Database management

An accurate database registration is important to be able to implement a personalized and accurate contact strategy with the donors. Therefore, a lot of attention is paid to the quality of the database itself, the database administration and the database management.

To achieve data quality and personalisation, ICT switched from a legacy database to a new CRM system in 2021.

In line with previous years, in 2021 attention was paid to optimizing the processes to keep donor data as accurate as possible, in order to inform them optimally, of course in line with the Dutch privacy regulations (AVG).

Permissions

A solid authorization program provides ICT with long-term financial security, and revenue from authorizations is a large income earner at over 75%. Therefore, retention of direct debit donors and recruitment of new donors receives special attention from ICT. Existing direct debit donors are very loyal, retention is around 85%. These donors are kept informed about ICT's activities through mail, emails, news releases and campaigns on the ICT website and Social media posts.

Despite these activities, and partly due to not being able to conduct events and face-to-face fundraising in 2021, ICT is seeing a decline in the number of donors of about 6% over the past year.

Bequests and legacies

Figures from charities show that in recent years, income from bequests has been growing. ICT also offers this opportunity with a special program called the Mandala Society, whose members want to include ICT in their wills. Members of the Mandala Society receive special invitations to events, personalized information, important updates, and a copy of all our publications and reports. In 2022, ICT continued the strategy developed in 2017, with a particular focus on personal attention to this group.

In addition, ICT informs its donors through its bi-annual newsletter: 'Tibet Journal' and through its website about the possibility of supporting ICT with an estate, to attract new members for the Mandala Society.

In 2022, there were 29 donors who are members of the Mandala Society, 12 donors who are going to include ICT in their wills, 9 donors who are likely to include ICT in their wills, and 233 warm leads for the Mandala Society. ICT received a total of € 16000 in bequests in 2021.

Periodic Giving

Periodic Giving is a fiscally beneficial way for a donor to give to charities for a longer period. The donor commits himself through an agreement to support a non-profit organization with ANBI registration for at least five consecutive years for a fixed donation amount. In total, ICT has notarized donation agreements for a total amount of €97,675 in 2022 (compared to €110,543 in 2020). ICT thanks recurring donors in 2022 as part of the high & middle donor thank you strategy.

Major & middle donor program

At ICT, we thank donors who, from their commitment to Tibet and ICT, donate generous amounts in a personal way with written communication. Among these donors, we distinguish between middle donors and major donors based on the total amount of their gifts to ICT. Among other things, these donors are personally invited to special events such as the Tibet Talks Europe (online) events organized by ICT.

As a human rights organization, our work for Tibetan (former) political prisoners has always been integral. Over the years, together with our donors and supporters, we have conducted many campaigns for their release, often successfully. The special appeal letter and leaflet that ICT sent to donors in the spring is, next to the Renewal mailing, the best direct mailing of 2022 in terms of donor response and revenue for ICT.

Annual Mailing

All ICT donors received an annual mailing at the beginning of the year. This letter contained a brief overview of the activities in the past year and the spearheads for the coming year. With this annual mailing we ask for a contribution to ICT for the upcoming activities for the benefit of Tibet.

Newsletters

ICT's newsletter Tibet Journaal is one of the main communication tools to keep donors informed about the human rights situation in Tibet and ICT's activities in the Netherlands and worldwide. In it, we also introduce new fundraising programs such as the webshop and periodic giving and bequests. In 2022, two newsletters were sent to all ICT donors and sympathizers.

Integration online - offline fundraising

During campaigns, ICT integrates its education and fundraising activities, both through online and offline. The online channel is becoming increasingly important for ICT to generate donations, and 2019 has seen an additional focus on this since the go-live of ICT's new website. In 2022, ICT sent out emails to its online database of approximately 21,000 subscribing email addresses. In addition to the newly-introduced monthly online newsletter 'Tibet journaal' which is sent monthly to ICT's donors and supporters, ICT sent campaign-specific emails and fundraising emails that complement offline fundraising channels.

Complaint handling

ICT strives to be as serviceable as possible to its supporters and donors. The majority of incoming complaints are administrative in nature and a number of complaints have to do with the content of the mailing program. In 2022, a total of 3 complaints were received (by mail, email, the website or by phone). ICT received 2 complaints about administrative errors, 1 complaints about fundraising and communication (for example, a complaint about telemarketing or a mailing not received).

Budget 2022

Summary of the budget for the year following the reporting year

	<u>Budget 2022</u>	<u>Actual 2022</u>	<u>Budget 2023</u>
	€	€	€
Benefits			
Donations and gifts from mailings	1.055.810	892.401	894.589
Special donations	7.500		121.510
Legacies		33.776	77.500
Result sold articles		-5.172	
Total benefits	<u>1.063.310</u>	<u>921.005</u>	<u>1.093.599</u>
Expenditures			
Expenditure on goal 'creating Tibet awareness'	1.251.138	730.453	127.366
Costs of fundraising	284.812	219.165	637.848
Costs management and administration	65.990	161.919	800.691
Total expenses	<u>1.601.940</u>	<u>1.111.537</u>	<u>1.565.905</u>
Balance of income and expenses	-538.630	-190.532	-472.306
Financial income and expenses			
Result	<u>-538.630</u>	<u>-190.532</u>	<u>-472.306</u>
Expenditures in percentage of the benefits			
	<u>Budget 2022</u>	<u>Actual 2022</u>	<u>Budget 2023</u>
	%	%	%
Expenditure on goal 'creating Tibet awareness'	117,66	79,31	11,65
Costs of own fundraising	26,79	23,80	58,33
Costs management and administration	6,21	17,58	73,22

Financial Statements

Balance sheet as at 31 December 2022

(After proposal distribution of result)

	31-12-2022		31-12-2021	
	€	€	€	€
ASSETS				
Fixed assets				
Intangible assets	1	26.549		45.060
Property, plant and equipment	2	11.123		15.230
Current assets				
Inventories and work in progress	3	7.734		13.846
Receivables	4	30.071		39.061
Cash and cash equivalents	5	897.834		1.085.641
		<u>973.311</u>		<u>1.198.838</u>
LIABILITIES				
Reserves				
Continuity reserve	6	816.550		905.159
Designated reserves	7	57.461		159.385
Appropriation funden (private)	8	10.742		10.742
		<u>884.753</u>		<u>1.075.286</u>
Shortterm liabilities	9	88.558		123.552
		<u>973.311</u>		<u>1.198.838</u>

Statement of activities for the year 2022

		2022	Budget 2022	2021
		€	€	€
Benefits	10			
Donations and gifts from mailings	11	892.401	1.063.310	1.084.347
Legacies	12	33.776	-	16.000
Result sold articles	13	5.172	-	1.657
		<u>921.005</u>	<u>1.063.310</u>	<u>1.102.004</u>
Expenses				
Expenditure on goal "creating Tibet awareness"	14	730.451	1.251.138	857.861
Costs of own fundraising	15	219.165	284.812	235.866
General expenses	16	161.922	65.990	136.846
Total of sum of expenses		<u>1.111.538</u>	<u>1.601.940</u>	<u>1.230.573</u>
Total of net result		<u>-190.533</u>	<u>-538.630</u>	<u>-128.569</u>
Appropriation of result				
Continuity reserve		-88.609		-128.569
Designated reserve reorganization		-93.924		-
Designated reserve preservation Tibetan language		-8.000		-
		<u>-190.533</u>		<u>-128.569</u>

Cash flow statement for the year 2022

		2022		2021	
		€	€	€	€
Total of cash flows from (used in)					
operating activities					
Operating result			-190.533		-128.569
Adjustments for Depreciation			23.527		17.109
Changes in working capital					
Decrease (increase) in inventories	3	6.112		-2.949	
Decrease (increase) in other receivable		8.990		-23.907	
Increase (decrease) in other payables	9	-34.994		36.087	
			-19.892		9.231
Total of cash flows from (used in)					
operating activities					
			-186.898		-102.229
Total of cash flows from (used in) investment activities					
Purchase of intangible assets	1	-		-55.592	
Purchase of property, plant and equipment	2	-909		13.990	
Total of cash flows from (used in)					
investment activities					
			-909		-41.602
Total of increase (decrease) in cash and cash equivalents					
			-187.807		-143.831
Movement in cash and cash equivalents					
Cash and cash equivalents at the beginning of the period			1.085.641		1.229.472
Increase (decrease) cash and cash equivalents			-187.807		-143.831
Cash and cash equivalents at the end of the period			897.834		1.085.641

Notes to the financial statements

Entity information

Registered address and registration number trade register

The registered and actual address of Nederlandse Stichting International Campaign for Tibet is Funenpark 1 D, 1018 AK in Amsterdam, Netherlands. Nederlandse Stichting International Campaign for Tibet is registered at the Chamber of Commerce under number 34119094.

General notes

The most important activities of the entity

The activities of Nederlandse Stichting International Campaign for Tibet mainly consist of: to raise funds in order to be able to give financial support to projects that seek to improve the actual economic and social conditions of the people of Tibet and the Tibetan community in exile and to further the knowledge of peoples and governments about the cultural, historical and religious values of Tibet and to promote international interest in the preservation of those values.

The location of the actual activities

The actual address of Nederlandse Stichting International Campaign for Tibet is Funenpark 1 D, 1018 AK in Amsterdam.

General accounting principles

The accounting standards used to prepare the financial statements

The financial statement is drawn up in accordance with the provisions of Title 9, Book 2 of the Dutch Civil Code and the firm pronouncements in the Dutch Accounting Standards, as published by the Dutch Accounting Standards Board ('Raad voor de Jaarverslaggeving') and specific the RJ Guideline 650 Fundraising Foundations.

Assets and liabilities are generally valued at historical cost, production cost or at fair value at the time of acquisition. If no specific valuation principle has been stated, valuation is at historical cost.

Continuity

The principles of valuation and determination of the result used in the present financial statements are based on the going concern assumption of the foundation.

Conversion of amounts denominated in foreign currency

The financial statement is presented in euros, which is the functional and presentation currency of Nederlandse Stichting International Campaign for Tibet.

Accounting principles

Intangible assets

Intangible fixed assets are stated at historical cost less amortisation. Impairments are taken into consideration; this is relevant in the event that the carrying amount of the asset is higher than its realisable value.

Property, plant and equipment

Tangible fixed assets are valued at acquisition costs or production costs plus additional costs less straight line depreciation based on the expected life, unless stated otherwise. Impairments expected on the balance sheet date are taken into account.

Subsidies on investments will be deducted from the historical cost price or production cost of the assets to which the subsidies relate.

Inventories

Inventories (stocks) are valued at historical cost or production cost or lower realisable value.

Receivables

Receivables are valued at nominal value, less any provision for doubtful debts. The provision is based on the individual evaluation of each receivable.

Cash and cash equivalents

Cash at banks and in hand represent cash in hand, bank balances and deposits with terms of less than twelve months. Overdrafts at banks are recognised as part of debts to lending institutions under current liabilities. Cash at banks and in hand is valued at nominal value.

Reserves

There have been made difference between reserves and funds. The reserves exists of a continuity reserve, which can be seen as a general reserve, and designated reserves. In reporting terms this concerns freely disposable reserves. The continuity reserve is the part of the equity that is not specially allocated by third parties or by the foundation. The continuity reserve is intended to cover the short and medium term risks.

Designated reserves are the part of the equity that is specially allocated for a special purpose. There are no obligations regarding these designated reserves.

Funds are intended by third parties for a specific purpose.

Current liabilities

The short term liabilities are valued at nominal value and have a maximal maturity of one year.

Accounting principles for determining the result

Income for the Foundation is taken up as soon as it is received, or formally promised in writing. Income from legacies is taken up during the financial year in which the amount of the legacy can be reliably established.

Costs are taken up as soon as the associated service has been supplied and debt has become payable for the Foundation, or when the Foundation has irrevocably incurred the liability.

Pensioncosts

Nederlandse Stichting International Campaign for Tibet applies the liability approach to account for all pension schemes. The premium payable during the reporting year is recorded as an expense. Prepaid contributions are reported as accrual if this results in a repayment or a reduction in future payments. Contributions that are not yet paid are included as a liability in the balance sheet.

Allocating of costs to activities

The RJ Guideline 650 'Fundraising Foundations', stipulates that the costs related to the organisation itself, must be itemised under various cost categories.

Goede Doelen Nederland has issued guidelines in respect of the costs that must be attributed to the cost of management and administration. This includes the cost of Board of Directors (100%), the Managing Director (100%), the general secretariat (100%), finance, planning & control (100%), and, pro rata insofar as the costs cannot be attributed to specific activities, ICT, accommodation and general and technical services, human resources, salaries and wages and the cost of hiring staff, legal expenses, communication, donor administration, service centre and project administration.

The VFI recommends the use of identical definitions by all fundraising institutions. However, in view of the explanation provided below, the NSICT (Nederlandse Stichting International Campaign for Tibet) deviates from this.

Nederlandse Stichting International Campaign for Tibet is a small organisation with limited means for allocating staff to specific functions. Staff members are all rounders, and are deployed across as wide a range of tasks as possible. Each year, the Executive Director will, based on the best of her knowledge, estimate the hours that staff members will devote to the various activities (objectives, fundraising and management and administration). Based on this estimate, labour costs of individual employees, including employer contributions, will be attributed to the activities referred to, expressed as a percentage of total payroll costs. These percentages are also applied to the attribution of other overhead expenses insofar as they are not directly attributable to a specific activity.

	2022	2021
United Nations	2,79%	3,44%
Political prisoners	1,14%	5,16%
European Institutions	1,36%	2,68%
Dutch Government	8,79%	7,76%
Tibetan Empowerment	3,54%	5,35%
Chinese Outreach	0,00%	0,00%
Other activities / research, monitoring	0,50%	1,77%
Events, Campaign	10,10%	8,80%
Management and administration	29,73%	22,41%
Communication / information	16,31%	20,23%
Fundraising	25,75%	22,41%
Total	<u>100,00%</u>	<u>100,00%</u>

Direct expenses of mailing campaigns for Tibet awareness.

All costs associated with mailing campaigns with the direct or indirect objective of encouraging people to donate money for one or more purposes, are designated as the cost of own fundraising activities. In the event that activities are of a mixed nature, (provision of information and fundraising at the same time) the costs are split.

Without fundraising, the Nederlandse Stichting International Campaign for Tibet has no rationale for its existence. However, in the case of mixed activities (providing information to the public/raising awareness and fundraising), the provision of information to the public will take precedence. This is carefully monitored for every mailing campaign to be carried out.

The information material is periodically and critically assessed by the Executive Director, to see whether this principle is still being adhered to. If the outcome significantly departs from the principles chosen, the formula for allocating costs to providing information/raising awareness, on the one hand, and to fundraising, on the other, will be adjusted at the start of the new financial year.

The Executive Director have provided the following explanation for the allocation of costs associated with various mixed mailing campaigns:

Discription campaign	% Costs of activities		% Costs of fundraising	
	2022	2021	2022	2021
Telemarketing, prospect mailings, special appeals, e.d.	65	65	35	35
Newsletters	100	100	0	0
Online	90	90	10	10
Database management and maintainance	40	40	60*	60*
Consultancy fee	65	65	35	35

*Whereof 10% management and administration.

Cash flow statement

The cash flow statement has been prepared using the indirect method. The cash in the cash flow statement consists of cash and cash equivalents.

Cash flows in foreign currencies have been converted at an estimated average exchange rate.

Notes to the balance sheet

Assets

Fixed assets

1 Intangible assets	Database
	€
Book value as at 1 January 2022	45.060
Amortisations	-18.511
Book value as at 31 December 2022	26.549
Amortisation rates	33,33

2 Property, plant and equipment	Inventory	Other inventory	Equipment	Total
	€	€	€	€
Balance as at 1 January 2022				
Cost or manufacturing price	18.683	12.279	29.516	60.478
Accumulated depreciation	-18.683	-12.279	-14.286	-45.248
Book value as at 1 January 2022	-	-	15.230	15.230
Movements				
Additions	-	-	909	909
Depreciation	-	-	-5.016	-5.016
Balance movements	-	-	-4.107	-4.107
Balance as at 31 December 2022				
Cost or manufacturing price	18.683	12.279	30.424	61.386
Accumulated depreciation	-18.683	-12.279	-19.301	-50.263
Book value as at 31 December 2022	-	-	11.123	11.123
Amortisation rates	33,33	25,00	20,00	

Current assets

3 Inventories and work in progress	31-12-2022	31-12-2021
	€	€
Supply books, materials, reports etc.	7.734	13.846

4 Receivables	31-12-2022	31-12-2021
	€	€
Other receivables and accrued income	12.537	28.812
Current account ASR	17.534	10.249
	<u>30.071</u>	<u>39.061</u>

Other receivables and accrued income

Guarantee deposit	175	175
Prepaid housing expenses	251	1.968
Other prepaid expenses	12.111	26.669
	<u>12.537</u>	<u>28.812</u>

5 Cash and cash equivalents

Cash	1.399	1.604
ING Bank	40.314	23.380
ING (BE)	610	9.293
Triodos Bank	111.507	111.584
Deposit	744.004	939.780
	<u>897.834</u>	<u>1.085.641</u>

Pledged 'Liquid assets'

The cash and cash equivalents are not freely available for an amount of € 5.751. This concerns a ING account for an amount of € 5.751.

Liabilities

6 Reserves	Continuity reserve	Designated reserves	Appropriation funden (private)	Total
	€	€	€	€
Balance as at 1 January 2022	905.159	159.385	10.742	1.075.286
Change from net income	88.609	101.924	-	190.533
Balance as at 31 December 2022	<u>816.550</u>	<u>57.461</u>	<u>10.742</u>	<u>884.753</u>

Continuity reserve

The board of directors strive to maintain equity at a level sufficient to guarantee continuity in the event of disappointing levels of income. In 2004, the Goede Doelen Nederland presented the 'Reserves of Charity Institutions' guideline. Nederlandse Stichting International Campaign for Tibet subscribes to this guideline and is conscious of the fact that donors expect the funds raised to be spent quickly and efficiently. In accordance with the guideline, the maintenance

or accrual of reserves is permitted in a limited number of cases. One option raised by Goede Doelen Nederland, is the maintenance of a continuity reserve to cover both shortterm and longterm risks. In these annual accounts, the Continuity reserve only covers the shortterm risks, which, in accordance with the guideline, is set at a maximum value of 1.5 times the annual operating expenses of the organization. This maximum as per end of 2022 was calculated as follows:

	<u>2022</u>
	€
The amount of the continuity reserve is rounded above.	
Salary and wage costs	581.993
Consultancy fees	
Housing expenses	39.516
Overheads and general expenses	111.324
Depreciation	23.527
Communication costs	11.484
Other costs from the work organization	78.174
Subtotal	<u>846.018</u>
Maximum of the continuity reserve (factor 1.5)	<u>1.269.027</u>

7 Designated reserves

	<u>31-12-2022</u>	<u>31-12-2021</u>
	€	€
Designated reserve reorganization	-	93.924
Designated reserve preservation Tibetan language	57.461	65.461
	<u>57.461</u>	<u>159.385</u>

Designated reserve reorganization

	<u>2022</u>	<u>2021</u>
	€	€
Balance as at 1 January	93.924	93.924
Movements	-93.924	-
Balance as at 31 December	<u>-</u>	<u>93.924</u>

Designated reserve preservation Tibetan language

Balance as at 1 January	65.461	65.461
Appropriation of result	-8.000	-
Balance as at 31 December	<u>57.461</u>	<u>65.461</u>

8 Appropriation funden (private)	31-12-2022	31-12-2021
	€	€
Political prisoners fund	10.742	10.742
	<hr/>	<hr/>
9 Shortterm liabilities		
Trade payables	19.387	42.455
Payables relating to taxes and social security contributions	7.886	5.454
Other liabilities and accrued expenses	61.285	75.643
	<hr/>	<hr/>
	88.558	123.552
	<hr/>	<hr/>
Payables relating to taxes and social security contributions		
Wage tax	7.886	5.454
	<hr/>	<hr/>
Other liabilities and accrued expenses	31-12-2022	31-12-2021
	€	€
Audit and consultancy costs	27.716	25.289
Holiday allowance	17.449	19.272
Outstanding holidays	12.588	8.776
Net wages	2.279	12.137
Administration costs	1.253	1.251
Other amounts payable	-	8.918
	<hr/>	<hr/>
	61.285	75.643
	<hr/>	<hr/>

Off balance sheet rights, obligations and arrangements

Disclosure of off balance sheet commitments

Bank guarantee

From december 23, 2015 there is a bankguarantee provided to Dutchprop 6 B.V. for an amount of € 5.571.

Rental obligations

With effect of January 1, 2016 there is a rental agreement with Dutchprop 6 B.V. in Groningen for the rental of office space at the adress: Funenpark 1D, 1018 AK Amsterdam. The agreement extended untill December 31, 2025. the agreement can be extended for periods of 5 years. the rent (excluding service charge and compensation for loss of BTW deduction of the owner) for 2022 is € 19,501.

CBF Recognition

For the conduct of the CBF Recognition, an approval agreement has been concluded with the Central Bureau for Fundraising. The agreement has been entered into for an indefinite period of time. The agreement may be terminated with a notice period of 6 months. Yearly is a fee which depends on the income from own fundraising and, where applicable, change apply or showing sales articles. The annual fee, price of level by 2022, ranges from € 713 at earnings to revenue of € 300,000 to € 20,700 at earnings to revenue of €22,700,000 and above.

Fundraising activities

With effect from January 1, 2020 there is an agreement with Keystone for fundraising activities. The agreement is may be terminated monthly with a notice period of 1 month. The fixed yearly fee is € 36,000.

Software services

There is an agreement with iFunds Netherlands B.V. concerning Engage 365 Fundraising, applicationsoftware with including relationship and financial management, data analysis and email marketing module. The agreement extended to April 30, 2024. the fixed annual price is approximately € 20,295. This is exclusively of the agreed processing costs.

There is an agreement with Solimas B.V. (before Netdata Systems B.V.) for management and maintenance of automation environment of the foundation. The agreement has been entered for a period of 12 months and can be tacitly renewed with periods of 12 months. The agreement is renewed in 2021 and ends with april 8, 2022.

Post delivery

With effect from January 1, 2019 there is an agreement with PostNL B.V. for post delivery. The agreement ends with December 31, 2022.

Notes to the statement of activities for the year 2022

10 Benefits	2022	Budget 2022	2021
	€	€	€
Donations and gifts from mailings	892.401	1.063.310	1.084.347
Legacies	33.776	-	16.000
Result sold articles	-5.172	-	1.657
	<u>921.005</u>	<u>1.063.310</u>	<u>1.102.004</u>

11 Donations and gifts from mailings

Donations and gifts	892.401	1.055.810	1.074.347
Donations for specific purposes	-	7.500	10.000
	<u>892.401</u>	<u>1.063.310</u>	<u>1.084.347</u>

12 Legacies

Legacies	<u>33.776</u>	<u>-</u>	<u>16.000</u>
----------	---------------	----------	---------------

13 Result sold articles

Net revenue sold articles	11.740	-	28.935
Purchase price sold articles	-16.912	-	-27.278
	<u>-5.172</u>	<u>-</u>	<u>1.657</u>

14 Expenditure on goal “creating Tibet awareness”

United Nations	15.910	21.915	21.016
Political prisoners	6.183	53.740	31.510
European Institutions	243.162	204.399	232.890
Dutch Government	50.738	54.133	54.928
Tibetan Empowerment	43.132	46.988	44.575
Events, campaigns	69.976	110.321	79.896
Other activities	67.472	68.420	53.555
Telemarketing, newsletters, prospectmailing, special appeals etc.	233.87	691.222	339.491
	<u>730.451</u>	<u>1.251.138</u>	<u>857.861</u>

Other activities include the following activities:

Panchen Lama	2.701		10.808
TSG Network expansion		3.000	444
Political prisoners partner funds			
Dalai Lama			
Climat conference		10.000	
Tibetan Language	8.000	10.000	
Tibetan Empowerment			
Other projects	56.771	45.420	42.303
Total	<u>67.472</u>	<u>68.420</u>	<u>53.555</u>

Remuneration officials

Name	T.W. Tethong	T.W. Tethong
Function	Executive Director	Executive Director
Year	2022	2021
Employment		
Duration	Unlimited	Unlimited
Hours	40	40
Parttime percentage	100	100
Period	1/1-31/12	1/10-31/12

Remuneration (EUR)

Year income		
Salary	80.118	19.682
Vacation allowances	4.102	-
Fixed End-year bonus	-	-
Holidays not taken	-	-
Total	84.220	19.682

The annual income of the executive director stayed below the maximum amount of € 117.225, in accordance with the remuneration scheme of Goede Doelen Nederland. The total annual income, the taxed allowances, the pension contributions and the other long-term benefits also remain within the maximum of € 117.225 a year.

The pension contributions relate to the employer component of the premiums payable of the pension company. No loans, advances or guarantees were provided tot he executive director or member of the board.

Personnel costs

	2022	2021
	€	€
Wages and salaries Amsterdam office	267.032	291.465
Social premiums Amsterdam office	38.716	47.325
Pensioncosts Amsterdam office	20.952	28.134
Other personnel costs Amsterdam office	38.017	35.013
Total personnel costs Amsterdam office	364.717	401.937
Wages and salaries Brussel office	156.877	142.420
Social premiums Brussel office	44.554	41.407
Pensioncosts Brussel office	14.408	11.324
Other personnel costs Brussel office	1.437	1.660
	217.276	196.811
Total	581.993	598.748

Average number of employees in FTE

Amsterdam office	4,6	5,1
Brussel office	2,0	2,0
Total	<u>6,6</u>	<u>7,1</u>

In addition to permanent staffing, there are 15 (2021: 30) fixed volunteers on call.

15 Costs of own fundraising

The fundraising costs are 23,80% (2021: 21,40%) associated with the benefits.

Specification of the allocated costs to activities

	United Nation	European Parliament	Dutch Government	Tibetan Empowerment	Political prisoners	Campaigns/Events	Others	Communica- tion/ Information	Fundraising	Management and administration	Total actual 2022	Budget 2022	Actual 2021
	€	€	€	€	€	€	€	€	€	€	€	€	€
Personnel costs	10.160	222.241	32.068	12.914	4.140	36.831	1.808	59.500	93.910	108.421	581.993	564.046	598.748
Consultancy fees	0	0	0	0	0	0	0	0	0	0	0	0	0
Housing expenses	885	8.183	2.793	1.125	361	3.208	157	5.182	8.179	9.443	39.516	42.400	40.308
Communication expen	539	4.973	1.703	686	220	1.956	96	3.159	4.986	5.757	24.074	47.913	34.510
Office- and general ex	2.955	6.693	9.327	3.756	1.204	10.712	526	17.305	27.313	31.533	111.324	121.200	136.530
Depreciation	634	1.073	2.002	806	258	2.299	113	3.714	5.861	6.767	23.527	9.400	17.109
Direct program costs	737	0	2.846	23.846	0	14.972	64.771	145.017	78.915	0	331.104	816.981	403.368
	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	15.910	243.162	50.738	43.132	6.183	69.976	67.472	233.878	219.165	161.922	1.111.538	1.601.940	1.230.573

Analysis of difference realization with budget

	2022		Budget 2022		Movement	
	€	%	€	%	€	%
Benefits (A)	921.005	100,0	1.063.310	100,0	-142.305	-13,4
	921.005	100,0	1.063.310	100,0	-142.305	-13,4
Expenditure on goal "creating Tibet awareness"	730.451	79,3	1.251.138	117,7	-520.687	-41,6
Costs of own fundraising	219.165	23,8	284.812	26,8	-65.647	-23,0
General expenses	161.922	17,6	65.990	6,2	95.932	145,4
Total of sum of expenses	1.111.538	120,7	1.601.940	150,7	-490.402	-30,6
Total of net result	-190.533	-20,7	-538.630	-50,7	348.097	64,6

The higher result than budgeted is caused by the lower costs of fundraising and expenditure on goal Creating Tibet awareness, because not all activities could take place due to COVID19.

The board has the annual accounts for the financial year 2022, showing a negative result of € 190,533 determined and approved.

Amsterdam,
29 June 2023

R. Gere, honorary chair J.T. Andersson, chair J.W. den Besten, secretary

C.l. Jansen, member M. Bursik, member T. Tempa, member

A.Koziel, member

Zirkzee Audit

accountants

Kapteynstraat 1
SBIC-building suite 300
2201 BB Noordwijk
Postbus 93
2340 AB Oegstgeest
T 071 - 51 54 014
F 071 - 51 73 666
mail@zirkzee.nl
www.zirkzee.nl

onderdeel van de Zirkzee-groep

INDEPENDENT AUDITOR'S REPORT

To: the Board of Directors of the Nederlandse Stichting International Campaign for Tibet

Report on the audit of the financial statements 2022 included in the annual report

Our opinion

We have audited the financial statements 2022 of the Nederlandse Stichting International Campaign for Tibet based in Amsterdam.

In our opinion, the financial statement included in this year's report give a true and fair view of the financial position of the Nederlandse Stichting International Campaign for Tibet as at 31 December 2022 and of the result for 2022 in accordance with the RJ Directive 'RJ650 Fondsenwervende instellingen' (Guideline for annual reporting 650 'Fundraising institutions' of the Dutch Accounting Standards Board).

The financial statements comprise:

1. the balance sheet as at 31 December 2022;
2. the statement of activities for the year 2022;
3. the cash flow statement for the year 2022; and
4. the notes comprising of a summary of the accounting policies and other explanatory information.

Basis for our opinion

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

Zirkzee Audit

accountants

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

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

Report on the other information included in the annual report

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

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

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

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

Management is responsible for the preparation of the other information, including the Director's Report and other information in accordance with RJ Directive 'RJ650 Fondsenwervende instellingen' (Guideline for annual reporting 650 'Fundraising institutions' of the Dutch Accounting Standards Board).

Description of responsibilities regarding the financial statements

Responsibilities of management for the financial statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the RJ Directive 'RJ650 Fondsenwervende instellingen' (Guideline for annual reporting 650 'Fundraising institutions' of the Dutch Accounting Standards Board). Furthermore, management is responsible for such internal control as management determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

As part of the preparation of the financial statements, management is responsible for assessing the foundation's ability to continue as a going concern. Based on the financial reporting framework mentioned, management should prepare the financial statements using the going concern basis of accounting, unless management either intends to liquidate the foundation or to cease operations, or has no realistic alternative but to do so. Management should disclose events and circumstances that may cast significant doubt on the foundation's ability to continue as a going concern in the financial statements.

Our responsibilities for the audit of the financial statements

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

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

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. The materiality affects the nature, timing and extent of our audit procedures and the evaluation of the effect of identified misstatements on our opinion.

We have exercised professional judgement and have maintained professional scepticism throughout the audit, in accordance with Dutch Standards on Auditing, ethical requirements and independence requirements. Our audit included among others:

- identifying and assessing the risks of material misstatement of the financial statements, whether due to fraud or error, designing and performing audit procedures responsive to those risks, and obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtaining an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control;
- evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;
- concluding on the appropriateness of management's use of the going concern basis of accounting, and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the foundation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause a foundation to cease to continue as a going concern.
- evaluating the overall presentation, structure and content of the financial statements, including the disclosures; and
- evaluating whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

Noordwijk, 29 June 2023
Zirkzee Audit B.V.



S.J. Steijn RA

Governance and Management of the Organization

General

Board

The board of the Dutch Stichting International Campaign for Tibet (NSICT) consists of six unpaid board members at the end of 2022. The board determines the direction and the main themes of the policy. It is responsible for the administration of the foundation and functions in practice as a remote board.

Executive director

The Executive Director is responsible for implementing the policy and other management decisions. The Executive Director directs the work organization and implements the policy established by the board. It is accountable to the board and ensures that the board is well informed and regularly updated on the state of affairs

Accountability statement

As a CBF-recognised charity, NSICT must work in accordance with three principles: separation between the functions of supervision, management and execution; optimal allocation of resources; and maintaining optimal relations with stakeholders. The following summary of our accountability statement explains how we work in accordance with these principles.

The first principle: separation of functions: supervision, management and execution

Management and supervision

At present, NSICT does not have an independent supervisory body. The board therefore carries out both the management and supervisory tasks. NSICT is legally and administratively organized in accordance with the 'Management Model'. The board should consist of at least five natural persons. At the end of 2022, the board consisted of six people:

Richard Gere, Honorary Chair

Jan Andersson, Chair

Jan Willem den Besten, Secretary & Treasurer

Christina Janssen, member of the board

Adam Koziel, member of the board
Tempa Tsering, member of the board
Martin Bursik, member of the board

Board members are appointed by the board for a term of three years, with a possibility of renewal for a further term of three years. They shall retire in accordance with a retirement roster. The board shall appoint from among its members a chair, a vice chair, a secretary and a treasurer. In December 2022 all board members were reaffirmed in their role for three more years.

The governing board shall determine the number of its members. The board supervises the policy of the Executive Director and the general course of affairs and advises the Executive Director either on request or on its own initiative. The board meets at least three times a year and maintains regular contact with the Executive Director via telephone and the Internet.

Executive Director

On 1 November 2021, Wangpo Tethong became the new Executive Director. The Executive Director is appointed, dismissed, and functionally supervised by the board. The Executive Director accounts for the implementation of the policy to the board three times a year. The Executive Director is responsible for recruitment, for spending the budget approved by the governing board, for managing resources and for the smooth running of the organization in general. The Executive Director also hires staff. The performance of the staff is evaluated by the Executive Director twice a year, in accordance with an established performance appraisal system. The articles of association of the Executive Director adopted in 2011 defines the relationship and responsibilities between the Executive Director and the board.

The second principle: optimal use of resources

‘Optimal use of resources’ requires an organization to take efforts to achieve its goals effectively and efficiently by spending its resources optimally. NSICT spends its resources on the one hand on the realization of its goals and on the other hand on fundraising, management and administration. The board adopts the multi-year policy plan and multi-year budget, in which the long-term objectives are defined. The current multi-year strategy plan runs from 2023 to 2028.

This results in the annual plan and the budget. The budget and the annual work plans develop the objectives into more concrete activities. The criteria for these activities are feasibility and quality of content.

Monitoring and evaluation of the implementation of the activities takes place through quarterly and annual reports by the director to the board. The reports are tested against the adopted

(multi-year) budget and the multi-year policy plan. Depending on developments during the year, the Executive Director shall make proposals to the board for adjustment of the (multi-year) budget.

The board shall adopt the annual report and accounts. The annual accounts shall be audited by an auditor appointed by the Executive Director after consultation with and consent of the board. The auditor shall report to the Executive Director and the board on his findings in the form of a management letter/audit report.

The adopted budget is tasked to the Executive Director. If commitments are to be undertaken that are not provided for in the budget, the Executive Director shall consult with the treasurer of the board beforehand. For the next board meeting, the Executive Director prepares decision-making and reports on the activities carried out and any unforeseen developments. Given the unpredictable situation in Tibet, it is necessary for the organization to always take into account ad hoc events that have a direct impact on the annual plan and budget.

Expenditure on the goals

NSICT is committed to promoting human rights and democratic freedoms for the Tibetan people. In order to realize this, NSICT has mapped out the most important targets for future policy in its long-term policy plan and related budget. In order to guarantee its quality in terms of content and to achieve its goals as efficiently as possible, NSICT checks them against the policy intentions set out in its multi-year policy plan.

During the last board meeting of the year, the policy intentions are set out in an annual plan. This plan contains concrete goals for the year in question, as well as the projects for achieving these goals. During the year, progress is monitored by the Executive Director. Activities that do not meet the requirements during the course of the programme will be suspended.

Costs of own fundraising

NSICT strives to limit its own fundraising costs and to keep them between 20% and 25% of the income from its own fundraising. For 2022 this was 23,80% (2021: 21.40%).

Organization costs

NSICT also strives to spend its organizational costs as efficiently as possible. NSICT is a small organization and has therefore outsourced a number of support services. The main consideration for outsourcing support services or performing them in-house is whether NSICT itself has sufficient expertise. Of course, the cost aspect plays an important role here. Based on this consideration, the management and maintenance of the donor database, part of the project management of the mailings to donors, the conduct of part of the administration, including payroll administration, the preparation of interim financial statements, annual and multi-year budgets and the annual accounts have been outsourced.

NSICT makes the most efficient use of its expenditure by carrying out a range of cost-saving activities such as cooperating with other organizations. For example, NSICT is a member of Goede Doelen Nederland. This offers advantages in terms of training and workshops on fundraising development. As a member of Goede Doelen Nederland, NSICT also receives discounts on mailings and other postal items.

Cost of management and administration

Goede Doelen Nederland has provided guidelines on which costs should be allocated to the costs of management and administration. These are costs for the board (100%), executive director (100%), general secretariat (100%), finances, planning and control (100%), and pro rata, insofar as the costs cannot be attributed to specific activities; internal computerisation, housing and facility management, human resources, personnel costs and costs of hiring employees, legal costs, communications, donor administration and service center and project administration.

Goede Doelen Nederland advocates that all fundraising institutions use the same definition. However, for the reasons explained below, NSICT deviates from this. NSICT is a small organization, with limited financial possibilities to appoint officers for specific functions. The employees are all-round and are deployed as widely as possible. Each year, the Executive Director makes a best estimate of the hours spent by staff members on the activities (goals, fundraising and management and administration).

Based on this estimate, the salary costs including employer's contributions of the individual employees are allocated to the said activities and expressed as a percentage of the total employer's contributions. These percentages are also used for the allocation of overheads and other costs in so far as they are not directly attributable to a specific activity.

NSICT strives to keep administration and management costs between 8% and 12% of income from its own fundraising. For 2022 this is 17.58 % (2021: 12.42%).

The third principle: optimal relations with stakeholders

NSICT also subscribes to the third principle of the SBF Code of Good Governance by striving for good relations with all stakeholders and continuously investing in good and clear education and information. It does so in the belief that the realization of its mission depends on everyone who is in any way involved in the work of NSICT.

This applies to the staff, but also to our donors, the broad network of experts in the national and international field, politicians, journalists, NGOs, volunteers and others who support NSICT.

The basis for a good relationship is, among other things, the quality of the content of communication and information. NSICT regularly publishes reports and periodicals on various topics related to the human rights situation in Tibet. These are distributed to both donors and the entire further network.

For communication with and information to our (potential) donors, NSICT uses various media, including our offline and Online newsletter Tibet Journal, the website www.savetibet.nl and specific campaign materials. In addition, NSICT works to promote its relationships with its donors through personal contacts, by organizing special meetings, through contact by e-mail or telephone and at information stands during events.

In order to better serve its donors, NSICT has a complaints procedure and a complaints registration system. Complaints are addressed to the Senior Fundraising Manager and dealt with within two weeks. Once every six months, the Executive Director and the Senior Fundraising Manager go through the complaints. If necessary, the complaints policy is amended. In addition to complaints, we also regularly receive suggestions from donors; these are also handled personally and recorded by the Senior Fundraising Manager.

Meetings of the board

In 2022, the NSICT board met three times. The reports of the Executive Director and other senior staff to the governing board on the progress of the activities were a fixed item on the agenda of every board meeting.

Other topics included: adoption of the final budget 2022 and the annual plan 2022; the annual accounts 2020 and the annual report 2020; the performance of the Executive Director; the activity report of the Executive Director 2021; interim reports; the relationship of NSICT with the ICT offices in the USA, Berlin, Brussels and London; adjustments to the communications plan and the activity and strategy plan 2022.

The boards and directors of the various ICT offices met online several times in 2022.

Evaluation of the board

In 2022, the board evaluated its own performance. The Executive Director has regular contact with the treasurer regarding the financial aspects of the organization to be discussed.

Procedure for appointment and reappointment of board members

The board members are appointed for a period of three years. A retiring board member is eligible for immediate reappointment for another period of three years. In 2023, all board members' appointments were extended for three more years.

The board's internal management system

The Executive Director reports at least three times a year to the board on the progress of the policy plan, the current financial situation and the activities carried out. The internal management system is laid down in the articles of association of the Executive Director and staff regulations.

Remuneration policy for board members

The members of the board do not receive remuneration for their work, but may be reimbursed for expenses incurred on behalf of the foundation. The Executive Director does receive remuneration. See personnel policy and working conditions for details.

Risk management

NSICT's policy is to minimize risks that endanger the continuity of the organization. The main risks that NSICT faces include business risks, reputational risks and financial risks. A brief description is given below of what we understand by these risks and how NSICT as an organization deals with them.

Business risks

There is a risk that activities will have an entirely different effect to that intended. A strategy that works in one case may be harmful in another. NSICT has a procedural policy for approval of all communication concepts under the responsibility of the Executive Director.

All communications, such as press releases, messages on the website, newsletters and mailings to donors and other important contacts, are strictly checked for accuracy and quality and are subject to final approval of the Executive Director.

Within the organization, there is a risk that unexpected incidents and developments in Tibet could lead to a shortage of expertise or manpower, which would prevent NSICT from fully implementing its planned goals. In that case, the expertise of ICT colleagues in other offices is consulted or external support is sought.

Reputational risks

For its income, NSICT is almost entirely dependent on donations. Every donation is a token of confidence in our work. We do our utmost not to betray that trust. Therefore, we follow internal procedures that are followed by all staff members to ensure honest, transparent and clear communications and information. A scandal can do a lot of damage to an organization, whether it is true or not. Rectification after the event cannot repair damage to reputation. In the case of charitable organizations, reputational damage caused by another charity affects all charitable organizations. This often results in a drop in revenue and the erosion of the organization's reliability and credibility. NSICT is committed to preventing this.

We do this in the following way:

- NSICT subscribes to the guidelines of the SBF Code of Good Governance for Charities;
- NSICT has adopted a code of conduct for external communications. This code of conduct indicates which rules NSICT uses for communication with external audiences;
- NSICT has established a complaints procedure for donors and an internal complaints procedure for employees. The complaints procedure is open to anyone dealing with NSICT;
- NSICT is transparent and honest in its communications. This means that it also makes itself vulnerable when goals are not met;
- NSICT adheres to the applicable laws and regulations, such as:
 - Code of conduct for processing personal data;
 - Databases Act;
 - Telemarketing Code;
 - List Broking Code;
 - Telecommunications Act
 - Dutch Advertising Code;
 - E-mail marketing code of the Dutch Dialogue Marketing Association;
 - Code letterbox advertising, house sampling and direct response advertising;
 - Copyright Act;
 - General Data Protection Regulation;
 - Guideline for Annual Reporting (RJ 650);
 - Directors' Remuneration Scheme;
 - Code of Conduct Integrity & Transgression;
 - Code of Conduct of CBF;
 - Code of conduct of ANBI;
 - Code of Conduct of Charities Netherlands.

All codes of conduct and regulations can be found on the NSICT website.

Financial risks

The main financial risk for NSICT is a decline in income from its own fundraising. We are therefore always looking for new ways of working, strategies and techniques to secure our income, including in the long term. In 2022, new recruitments were necessary to fill the gaps. The number of enablers has decreased and therefore NSICT has given extra attention to the enabler programme.

Continuity reserve

NSICT strives to maintain a reserve to ensure continuity in case of disappointing revenues. The 'Charities Reserve' guideline established by Charities Netherlands is used as a starting point. Based on this, the desired continuity reserve to cover short-term risks at the end of 2022 is calculated at € 1,269,027. This is also within the Standard set by the CBF.

NSICT reviewed its equity policy and also determined in the long term what additional resources should be held in the continuity reserve. It has been concluded that the long-term liabilities can be settled in a relatively manageable period, so that no additional reserves are needed.

In 2021, it was decided to allocate part of the freely disposable reserves to specific activities within the framework of the goals, namely:

- Preserving the Tibetan language;
- Tibetan empowerment;
- Political prisoners;
- Climate conference in India in 2022.

Enabling donors

The recruitment of regular donors (also called enabling donors) offers the possibility of predicting a source of income. It is known how long, on average, an enabling donor remains a donor and, on that basis, how much income can be expected. This contributes to efficient financial planning.

Fraud risk

Fraud can never be completely prevented. NSICT is committed to minimizing the risk of fraud. It does this by establishing and maintaining a system of administrative procedures and internal control measures appropriate to the organization and by having its annual accounts audited by an external auditor. In addition, the Executive Director provides the board three times a year with an interim financial report and an overview of the administrative procedures in this regard.

Investment policy

NSICT aims to invest surplus cash as safely as possible at maximum return. In practice, this means that temporarily excess cash is invested in a savings account or deposit with a Dutch or European Union bank that yields the highest possible interest.

Partly in view of the bank guarantee system, it was decided to spread the continuity reserve over several banks in the Netherlands in order to further limit the risk.

No investments are made in real estate, listed shares, bonds and other securities or financial instruments. Furthermore, NSICT does not use investment products that do not guarantee the preservation of the principal sum invested.

Social Responsibility

Social Policy

NSICT sees its employees as its greatest value and crucial to achieving its goals. For this reason, it attaches particular importance to good working conditions for its employees, volunteers and trainees. Besides the opportunity NSICT offers for practical development, the

human values NSICT pursues are a source of personal development and inspiration. Result-orientation and reliability are core values within our organization.

Personnel policy and working conditions

In 2022, the staff regulations were followed. Due to the nature of the work, shifted working hours occur regularly. Employees are encouraged to compensate for these hours with time off within 3 months. Employees have the opportunity to participate in a pension scheme. Six of the seven permanent employees used this in 2022. NSICT employees receive an additional 8.5% holiday allowance and three extra Tibetan public holidays.

Remuneration of the Executive Director

2022 Name	Remuneration	Taxable allowances	Provision for long-term remuneration	Justification for exceeding the standard	Function(s)	Duration and scope of employment
T.W. Tethong	€ 84,220	€ -	€ 10,514	n/a	Executive Director	All year 100%

The salary of the Executive Director is determined in accordance with the Regulation on Remuneration of Directors of Charities Netherlands. As a member organization of Charities Netherlands, NSICT is obliged to comply with the Regulation.

The regulation contains a number of job-specific criteria for valuing a job in so-called BSD points (Basic Score for Executive Jobs). These criteria are: the size of the organization, the complexity of the organization, the organizational context and the management model

In 2022, it was calculated that NSICT had a BSD score of 375 points. This score falls under function group G of the Regulation with a maximum salary of NSICT € 117,225 gross per year (including holiday allowance and excluding pension premium), based on the indexation in October 2022.

The annual income of the salaried director remains within the maximum of € 117,225 (1 fte/12 months) according to the Remuneration Regulation of Charities Netherlands. This amount does not include employer's contributions.

Explanation: Pension costs are the employer's share of the premium payable to the pension insurer. No loans, advances or guarantees have been given to the Executive Director and/or members of the board.

Organizational developments

In 2022, the board and senior staff of all international ICT offices met once to determine the long-term strategy. The implementation of the strategy annual plan was concretised and adjusted. The core of this strategy plan consists of five strategy directions, namely: partnership & relations; resource development; lobby activities; external communication & research; and internal organization structure.

An example of the internal organization structure is the Coordination Council, which consists of the ICT president and the directors of the ICT offices in Amsterdam and Berlin, who consult each other regularly. In 2022, the Coordination Council met online several times. During these meetings of the ICT lobby teams, the strategy for ongoing lobbying activities was also determined.

The rapid changes in Tibet and in Western relations with China require NSICT to work efficiently and professionally. The ICT communication staff and the ICT investigation team brought out accurate Information from Tibet and informed the world about the situation in Tibet.

Courses

NSICT values its human resources and for this reason wants to offer employees the opportunity to follow the necessary courses and coaching trajectories.

Occupational health and safety policy

Within NSICT, absenteeism was above average in 2021. In 2022, one employee was on long-term total work incapacity and another on long-term partial work incapacity. The total sick leave of all other employees was 490 working days in 2022. The accommodation provides a positive working environment. Regular updates are made on whether new office furniture, computers and the like need to be purchased or replaced.

To promote social contacts between the various ICT offices, staff regularly visit each others' offices. To strengthen the team spirit, a team outing was combined with an exploratory mission to Paris.

Paid employees

As in previous years, in 2022 NSICT employed both paid and volunteer staff. NSICT will continue in this manner in the future. At the end of 2022, NSICT employed five permanent staff, four part-time and 1 full-time (total 4.6 FTE). The five permanent staff were supported by two temporary part-time freelancers.

The Brussels office had two full-time staff (total 2 FTE), supported by a financial consultancy. In view of the global economic situation, a restrained personnel policy is being pursued. Any vacancies are filled internally wherever possible. To reduce administrative costs, NSICT worked with consultants.

Temporary agency workers

In 2022 NSICT did not use any temporary workers.

Voluntary employees

NSICT will have about 15 volunteers on an ad hoc basis in 2022. Volunteers are entitled to a volunteer allowance of up to € 170 per month and € 1,700 per year.

Trainees

In 2022 NSICT did not engage any trainees.

Vacancy / internal transfer

Although NSICT is a relatively small organization, internal promotion is nevertheless possible. This is encouraged by policy.

SBF Code of Good Governance

In 2005, the Commission for the Code of Good Governance for Charities (the Wijffels Commission) established principles for the good governance of charitable organizations. The SBF Code of Good Governance focuses on management, supervision and accountability. In line with this regulation, procedures and guidelines were drawn up by NSICT in 2008 and adopted in 2009. These were implemented in 2010 and continued in 2022 as in previous years.

ANBI

NSICT is recognised by the tax authorities as a 'public benefit institution' (ANBI). This means that no inheritance or gift tax needs to be paid on gifts and inheritances received by NSICT. These are entirely for the benefit of our work. Donations to NSICT are, within the applicable rules, income tax deductible for individuals.

CBF Recognition Scheme

As of 1 January 2016, the CBF Recognition Scheme applies and NSICT is assessed by the CBF every year.

The annual review is a QuickScan by which the CBF determines whether NSICT still meets the Recognition Scheme. For this purpose, the CBF evaluates a questionnaire completed by NSICT, the NSICT annual report and the annual accounts. The CBF also checks the NSICT website and the online annual report to see whether they have been made public.

NSICT has successfully passed the test in 2022 and thus retains its CBF recognition.

Integrity and transgressive behavior

NSICT has established a code of conduct on integrity and transgressive behavior and an integrity policy, set up a hotline and appointed a Confidential Advisor, Integrity Officer and Whistleblower.

General Data Protection Regulation (GDPR)

The General Data Protection Regulation (GDPR) came into force on 25 May 2018. NSICT will be fully compliant with the regulations of the GDPR in 2023.

Data leaks

In 2022, NSICT had no security incidents or data breaches. NSICT handles personal data with care and has taken appropriate technical and organizational measures to protect personal data.

