

Nederlandse Stichting

International Campaign for Tibet



Annual report

2024



**INTERNATIONAL
CAMPAIGN
FOR TIBET**



Cover image credit:
Tenzin Metok and Tenzin Yangdon,
junior artists at the Tibetan Institute
of Performing Arts in Dharamsala.
Photograph by Tsering Topgyal for
the ICT calendar 2024.

Nederlandse Stichting
International Campaign for Tibet

Annual report 2024

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Preface

As I reflect on the past year, I am reminded of a brief exchange I recently had with Dmytro, one of the amazing individuals I met in Kyiv in 2023. While I tried to understand how it is to live in a city that is attacked brutally by a foreign force, the main lesson for me was human perseverance. These exchanges with my new friends in Ukraine are a reminder of how swiftly time passes—and how quickly global political landscapes shift.

In this context of uncertainty and transformation, the board and the management of ICT made several timely and strategic decisions. Looking back, 2024 was not only a year of transition—it was the year before the U.S. elections, a moment of global anticipation. In this prelude to potential change, we chose to consolidate and focus our resources wisely.

Financial stability was and is a key priority. With deep appreciation, we acknowledge the ongoing support of our donors. We are very proud to be independent of government funding and were luckily not affected by the recent decision of the US administration. The commitment of our supporters allowed us to remain agile, autonomous, and focused on our core mission.

At a time of growing challenges for freedom worldwide, we invested deliberately in strengthening the voice of the Tibetan people and their struggle. We launched last year the preparation of a tri-lingual new website and expanded our communication strategy, ensuring greater outreach in regions beyond our traditional base in the Netherlands.

A central goal in 2024 was to reconnect meaningfully with our supporters. The screening of *Ganden* in four cities of the Netherlands, the acclaimed documentary by Ngawang Choephel, was a milestone that brought together International Campaign for Tibet with its longtime supporters and reaffirmed our shared values. Building on this success, we intend to continue this approach with additional screenings in the coming year.

Finally, 2024 saw the European elections—an opportunity we seized to re-engage with our partners across the continent. Through the Europe for Tibet campaign, we reestablished ties with long-standing groups and successfully connected with numerous candidates and Members of the European Parliament.

As we move forward, we do so with gratitude and confidence that we are on the right path.



Wangpo Tethong, *Executive Director*
Nederlandse Stichting International Campaign for Tibet

Strategy

To achieve our goals, we are committed to:

- Providing information on human rights violations in Tibet to governments, the media, the 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, analysing and publishing information on human rights in Tibet;
- Raising funds to realize its activities;
- Conducting public campaigns, including for Tibetan political prisoners;
- Working with human rights defenders and organisations.

International Campaign for Tibet's focus in 2024 lay on the following four areas:

- Creating awareness of the Tibetan situation among the public and at the government, EU level and UN 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 and adaptation of the "Leiden Strategy 2022" 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 Stichting International Campaign for Tibet (NSICT). ICT now has offices in Washington DC, Amsterdam, Berlin and Brussels.

Tibet Advocacy in Europe

European Union

In 2024, ICT Europe, through its Brussels office, remained actively engaged with European Union institutions, including the European External Action Service (EEAS) and Members of the European Parliament (MEPs). Throughout the year, ICT consistently provided key stakeholders with timely information, updates, and policy recommendations on the human rights situation in Tibet, ensuring that Tibet remained on the EU agenda.

The year was particularly important at the EU level, marked by the European elections and the [EU4Tibet campaign](#), which aimed to raise awareness about Tibet among candidates and encourage them to sign a “Pledge for Tibet.” By signing, candidates formally committed to supporting the Tibetan people in the European Parliament if elected. The campaign—led by ICT, the Office of Tibet Brussels, and the Tibet Interest Group of the European Parliament, with active participation from Tibet Support Groups, Tibetan Communities, and individual advocates across the EU focused on re-establishing an active Tibet Intergroup in the European Parliament after the elections. As a result, 115 candidates from 16 EU countries signed the pledge, with around 25 ultimately elected. Additionally, several political parties responded to a questionnaire outlining their positions on Tibet-related issues. While the campaign did not succeed in reviving an official Tibet Intergroup - as it failed getting the required support from at least 3 political groups, as had been the case in the previous two parliamentary terms - it did lead to the formation of an informal Tibet friendship group, which first met at the beginning of 2025. Most importantly, EU4Tibet helped keep Tibet on the European Parliament’s agenda and served as a valuable initiative to strengthen collaboration within the Tibet movement across Europe.



The logo of the EU4Tibet campaign.



A representative of the Tibet Support Group “Grupo de Apoio ao Tibete” meeting with Portuguese candidates in the EU elections to ask them to sign the Pledge for Tibet. (Photo: Grupo de Apoio ao Tibete)



A Latvian candidate in the EU elections wearing a t-shirt representing the mascot of the campaign Songtsen after he signed the Pledge for Tibet. (Photo: Jānis Mārtiņš Skuja)



Screenshot of the EU4Tibet Website

The Tibetan Empowerment Days organized by ICT's Brussels office in September provided an important opportunity to follow up on the EU4Tibet campaign and to establish connections with newly elected Members of the European Parliament. The four-day event brought together 12 Tibetans and Tibet activists from six European countries - Austria, Belgium, France, Germany, Ireland, and the Netherlands - for training on the situation in Tibet, as well as advocacy and communication techniques. They then directly engaged with Members of the European Parliament, who they urged to take concrete action for Tibet. Participants also raised key issues such as China's transnational repression of Tibetans in Europe, interference in the succession of Tibetan Buddhist leaders, and the environmental degradation of the Tibetan Plateau.

In June, the EU and China held the 39th round of their Human Rights Dialogue, which was particularly notable this year due to a rare side visit to the Tibet Autonomous Region. Ahead of the dialogue, ICT briefed the European External Action Service, both through written recommendations and a civil society consultation, on the ongoing human rights violations in Tibet. Following the talks, the [EEAS stated](#) that the EU had expressed its concerns about the situation in Tibet and underscored that the selection of religious leaders - including the Dalai Lama - must occur without government interference. In December, ICT's EU Policy Director Vincent Metten was invited to testify before the European Parliament's Subcommittee on Human Rights (DROI) about the EU-China Human Rights Dialogue. During his testimony, he stressed the need for a thorough review of the dialogue process, highlighting its persistent failure to deliver concrete improvements in China's human rights record, particularly in Tibet.



ICT's EU Policy Director Vincent Metten testifying at the meeting of the European Parliament's Subcommittee on Human Rights on 4 December. (Photo: ICT)



Participants to the Tibetan Empowerment Days pose in front of the European Parliament. (Photo: Marco Ranieri)



The group engaging with Austrian MEP Thomas Waitz. (Photo: ICT)



Participants to the Tibetan Empowerment Days take part in a training on the first day of the programme. (Photo: Marco Ranieri)

National Level

The Netherlands

In 2024, the International Campaign for Tibet played a leading role in placing Tibet at the heart of Dutch political discussions on China. The year was marked by intense preparation for the Dutch Parliamentary Commission Debate on China, held in February 2025, and by high-level advocacy that positioned Tibet as a structural issue within Dutch foreign policy. ICT's work laid the groundwork for what would become the most Tibet-focused debate in recent Dutch history.

Throughout the year, ICT worked closely with key members of parliament and civil society partners to provide briefings, host expert consultations, and coordinate coalition efforts with Uyghur, Hongkonger, and Southern Mongolian organisations. These efforts resulted in the drafting of a bipartisan initiative note on Tibet by Jan Paternotte (D66) and Derk Boswijk (CDA), which was formally submitted ahead of the China Debate. The note called for the appointment of an EU Special Representative for Tibet, condemned China's colonial boarding school system, and urged Dutch and EU institutions to take a clear stance on the Dalai Lama's succession and Tibet's environmental security.

In support of these goals, ICT also helped prepare several Tibet-focused parliamentary motions, and published background materials such as the "Netherlands-Tibet Relations in the Context of Netherlands-China Relations" briefing, and contributed to policy submissions on espionage law reform and foreign interference.

ICT further coordinated efforts to raise awareness about transnational repression by engaging on legislation and parliamentary motions regarding diaspora security, including proposals to explore a Dutch Foreign Agents Registration Act. ICT also advocated for the establishment of a national meldpunt (reporting mechanism) for Tibetans and other diaspora communities in the Netherlands to confidentially report cases of intimidation, surveillance, and coercion linked to foreign state actors.

One notable result of this growing parliamentary scrutiny was the cancellation of a planned visit by a delegation of the National People's Congress of the People's Republic of China to the Dutch House of Representatives. The visit, which was to focus on water infrastructure cooperation, was quietly withdrawn amidst mounting political and public attention to China's authoritarian influence—particularly through sustained pressure and awareness-raising led by the International Campaign for Tibet authoritarian influence and environmental practices in Tibet.

These advocacy and coalition-building efforts made 2024 a foundational year for Tibet policy in the Netherlands, culminating in the landmark China Debate and follow-up motions in early 2025.

On 9 October, Sikyong Penpa Tsering, the democratically elected leader of the Tibetan government-in-exile, visited the Dutch Parliament for an official meeting with the Standing Committee on Foreign Affairs in the Suze Groenweg Room. The meeting was chaired by Jesse Klaver (GroenLinks-PvdA) and attended by MPs Isa Kahraman (NSC), Eric van der Burg (VVD), Jan Paternotte (D66), Dennis Ram (PVV), and Danielle Hirsch (GroenLinks-PvdA). Sikyong Penpa Tsering addressed various questions, including concerns about colonial-style boarding schools in Tibet, and stressed a key message: "Don't feed the dragon that bites you," referring to the West's relationship with China. He framed the issue as part of a wider struggle between autocracy and democracy and extended an invitation to the Committee to visit the Tibetan government-in-exile in Dharamshala, India.



Sikyong Penpa Tsering with the Chairman and members of the Dutch Foreign Affairs Committee at Dutch Parliament Building. (Photo: Tibet.net)

Other European countries

On the occasion of Chinese President Xi Jinping's state visit to France in May 2024, ICT joined forces with FIDH and LDH to urge French President Macron to raise human rights concerns in Tibet with his counterpart. ICT also briefed French officials ahead of the visit, and participated in a number of protests organised in Paris by civil society and Tibetan groups.

In the fall of 2024, following the publication of an opinion piece by French academics denouncing the erasure of the term "Tibet" in the catalogues or exhibitions of two French Museums - Musée du Quai Branly and Musée Guimet - we sent joint letters with FIDH and LDH expressing our concerns about this troubling alignment with Beijing's strategy to rewrite history and erase Tibet. Following our meeting with its President of the Board and the Director of the Collections and strong mobilisation by Tibetans in France who protested regularly in front of the museum, Musée du Quai Branly apologized and corrected course; Musée Guimet however has denied the accusation, and the mobilization and protests continue.



From left to right: ICT's EU Policy Director Vincent Metten, Ligue des Droits de l'Homme's President Nathalie Tehio and FIDH's Director of International Advocacy Antoine Madelin, in front of the Musée du Quai Branly in Paris on 1 October 2024.

On 29 November, ICT organised meetings in Brussels for Tenzin Dawa, President of the Tibetan Centre for Human Rights and Democracy (TCHRD) based in Dharamsala, with officials from the Belgian Ministry of Foreign Affairs and advisors to MP Els Van Hoof, Chair of the Foreign Affairs Committee in the Chamber of Representatives. Tenzin Dawa presented TCHRD's recent report on China's transnational repression of Tibetans, and shared recommendations on how Belgium - home to one of the largest Tibetan communities in Europe - can strengthen protections for Tibetans facing surveillance and intimidation from the Chinese government.

On 3 December, ICT's EU Policy Director Vincent Metten took part in a conference in the French Senate on the issue of water management in the Himalayas. Convened by the Chair of the French Senate's Tibet Parliamentary Group Ms. Jacqueline Eustache-Brinio, the event featured presentations by Palmo Tenzin from ICT's Berlin office; Dr. Dechen Palmo, from the Tibet Policy Institute ; and Tenzin Choekyi from Tibet Watch – who emphasized Tibet's importance for Asia's water supply, pointed out the geopolitical risks posed by China's hegemonic approach to water, and exposed the serious human, cultural and civilisational costs of China's unrestricted hydropower projects.



The panel of the event on water in the French Senate on 3 December. From left to right: Vincent Metten, Palmo Tenzin, Senator Eustache-Brinio and Tenzin Choekyi. Not in the picture is Dechen Palmo, who joined via video.

United Nations

2024 was an important year for Tibet at the UN level, as China's underwent its 4th Universal Periodic Review in January, an important opportunity for the international community to address human rights violations committed by the Chinese government and to offer recommendations aimed at improving the situation. Thanks to the efforts of ICT and other groups (including a joint submission with FIDH in July 2023 detailing the systematic and widespread patterns of rights violations in Tibet), 21 states addressed the situation in Tibet - the largest number since China underwent its first review in 2009.



The poster of the side-event to the 56th Session of the UN Human Rights Council on the protests against hydro-power projects in Tibet organised by ICT on behalf of the Helsinki Foundation for Human Rights.

Throughout the year, ICT's Brussels office also remained active in supporting ICT's engagement in the three annual sessions of the UN Human Rights Council - including sending advocacy letters to Permanent Representations of EU Member States and contributing to the delivery of oral statements and side-events on behalf of the Helsinki Foundation for Human Rights.

In November, ICT Brussels' Policy and Advocacy Officer Mélanie Blondelle also delivered a statement at the 17th UN Forum on Minority Issues taking place in Geneva, highlighting the erasure of Tibetan identity through China's educational policies. While ICT rejects the term "minority" for Tibetan people, the forum is an important platform to advocate for the rights of Tibetans.



ICT's Policy and Advocacy Officer Mélanie Blondelle delivering ICT's statement at the 17th UN Forum on Minority Issues. (Photo: UN Web TV Screenshot)

Cooperation with other civil society and human rights groups

In 2024, ICT continued to strengthen its collaboration with Tibet Support Groups and civil society organizations across Europe, as well as with the Central Tibetan Administration. These partnerships were critical in amplifying advocacy efforts and ensuring that the Tibetan cause remained a visible and credible concern among European policymakers and institutions.

The highlight of the year was the EU4Tibet campaign, which brought together ICT, Tibetan Support Groups, and the Offices of Tibet across Europe in an unprecedented show of coordination ahead of EU elections. Together, we mobilized to raise awareness among candidates about the situation in Tibet and to secure their public commitment to support Tibetan rights if elected. ICT played a pivotal role in the campaign - convening strategic planning meetings, producing advocacy materials, and supporting outreach to political parties and individual candidates. The campaign not only amplified Tibet's visibility in the EU political landscape at a critical moment but also strengthened long-standing partnerships and reinforced a movement rooted in solidarity, human rights, and justice for Tibet.

We are honoured to support the various stakeholders at the European level, empowering them to play a critical role in advancing the Tibet issue.

We will continue to maintain eu4tibet.org as a shared platform to inform the public about our ongoing work for Tibet in Europe.



Office of Tibet and ICT staff together at the launch of the EU4Tibet campaign in the European Parliament. (Photo: ICT)

Public Campaigns and Events

February:

- **9th TSG conference in Brussels**

The 9th International Conference of Tibet Support Groups organised by the Central Tibetan Administration was held in Brussels from 23 to 25 February. Over 170 members from 42 countries attended the event. It was co-organized by the International Campaign for Tibet and the Tibet Interest Group of the European Parliament.



*ICT's Executive Director Wangpo Tethong giving a note of thanks to the 9th International conference of Tibet Support Groups in Brussels in February 2024.
(Photo: Tenzin Jigme Taydeh, CTA)*

- **Amala film screening**

On 20 February, ICT Europe hosted a special screening of *Amala* at De Balie in Amsterdam. The powerful documentary was followed by an engaging Q&A session with ICT President Tencho Gyatso, who shared insights into the film and the ongoing struggle for Tibetan rights.



*Group photo during the Amala screening at Pathé Amsterdam Noord.
(Photo: Marlies Bosch)*

March:

- **Derge Protest at the Chinese Embassy**

On 2 March, ICT Europe joined Tibetans and supporters in a protest outside the Chinese Embassy in The Hague to raise awareness about the Derge dam project in Tibet. The dam threatens to submerge ancient monasteries, displace local communities, and cause irreversible environmental damage. Protesters called on the Chinese authorities to halt the project and respect the rights and voices of the local Tibetan population.

- **Tibetan Uprising Day protest in Amsterdam**

ICT Europe joined Tibetans, supporters, and allies at Dam Square in Amsterdam on 10 March to commemorate the 65th anniversary of the Tibetan Uprising.

- **Participation in “Tibet: Past & Present - Exploring the Geopolitical Future of Inner Asia” at the University of Leiden**

Wangpo Tethong, Executive Director of ICT Europe was invited by Casper Wits to speak about Tibet’s future. 150 Students and scholars attended the lecture.

April:

- **Panchen Lama protest in the Hague**

On 25 April, ICT Europe, in collaboration with the Tibet Support Group, Students for a Free Tibet Netherlands, and the Tibetan community in the Netherlands, organised a protest

to mark the 35th birthday of the 11th Panchen Lama Gedhun Choekyi Nyima. The demonstration called attention to his continued enforced disappearance since 1995, and urged the Chinese government to provide verifiable information on his whereabouts and well-being. The protest took place next to the Chinese Embassy in the Hague. ICT office in Brussels, together with Lungta Belgium and the Tibetan Community in Belgium, also organized a peaceful rally in front of Central Station in Brussels.



ICT's Executive Director Wangpo Tethong giving a speech outside the Chinese Embassy in The Hague

May:

- **Protest state visit Xi Jinping in Paris**

On 5 May, Tibetan activists, joined by Uyghur and Chinese supporters, marched through the streets of Paris to protest the state visit of Chinese President Xi Jinping. ICT's EU Policy Director Vincent Metten also participated in the demonstration.

- **"ImagiNation: Hong Kong in Exile" Symposium in The Hague**

From 23 to 25 May, the first "ImagiNation: Hong Kong in Exile" symposium took place in The Hague. Scholars, advocates, and artists gathered to discuss the resilience of Hong Kong amid ongoing political and social shifts. The symposium also embraced an intersectional perspective, providing a platform for Tibetan and Uyghur voices. ICT Europe Executive Director Wangpo Tethong delivered a speech on Friday morning.

June:

- **EU4Tibet, Elections in the European Parliament**

In the lead-up to the European elections, ICT Europe, together with Tibet Support Groups, Tibetans, and friends across Europe, actively engaged candidates to seek their support for Tibet. Through phone calls, text messages, emails and meetings, dozens of candidates were contacted and urged to sign the Pledge for Tibet, demonstrating their commitment to the Tibetan cause and their willingness to join the Tibet Interest Group in the European Parliament if elected. Several signed and some political parties also completed our questionnaire on Tibet - including three Dutch parties and a total of ten parties overall, such as the German SPD.



Songtsen, the Tibetan hero of the EU4Tibet campaign created by @chungkulu_arts. Named after Songtsen Gampo - the 33rd Tibetan king famously known for establishing the Tibetan Empire and unifying the Tibetan nation - Songtsen carries a phurba and a sword emanating the strong and optimistic power of a snow lion. Songtsen acted as a unifying symbol for this campaign, embodying the resilient spirit of the Tibetan people and its longtime supporters.

July:

- **Celebration of Dalai Lama's birthday**

On 9 July, the Tibetan Community in the Netherlands, together with ICT Europe and Tibet Support Group Netherlands, celebrated the birthday of His Holiness the Dalai Lama. The event featured speeches by ICT Europe Executive Director Wangpo Tethong, Tibetan Parliamentarians Thupten Gyatso and Thubten Wangchen, and Norbu Tsering, President of the Tibetan Community. Cultural performances and a traditional lunch prepared by the community enriched the celebration. The gathering was held to honour His Holiness's birthday, which falls on 6 July.



Tibetans and friends at the 89th birthday celebration of HH the 14th Dalai Lama



From left to right: ICT's Executive Director Wangpo Tethong, Tibetan MP Ven. Thubten Wangchen, Tibetan MP Thupten Gyatso, human rights activist and former political prisoner Tenpa Dhargyal, Tibetan Support Group Director Tsering Jampa at the birthday celebrations

- **Water Village in France**

On 17-18 July, ICT's EU Policy Director Vincent Metten participated in the "Water Village" in South of France, where he gave a presentation about the negative human and environ-

mental impacts of China's hydroelectric projects in Tibet. This was a good opportunity to network with other groups in the world who are also negatively affected by water management policies, and to call for water to be protected and sustainably managed in a way that respects the needs and rights of local communities.

September:

- **Ganden film screenings in Groningen, Utrecht, Amsterdam and The Hague**

The screening of *Ganden: A Joyful Land* in four cities across the Netherlands marked a meaningful milestone for ICT Europe. Directed by award-winning filmmaker Ngawang Choephel, the documentary offers a deeply personal and moving portrayal of the lives of monks from Ganden Monastery, one of the great monastic institutions of Tibet, now re-established in exile. Through rare archival footage and intimate interviews, the film captures the resilience of Tibetan culture and the enduring spirit of the monastic tradition. These special screenings were held as a thank-you to ICT's donors and long-time supporters, creating space to connect, reflect, and reaffirm our shared values in support of the Tibetan people.



ICT's Executive Director Wangpo Tethong and filmmaker Ngawang Choephel at the Ganden Film Screening

- **Tibetan Empowerment Days**

The Tibetan Empowerment Days organized by ICT's Brussels office in September provided an important opportunity to follow up on the EU4Tibet campaign and to establish connections with newly elected Members of the European Parliament. The four-day event brought together 12 Tibetans and Tibet activists from six European countries - Austria, Belgium, France, Germany, Ireland, and the Netherlands - for training on the situation

in Tibet, as well as advocacy and communication techniques. They then directly engaged with Members of the European Parliament, who they urged to take concrete action for Tibet. Participants also raised key issues such as China's transnational repression of Tibetans in Europe, interference in the succession of Tibetan Buddhist leaders, and the environmental degradation of the Tibetan Plateau.

- **#FLAGSFORTIBET**

On 25 September, ICT Europe held its international online action day Flags for Tibet, a show of solidarity with the Tibetan people and their struggle under Chinese rule. Supporters around the world participated by hanging Tibetan prayer flags in their homes, gardens, and workplaces. These colourful flags, symbolising peace, compassion, strength, and wisdom, served as a powerful visual statement for Tibet. Following the international success of the 2020 edition, ICT Europe once again called on supporters to take part in 2024. Many responded by sharing photos of their prayer flags on social media using the hashtag #FLAGSFORTIBET, helping raise global awareness for the Tibetan cause.



Participants to the Tibetan Empowerment Days standing with Tibetan prayer flags in front of the European Parliament in Brussels in September 2024. (Photo: Marco Ranieri)

October:

- **Wisdom of Happiness Premiere Zurich**

On 8 October, ICT Europe Executive Director Wangpo Tethong attended the premiere of *Wisdom of Happiness* at the Zurich Film Festival, alongside ICT President Tencho Gyatso and ICT Chairman Richard Gere. The documentary features the Dalai Lama speaking directly to the audience about inner peace, happiness, and the importance of compassion in the 21st century. Directed by Barbara Miller and Philip Delaquis, the film offers a meditative cinematic experience, incorporating unpublished archival material from the Tibetan government.



At the Premiere of Wisdom of Happiness at the Zurich Film Festival

November:

- **TCHRD Workshop on Transnational Repression**

On 3 November, the Tibetan Centre for Human Rights and Democracy (TCHRD) held a workshop in Amsterdam on China's transnational repression of Tibetan diaspora communities. The event brought together members of the Tibetan community, Students for a Free Tibet the Netherlands, V-TAG, and ICT Europe. TCHRD Executive Director Tenzin Dawa opened with an overview of repressive tactics. Mr. Hapee de Groot (Front Line Defenders) led a session on digital security, and Ms. Tsering Tsomo (TCHRD) concluded with a talk on resilience and mental health.



Group photo of the TCHRD workshop participants

- **Conference on “Asia under influence” in Paris**

On 30 November, ICT’s EU Policy Director Vincent Metten gave a presentation on China’s transnational repression of Tibetans at an event titled “Asie sous influence” organised by a group of NGOs in cooperation with Théâtre de la Ville Paris.

December:

- **Advocacy training VTAG Regional Strategy Meeting in Stockholm**

ICT Europe took part in the V-TAG Regional Strategy Meeting held in Stockholm from 29 November to 2 December. The event was organized by the Department of Information and International Relations (DIIR) of the Central Tibetan Administration. ICT Europe’s Executive Director, Wangpo Tethong, led an advocacy training for over 30 Tibetan youth from six countries, focusing on roles, teamwork, and balancing strategy with tactics.

- **Human Rights Day protest**

ICT Europe took part in the Human Rights Day protest alongside the Tibetan community, Uyghurs, Southern Mongolians, Hongkongers, and Cantonese activists.



Group photo of the VTAG Regional Strategy Meeting participants

Communication and Information

Website, Social Media and E-mail Action

ICT Europe'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-Dec 2024 savetibet.nl recorded 19,982 sessions in 2024, resulting in 144,279 page views. This equals an average of 2.88 pages per session. The bounce rate (the percentage of visitors who viewed only one page) was 59.12%.
- From Jan-December 2024, savetibet.eu achieved 13,834 page views and the bounce rate was 49,3%.

	ICT's Amsterdam office social media followers as of 31/12/2024	ICT's Brussels office social media followers as of 31/12/2024
Instagram	1,680 (+207 in 2024)	NA (no Instagram account)
Facebook	22,332 (+71 in 2024)	2,660 (+91 in 2024)
Twitter	1028 (+98 in 2024)	1,739 (+359 in 2024)
E-mail	45,836 contacts (+23,333 in 2024)	NA (no fundraising activities)

- *Between 1 January 2024 and 31 December 2024, the Facebook page of ICT's Amsterdam office reached 26.695 accounts, an increase of 23,3% compared to the figures of 2023. (Source: Meta Business Suite). In the same period, ICT's Instagram page reached 40.096 accounts, an increase of 115,9% compared to 2023. (Source: Meta Business Suite)*
- *Between 1 January 2024 and 31 December 2024, the Facebook page of ICT's Brussels office reached 25,996 accounts - an increase of 57,7% compared to 2023. (Source: Meta Business Suite)*

On 31 December 2024, ICT Europe had a total audience of 45,836 contacts, an increase of 103,67% from 22,503 contacts in 2023. This influx is mainly caused by a change in the organization of our database. From these contacts, 16,333 (35,63%) are active subscribers to the emails. Additionally, ICT's Tibet Brief and Newsletter in English and French language, had a total audience of 649 contacts on 31 December 2024. From these contacts, 585 (90,14%) were active subscribers to the emails.

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.

In 2024, we continued to keep our political contacts in Europe informed through the Tibet Brief newsletter, providing European policymakers with key updates on Tibet, with five issues sent over the year. Additionally, the Tibet Roundup - a compilation of news on Tibet prepared by ICT's researchers - remained a valuable resource for experts and diplomats, offering insights from diverse sources, including Chinese state media, official documents, and Tibetan voices. Both newsletters continue to be well read and appreciated by our audience.

Press and Media

In 2024, though we remained committed to ensuring that developments in Tibet received visibility across European and Dutch media. The media output was limited with regards to the Netherlands. However, there were news reports which were initiated by ICT and resulted in news articles.

In 2024, ICT Europe's Executive Director Wangpo Tethong focused on informing the Tibetan audience about developments in Europe concerning Tibet. Numerous interviews were given to Tibetan-language media outlets such as Radio Free Asia (RFA), Voice of America (VoA), and Voice of Tibet (VoT). Providing accurate information about Tibet advocacy efforts in Europe was critically important, especially for Tibetans around the world and those inside Tibet.

One of the key highlights at the end of 2024 was the excellent media coverage surrounding ICT's report on China's hydropower dams in Tibet, published in December (see below). The findings sparked significant interest, particularly in Belgian and French media, with several major outlets covering the environmental and geopolitical implications of China's hydropower expansion on the Tibetan Plateau.

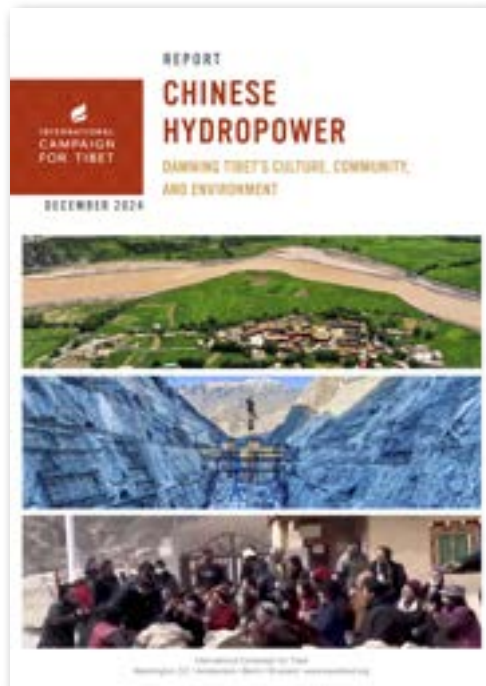


Some examples of media activities and outputs in 2024

Publications and Reports

Research continues to be a cornerstone of ICT’s work, providing crucial support for our advocacy efforts. By producing and disseminating in-depth reports, we ensure that policymakers, experts, and the wider public are informed about critical ongoing developments in Tibet.

In December 2024 notably, ICT published a report titled *Chinese hydropower Damming Tibet’s culture, community and environment* exposing how China’s intensive dams construction in Tibet threatens the region’s environment, cultural heritage, and the livelihoods of millions of people downstream. The report, which analyzes 193 dams built or planned since 2000, finds that 1.2 million Tibetans could be displaced and cultural sites destroyed. In addition, these projects on the “Water Tower of Asia” endanger the environment and have the potential to negatively impact water security and stability in South and Southeast Asia as a whole. The report - which was also adapted into a shortened French version - received great interest by our EU and national interlocutors as well as good coverage from the media.



Fundraising and Information

Fundraising and Information Communication with donors

NSICT is committed to preserving the Tibetan culture of compassion and wisdom, and to advocating for human rights, democratic freedoms, and self-determination for the Tibetan people.

To achieve this mission, NSICT organizes lobbying activities, campaigns, online and offline actions, and communication.

Fundraising is essential for these activities. The ongoing financial and action-related support from NSICT's loyal donors ensures the organization's continuity and, most importantly, makes NSICT's work for Tibet possible. The fundraising program primarily serves to raise funds for NSICT's activities. Additionally, the fundraising activities delve deeper into current core issues for Tibet and foster solidarity and engagement with NSICT's activities among its donors, such as signing petitions and sharing news.

Raising financial resources and building a supporter base to carry out activities in line with NSICT's mission.

Donors and regular donors via direct debits

In 2024, many loyal donors supported NSICT and its objectives both financially and through actions. The active donor base stayed even in 2024. Since every database has a attrition percentage, we were able to start new donor acquisition programs to stop a decline in active donor numbers.

In 2024 we started with street canvassing for new donors. Teams of fundraisers try to convince people in the street to support our Tibetan cause. In 2024 we were able to add almost 700 new supporters.

By the end of 2024, NSICT had 12,440 active donors in the Netherlands, of which 8,8737 donors contribute through a direct debit. In 2024 income from direct debit donors counted for 57% of the total income.

The strategy behind the fundraising program is to offer a customized donor program based on the relationship the donor has with NSICT, informing them about NSICT's work, the use of donations, and providing opportunities to further support NSICT's work with additional contributions and actions.

These donors are kept informed about NSICT's activities through mail, emails, news updates, and campaigns on the ICT website and social media.

Bequests and legacies

In 2024 NSICT received a high amount in legacies and legacy announcements. A total of €134.000 was left to NSICT from loyal donors.

Data from charities indicates that income from bequests has been growing in recent years. NSICT also offers this opportunity with a special program called the Mandala Society, whose members wish to include NSICT in their wills. Members of the Mandala Society receive special invitations to events, personal updates, important news, and copies of all our publications and reports.

Periodic Donations (periodieke schenkingen)

Periodic donations offer donors a tax-efficient way to support charities over an extended period. Donors commit to supporting a non-profit organization with ANBI registration for a minimum of five consecutive years with a fixed donation amount.

In 2024, NSICT had agreements for periodic donations amounting to €71.740.

Newsletters

NSICT's newsletter, Tibet Journal, is one of the primary communication tools to keep donors informed about the human rights situation in Tibet and NSICT's activities in the Netherlands and globally.

We also introduce new fundraising programs such as the webshop, periodic donations, and bequests. In 2024, three newsletters were sent to all NSICT donors and supporters who wish to receive the newsletter.



ICT Newsletter April, August and December 2024

Special appeal

In 2024 NSICT mailed one mailing on a specific topic, the Kamtok dam. This campaign was successful and many donors supported with a gift.

Online

In 2024 NSICT started working on a new website. With this website we want to upgrade our possibilities of integrating online with offline marketing campaigns. The new website will have better facilities to connect to our CRM system.

We also made preparation to expand our web shop facilities with the new website. The website is planned to be ready in 2025.

Sales

ICT's webshop offers a variety of products made by Tibetan ex-political prisoners and Tibetan refugees in India and Nepal. Our collection includes books, CDs, DVDs, Tibetan flags, prayer flags, incense, keychains, and face masks. We also offer bookmarks with quotes from the Dalai Lama, Rangzen bracelets, and sustainable items such as linen bags and Mandala greeting cards. Each purchase supports Tibetan communities and helps preserve their culture.

Every year, ICT releases a Tibet calendar with a unique theme. In 2024, we sold 49 copies of the 2024 calendar titled 'Unbroken Traditions,' compared to 355 copies sold in 2023 of the same calendars. In 2024, the best-selling products were the 2025 calendars, 2024 calendars, Ganden Film Tickets, and Amala Film Tickets.

Complaints handling

ICT strives to be as serviceable as possible to its supporters and donors. In 2024, a higher number of complaints were received. In total, there were 45 complaints. 33 of these were related to (street) recruitment activities. There were 11 complaints concerning administrative or webshop related issues. The complaints were resolved via email, phone, or mail.



Screenshot of ICT webshop products 2024

Accountant's report

To the board of
Nederlandse Stichting International Campaign for Tibet
Funenpark 1 D
1018 AK Amsterdam

Noordwijk, 17 June 2025

Scope of engagement

In accordance with your instructions, we have examined the enclosed annual accounts of the Nederlandse Stichting International Campaign for Tibet at Amsterdam, for the financial year 2024. The independent auditor's report has been included at the end of this report.

We shall be pleased to provide any further explanation.

Yours sincerely
Wecountancy Audit B.V.

W.E.A. Nagtegaal RA

Results

Analysis of the result

	Budget					
	2024		2024		2023	
	€	%	€	%	€	%
Benefits (A)	1.703.957	100,0	1.050.383	100,0	1.017.221	100,0
Expenditure on goal "creating Tibet awareness"	1.059.100	62,2	1.082.317	103,0	759.715	74,7
Costs of own fundraising	315.770	18,5	382.624	36,4	147.934	14,5
General expenses	127.792	7,5	72.397	6,9	125.910	12,4
Total of sum of expenses (B)	1.502.662	88,2	1.537.338	146,3	1.033.559	101,6
Total of operating result (A-B)	201.295	11,8	-486.955	-46,3	-16.338	-1,6
Financial income and expense	13.745	0,8	-	-	7.145	0,7
Total of net result	215.040	12,6	-486.955	-46,3	-9.193	-0,9

Key figures

	2024	2023
	%	%
Expenditure on goal 'creating Tibet awareness' (% of the benefits)	78,31	80,89
Costs of own fundraising (% of the benefits)	23,35	16,06
Costs management and administration (% of the benefits)	9,45	13,67

Analysis of the results

	2024	
	€	€
Increase in result		
Higher benefits (a)	686.736	
Higher financial income and expense	6.600	
		693.336
Decrease in result		
Higher expenditure on goal "creating Tibet awareness"	299.385	
Higher costs of own fundraising	167.836	
Higher general expenses	1.882	
		469.103
Increase of the result		224.233

Financial position

To provide insight in the development of the financial position of the Foundation we provide you with the following statements. These are based on the information from the annual report. Hereafter we provide you with the balance sheet as at 31 December 2024 in an abridged form.

Financial structure

	31-12-2024		31-12-2023	
	€	%	€	%
Assets				
Intangible assets	34.852	2,7	16.991	1,3
Property, plant and equipment	7.291	0,6	9.400	0,7
Inventories and work in progress	3.849	0,3	7.008	0,6
Receivables	246.035	19,0	9.482	0,8
Cash and cash equivalents	1.001.172	77,4	1.226.396	96,6
	<u>1.293.199</u>	<u>100,0</u>	<u>1.269.277</u>	<u>100,0</u>
Liabilities				
Reserves	1.090.600	84,3	875.560	69,0
Shortterm liabilities	202.599	15,7	393.717	31,0
	<u>1.293.199</u>	<u>100,0</u>	<u>1.269.277</u>	<u>100,0</u>

Analysis of the financial position

	31-12-2024	31-12-2023
	€	€
Available on short term		
Receivables	246.035	9.482
Cash and cash equivalents	1.001.172	1.226.396
	<u>1.247.207</u>	<u>1.235.878</u>
Shortterm liabilities	-202.599	-393.717
Liquidity surplus	<u>1.044.608</u>	<u>842.161</u>
Inventories and work in progress	3.849	7.008
Working capital	<u>1.048.457</u>	<u>849.169</u>
Established for the long term		
Intangible assets	34.852	16.991
Property, plant and equipment	7.291	9.400
	<u>42.143</u>	<u>26.391</u>
Financed with on the long term available assets	<u>1.090.600</u>	<u>875.560</u>
Financing		
Reserves	<u>1.090.600</u>	<u>875.560</u>

Summary financial information

	31-12-2024	31-12-2023	31-12-2022	31-12-2021	31-12-2020
	€	€	€	€	€
Assets					
Fixed assets					
Intangible assets	34.852	16.991	26.549	45.060	-
Property, plant and equipment	7.291	9.400	11.123	15.230	35.797
Current assets					
Inventories and work in progress	3.849	7.008	7.734	13.846	10.897
Receivables	246.035	9.482	30.071	39.061	15.154
Cash and cash equivalents	1.001.172	1.226.396	897.834	1.085.641	1.229.472
Total assets	1.293.199	1.269.277	973.311	1.198.838	1.291.320
Liabilities					
Reserves	875.560	884.753	1.075.286	1.203.855	1.334.564
Shortterm liabilities	393.717	88.558	123.552	87.465	105.272
Total liabilities	1.269.277	973.311	1.198.838	1.291.320	1.439.836
	2024	2023	2022	2021	2020
	€	€	€	€	€
Benefits					
Donations and gifts	1.352.481	907.525	892.401	1.084.347	1.122.370
Legacies	325.024	90.194	33.776	16.000	7.896
Revenue sold articles	26.452	4.767	-5.172	1.657	-569
Total benefits	1.703.957	1.002.486	921.005	1.102.004	1.129.697
Expenses					
Expenditure on goal 'creating Tibet awareness'	1.096.484	744.980	730.451	857.861	871.916
Costs of own fundraising	293.511	147.934	219.165	235.866	234.037
Costs management and administration	117.845	125.910	161.922	136.846	154.451
Total expenses	1.507.840	1.018.824	1.111.538	1.230.573	1.260.404
Balance of income and expenses	196.117	-16.338	-190.533	-128.569	-130.707
Financial income and expenses	13.745	7.145			-
Result	209.862	-9.193	-190.533	-128.569	-130.707

Foreword by the executive director

2023 was mainly about training our young and motivated team and planning fundraising and communications projects and about securing funds for our multiyear membership recruitment strategy. The launching of the Door to Door campaign took longer than expected. The reason was mainly the scarcity of available agency partners. Nevertheless, the campaign was launched in November 2023 and we gained some important positive experience.

Our work is still guided by the three focal points we agreed at our retreat in Leiden in 2022. In this report, the reader will see that this strategic reorientation has left its mark on the organisation's day to day work.

In addition to the existing core activities such as human rights work within the UN framework and the EU lobby work in Brussels, we have also been able to realise important international highlights, for example in Prague, in the form of a side event during an international conference on religious freedom. On this occasion, we were very honored that US Undersecretary Uzra Zey, Special Coordinator for Tibet, expressed the undivided support of the USA for the human rights concerns of the Tibetans. Telo Rinpoche, the head of the Kalmyk Buddhists and representative of the Dalai Lama, emphasised the geostrategic importance of Tibet for the entire region from his Mongolian perspective, and finally Bea ten Tusscher from the Netherlands, Special Envoy for Freedom of Religion and Belief, explained the positive role this country can play in protecting the cultural rights of Tibetans. The year ended with the Netherlands demanding together with a record number of other states accountability from the Chinese representatives during the UN human rights review of China (UPR)!

We have received a lot of support from our ICT offices in the USA and Germany over the course of the past year. The appointment of Tencho Gyatso as the new President of the overall organisation was also a major positive change. She has shown a great deal of initiative and led us ICT directors to Dharamsala and made a memorable audience with His Holiness the Dalai Lama possible.

Under the leadership of Christina Jansen, the new chair of the board, we continue to implement policies of a board led structure, through the executive director and staff, allocate resources efficiently, and maintain strong relationships with stakeholders.

We thank all our donors and supporters for their unwavering support and look forward to a positive change for Tibet and the Tibetan people.

Wangpo Tethong

Executive Director

Director's report

General

Board

The board of the Dutch Stichting International Campaign for Tibet (NSICT) consists of seven unpaid board members at the end of 2024. 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 2024, the board consisted of six people:

Richard Gere, Honorary Chair

Christina Janssen, Chair

Jan Willem den Besten, Secretary & Treasurer

Jan Andersson, member of the board

Adam Koziel, member of the board

Tempa Tsering, member of the board

Martin Bursik, member of the board

Lobsang Tsultrim, 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 2024 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 and dismissed by - and is 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 organisation in general. The executive director also hires staff. The performance of the staff is evaluated by the executive director once 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 organisation 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 realisation 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 strategic plan runs from 2023 to 2030.

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 organisation 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 Tibet-an people. In order to realise 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 fund-raising

NSICT strives to limit its own fundraising costs and to keep them between 20% and 25% of the income from its own fundraising. For 2024 this was 21,01% (2023: 16,06%).

Organisation costs

NSICT also strives to spend its organisational costs as efficiently as possible. NSICT is a small organisation and has therefore outsourced several 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 organisations. 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 / NSICT, housing and facility management, human resources, personnel costs and costs of hiring employees, legal costs, communications, donor administration and service centre 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 organisation, 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 own fundraising. For 2024 this is 8,50 % (2023: 12,56%).

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 realisation 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 organising 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 2024, 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 2025 and the annual plan 2025; the annual accounts 2023 and the annual report 2023; the performance of the executive director; an important work was the development of our fundraising programmes. We added institutional fundraising and hope to establish a diverse income stream for the future. Last year was also important in raising awareness for Tibet all over Europe and in the Netherlands in connection with the elections for the EU parliament.

The boards and directors of the various ICT offices met online several times in 2024.

Evaluation of the board

In 2024, the board evaluated its own performance at a three days' retreat. 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 2024, 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.

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 2023, new recruitment methods were sought, and existing ones were refined. 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 2024 is calculated at € 816,697.18. 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.

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 minimising the risk of fraud. It does this by establishing and maintaining a system of administrative procedures and internal control measures appropriate to the organisation 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 organisation.

Personnel policy and working conditions.

In 2024, the staff regulations were followed. Due to the nature of the work, shifted working hours occur regularly. Employees are encouraged to compensate these hours with time off within 3 months. Employees have the opportunity to participate in a pension scheme. Employees have the opportunity to participate in a pension scheme. They are encouraged not to accumulate additional hours. NSICT employees receive an additional 8.5% holiday allowance and three extra Tibetan public holidays.

Remuneration of the executive director

2024

Name	Remuneration	Taxable allowances	Provision for long-term remuneration	Justification for exceeding the standard	Function(s)	Duration and scope of employment
T.W. Tethong	€ 86,403	€ 2,400	€ 10,889	n/a	Executive Director	100%

The salary of the executive director is determined in accordance with the Regulation on Remuneration of Directors of Charities Netherlands. As a member organisation 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 organisation, the complexity of the organisation, the organisational context and the management model.

In 2024, it was calculated that NSICT had a BSD score of 360 points. This score falls under function group G of the Regulation with a maximum salary of NSICT €168,080 gross per year (including holiday allowance and excluding pension premium), based on the indexation in October 2020.

The annual income of the salaried director remains within the maximum of € 168,080 (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 2024, the board and senior staff of all international ICT offices met once to determine the long-term strategy. The implementation of the strategic 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 2024, 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 within average in 2024. Regular updates are made on whether new office furniture, office decoration, computers and the like need to be purchased or replaced.

To promote social contacts between the various ICT offices, staff regularly visit each other's offices. To strengthen the team spirit, the team had an internal feedback training in Prague. We explored the way we communicate in the team.

Paid employees

As in previous years, in 2024 NSICT employed both paid and volunteer staff. NSICT will continue in this manner in the future. At the end of 2024, NSICT employed seven permanent staff, five part-time and two full-time (total 4.2 FTE). The seven permanent staff were supported by two temporary part-time freelancers and a financial consultancy.

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 2024 NSICT did use three temporary workers.

Voluntary employees

NSICT will have about 2 volunteers on an ad hoc basis in 2024. Volunteers are entitled to a volunteer allowance of up to EUR 180 per month and EUR 1,800 per year.

Trainees

In 2024 NSICT did not engage any trainees.

Amsterdam, 17 June 2025

Summary of the budget for the year following the reporting year

	<u>Budget 2024</u>	<u>Actual 2024</u>	<u>Budget 2025</u>
	€	€	€
Benefits			
Donations and gifts from mailings	1.037.883	1.352.481	1.152.294
Special donations			
Legacies	7.500	325.024	7.500
Result sold articles	5.000	26.452	16.077
Total benefits	<u>1.050.383</u>	<u>1.703.957</u>	<u>1.175.871</u>
Expenditures			
Expenditure on goal 'creating Tibet awareness'	1.082.316	1.059.099	1.189.830
Costs of fundraising	382.624	315.770	389.010
Costs management and administration	72.398	127.794	60.795
Total expenses	<u>1.537.338</u>	<u>1.502.663</u>	<u>1.639.635</u>
Balance of income and expenses	-486.955	201.294	-463.764
Financial income and expenses		13.745	
Result	<u>-486.955</u>	<u>215.039</u>	<u>-463.764</u>
Expenditures in percentage of the benefits			
	<u>Budget 2024</u>	<u>Actual 2024</u>	<u>Budget 2025</u>
	%	%	%
Expenditure on goal 'creating Tibet awareness'	103,04	62,16	101,19
Costs of own fundraising	36,43	18,53	33,08
Costs management and administration	6,89	7,50	5,17

Financial statements

Balance sheet as at 31 December 2024

(After proposal distribution of result)

	31-12-2024		31-12-2023	
	€	€	€	€
Assets				
Fixed assets				
Intangible assets	1	34.852		16.991
Property, plant and equipment	2	7.291		9.400
Current assets				
Inventories and work in progress	3	3.849		7.008
Receivables	4	246.035		9.482
Cash and cash equivalents	5	1.001.172		1.226.396
		<u>1.293.199</u>		<u>1.269.277</u>
Liabilities				
Reserves				
Continuity reserve	6	1.033.139	818.099	
Designated reserves	7	<u>57.461</u>	<u>57.461</u>	
		1.090.600		875.560
Shortterm liabilities				
	8	<u>202.599</u>		<u>393.717</u>
		<u>1.293.199</u>		<u>1.269.277</u>

Statement of activities for the year 2024

		Budget		
		2024	2024	2023
		€	€	€
Benefits (A)	9			
Donations and gifts from mailings	10	1.352.481	1.037.883	907.525
Legacies	11	325.024	12.500	90.194
Result sold articles	12	26.452	-	19.502
		<u>1.703.957</u>	<u>1.050.383</u>	<u>1.017.221</u>
Expenses				
Expenditure on goal "creating Tibet awareness"	13	1.059.100	1.082.317	759.715
Costs of own fundraising	14	315.770	382.624	147.934
General expenses	15	127.792	72.397	125.910
Total of sum of expenses		<u>1.502.662</u>	<u>1.537.338</u>	<u>1.033.559</u>
Total of operating result		<u>201.295</u>	<u>-486.955</u>	<u>-16.338</u>
Financial income and expense	16	13.745	-	7.145
Total of net result		<u>215.040</u>	<u>-486.955</u>	<u>-9.193</u>
Appropriation of result				
Continuity reserve		215.040		1.549
Political prisoners fund		-		-10.742
		<u>215.040</u>		<u>-9.193</u>

Cash flow statement for the year 2024

	2024		2023	
	€	€	€	€
Total of cash flows from (used in) operating activities				
Operating result		201.295		-16.338
Adjustments for Depreciation		17.295		23.743
Changes in working capital				
Decrease (increase) in inventories	3	3.159		726
Decrease (increase) in other receivable		-236.137		20.589
Accruals and prepaid expenses		-416		-
Increase (decrease) in other payables	8	-191.118		305.159
		<u>-424.512</u>		<u>326.474</u>
Total of cash flows from (used in) operations		-205.922		333.879
Interest received		13.745		7.145
Total of cash flows from (used in) operating activities		<u>-192.177</u>		<u>341.024</u>
Total of cash flows from (used in) investment activities				
Purchase of intangible assets	1	-30.250		-8.954
Purchase of property, plant and equipment	2	-2.797		-3.508
		<u>-33.047</u>		<u>-12.462</u>
Total of increase (decrease) in cash and cash equivalents		<u>-225.224</u>		<u>328.562</u>
Movement in cash and cash equivalents				
Cash and cash equivalents at the beginning of the period		1.226.396		897.834
Increase (decrease) cash and cash equivalents		<u>-225.224</u>		<u>328.562</u>
Cash and cash equivalents at the end of the period		<u>1.001.172</u>		<u>1.226.396</u>

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 people and governments about the cultural, historical and religious values of Tibet and to promote international interest in the preservation of those values.

Disclosures about estimates, judgements, assumptions and uncertainties

In applying the principles and policies for drawing up the financial statements, the directors of Nederlandse Stichting International Campaign for Tibet make different estimates and judgments that may be essential to the amounts disclosed in the financial statements. If it is necessary in order to provide the transparency required under Book 2, article 362, paragraph 1, the nature of these estimates and judgments, including related assumptions, is disclosed in the notes to the relevant financial statement item.

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.

Financial instruments

Securities included in financial and current assets are stated at fair value, if these are related to securities held for trading or if they relate to equity instruments not held for trading, as well as derivatives of which the underlying object is listed on a stock exchange. All other on balance financial instruments are carried at (amortised) cost.

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.

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.

Pension costs

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.

	2024	2023	2022
United Nations	1,72%	3,52%	1,43%
Political Prisoners	1,93%	5,49%	0,56%
European Institutions	6,34%	9,76%	21,88%
National Governments (Dutch)	5,15%	10,05%	4,56%
Tibetan Empowerment	3,97%	5,86%	3,88%
Chinese Outreach	0,00%	0,00%	0,00%
Research, monitoring	5,85%	6,30%	6,07%
Events, Campaign	8,05%	7,51%	6,30%
Management and administration	8,50%	12,18%	14,57%
Communication/Information	37,48%	25,02%	21,04%
Fundraising	21,01%	14,31%	19,72%
Total	<u>100,00%</u>	<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:

Description campaign	% Costs of activities		% Costs of fundraising	
	2024	2023	2024	2023
Telemarketing, prospect mailings, special appeals, e.d.	65	65	35	35
Newsletters	100	100	0	0
Online	90	90	10	10
Database management and maintenance	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 2024	16.991
Additions	30.250
Amortisations	-12.389
Book value as at 31 December 2024	34.852
Amortisation rates	33,33

2 Property, plant and equipment

	Inventory	Other inventory	Equipment	Total
	€	€	€	€
Balance as at 1 January 2024				
Cost or manufacturing price	18.683	12.279	33.932	64.894
Accumulated depreciation	-18.683	-12.279	-24.532	-55.494
Book value as at 1 January 2024	-	-	9.400	9.400
Movements				
Additions	-	-	2.797	2.797
Depreciation	-	-	-4.906	-4.906
Balance movements	-	-	-2.109	-2.109
Balance as at 31 December 2024				
Cost or manufacturing price	18.683	12.279	36.731	67.693
Accumulated depreciation	-18.683	-12.279	-29.440	-60.402
Book value as at 31 December 2024	-	-	7.291	7.291
Amortisation rates	33,33	25,00	20,00	

Current assets

	31-12-2024	31-12-2023
	€	€
3 Inventories and work in progress		
Supply books, materials, reports etc.	3.849	7.008
4 Receivables		
Other receivables and accrued income	246.035	9.482
Other receivables and accrued income		
Other prepaid expenses	6.232	7.318
Other amounts receivable	238.662	1.989
Guarantee deposit	175	175
Prepaid housing expenses	550	-
Accruals and deferred income	416	-
	<u>246.035</u>	<u>9.482</u>
5 Cash and cash equivalents		
Cash	1.944	1.477
ING Bank	20.997	13.756
ING (BE)	1.385	12.420
Triodos Bank	112.164	111.276
Deposit	864.682	1.087.467
	<u>1.001.172</u>	<u>1.226.396</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	Total
	€	€	€
Balance as at 1 January 2024	818.099	57.461	875.560
Change from net income	215.040	-	215.040
Balance as at 31 December 2024	<u>1.033.139</u>	<u>57.461</u>	<u>1.090.600</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 short term and long term risks. In these annual accounts, the Continuity reserve only covers the short term 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 2023 was calculated as follows:

	2024
	€
The amount of the continuity reserve is rounded above.	
Salary and wage costs	505.297
Consultancy fees	
Housing expenses	48.278
Overheads and general expenses	135.295
Depreciation	17.295
Communication costs	28.550
Other costs from the work organization	227.279
Subtotal	961.994
Maximum of the continuity reserve (factor 1.5)	1.442.991

7 Designated reserves	31-12-2024	31-12-2023
	€	€
Designated reserve preservation Tibetan language	57.461	57.461

Designated reserve preservation Tibetan language	2024	2023
	€	€
Balance as at 1 January	57.461	57.461
Appropriation of result	-	-
Balance as at 31 December	57.461	57.461

Political prisoners fund	2024	2023
	€	€
Balance as at 1 January	-	10.742
Movements	-	-10.742
Balance as at 31 December	-	-

8 Shortterm liabilities	31-12-2024	31-12-2023
	€	€
Trade payables	84.003	72.773
Other liabilities and accrued expenses	118.596	320.944
	202.599	393.717

The trade payables include a debt to the director for an amount of € 9,715.

Other liabilities and accrued expenses		
Grant from ICT Germany	38.401	250.000
Audit and consultancy costs	42.770	28.215
Outstanding holidays	14.173	22.510
Holiday allowance	18.739	16.690
Net wages	3.265	2.279
Administration costs	1.248	1.250
	118.596	320.944
Intercompany transaction:		

Grant from ICT Germany

Designated grant received in advance, use for specific projects will be set in 2024 and 2025.

Offbalancesheet rights, obligations and arrangements

Disclosure of offbalance 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 2024 is € 34,892.

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 may be terminated monthly with a notice period of 1 month. The fixed yearly fee is € 54,000.

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, 2025. 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 taclity renewed with periods of 12 months. The agreement is renewed in 2024 and ends with april 8, 2025.

Notes to the statement of activities for the year 2024

9 Benefits (A)

	Budget		
	2024	2024	2023
	€	€	€
Donations and gifts from mailings	1.352.481	1.037.883	907.525
Legacies	325.024	12.500	90.194
Result sold articles	26.452	-	19.502
	<u>1.703.957</u>	<u>1.050.383</u>	<u>1.017.221</u>

10 Donations and gifts from mailings

Donations and gifts	1.140.882	1.037.883	905.525
Donations for specific purposes	211.599	-	2.000
	<u>1.352.481</u>	<u>1.037.883</u>	<u>907.525</u>

11 Legacies

Legacies	<u>325.024</u>	<u>12.500</u>	<u>90.194</u>
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12 Result sold articles

Net revenue sold articles	<u>26.452</u>	<u>-</u>	<u>19.502</u>
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13 Expenditure on goal "creating Tibet awareness"

United Nations	6.225	13.510	36.343
Political prisoners	29.060	-	56.776
European Institutions	95.245	206.476	100.919
Dutch Government	77.376	43.083	103.855
Tibetan Empowerment	59.587	37.125	60.550
Events, campaigns	120.904	80.618	77.599
Other activities	107.483	62.543	65.101
Telemarketing, newsletters, prospect mailing, special appeals etc.	563.220	638.962	258.572
	<u>1.059.100</u>	<u>1.082.317</u>	<u>759.715</u>

	2024	Budget 2024	2023
	€	€	€
Other activities include the following activities:			
Panchen Lama	9.679		
Tibetan Language			
Other projects	78.152		50.366
Purchase price sold articles	19.652		14.735
Total	<u>107.483</u>		<u>65.101</u>

Remuneration officials

Name	T.W. Tethong	T.W. Tethong
Function	Director	Director
Year	2024	2023
Employment		
Duration	Unlimited	Unlimited
Hours	40	40
Parttime percentage	100	100
Period	1/1-31/12	1/1-31/12
Remuneration (EUR)		
Year income		
Salary	80.204	80.158
Vacation allowances	6.199	6.199
Fixed End-year bonus	-	-
Holidays not taken	-	-
Total	86.403	86.357
Taxed expenses allowances	2.400	2.400
Pension premium (employer's part)	10.889	9.649
Pension compensation	-	-
Other long-term benefits	-	-
Total	99.692	98.406

The annual income of the executive director stayed below the maximum amount of € 168.080, 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 € 168.080 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

	2023	
	€	
Wages and salaries Amsterdam office	194.900	163.401
Social premiums Amsterdam office	35.610	31.932
Pension costs Amsterdam office	15.469	11.462
Other personnel costs Amsterdam office	24.534	28.962
Total personnel costs Amsterdam office	<u>268.113</u>	<u>271.896</u>
Wages and salaries Brussel office	163.401	170.545
Social premiums Brussel office	48.180	48.511
Pension costs Brussel office	15.142	15.142
Other personnel costs Brussel office	2.124	1.519
	<u>228.847</u>	<u>235.717</u>
Total	<u>496.960</u>	<u>507.613</u>

Average number of employees in FTE

Amsterdam office	4,1	3,6
Brussel office	2,0	2,0
Total	<u>6,1</u>	<u>5,6</u>

In addition to permanent staffing, there are 2 (2023: 3) fixed volunteers on call.

14 Costs of own fundraising

The fundraising costs are 21,70% (2023: 16,06%) associated with the benefits.

15 General expenses

Other general expenses	<u>127.792</u>	<u>72.397</u>	<u>125.910</u>
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16 Financial income and expense

Other interest and similar income	<u>13.745</u>	<u>-</u>	<u>7.145</u>
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Other interest and similar income

Received bank interest	<u>13.745</u>	<u>-</u>	<u>7.145</u>
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Specification of the allocated costs to activities

	United Nation	European Parliament	Dutch Government	Tibetan Empowerment	Political prisoners	Campaigns/ Events	Others	Communi- cation/ Information	Fundraising	Management and administration	Total actual 2024	Budget 2024	Actual 2023
	€	€	€	€	€	€	€	€	€	€	€	€	€
Personnel costs	23.623	73.426	61.689	23.967	23.158	72.763	7.150	76.276	50.990	81.065	494.106	479.648	504.450
Consultancy fees	0	0	0	0	0	0	0	0	0	0	0	0	0
Housing expenses	1.001	4.962	4.081	2.699	1.534	8.521	579	8.577	7.037	9.266	48.278	43.321	50.657
Communication expenses	0	3.909	1.419	1.629	534	5.261	267	5.171	4.718	5.642	28.550	27.746	39.710
Office- and general expenses	0	11.222	9.290	8.187	3.496	26.198	1.513	26.002	22.738	28.253	136.899	117.718	106.752
Depreciation	0	1.707	897	1.030	338	3.328	169	3.271	2.985	3.569	17.295	28.180	23.743
Direct program costs	1.250	0	0	22.075	0	4.832	58.500	443.922	227.303	0	757.882	840.724	308.247
Purchase price sold article	0	0	0	0	0	0	19.652	0	0	0	19.652	30.000	16.912
Total	25.875	95.245	77.376	59.587	29.060	120.904	87.831	563.220	315.770	127.794	1.502.662	1.567.337	1.065.205
% van total	1,72%	6,34%	5,15%	3,97%	1,93%	8,05%	5,85%	37,48%	21,01%	8,50%	100,00%		

Specificatie overige activiteiten

Panchen Lama	9.679
TSC uitbreiding netwerk	0
Tibetaanse taal	0
Overige projecten	78.152
	<u>87.831</u>

Analysis of difference realization with budget

	2024		Budget		Movement	
	2024		2024		Movement	
	€	%	€	%	€	%
Benefits (A)	1.703.957	100,0	1.050.383	100,0	653.574	62,2
	1.703.957	100,0	1.050.383	100,0	653.574	62,2
Expenditure on goal "creating Tibet awareness"	1.059.100	62,2	1.082.317	103,0	-23.217	-2,1
Costs of own fundraising	315.770	18,5	382.624	36,4	-66.854	-17,5
General expenses	127.792	7,5	72.397	6,9	55.395	76,5
Total of sum of expenses	1.502.662	88,2	1.537.338	146,3	-34.676	-2,3
Total of operating result	201.295	11,8	-486.955	-46,3	688.250	141,3
Financial income and expense	13.745	0,8	-	-	13.745	-
Total of net result	215.040	12,6	-486.955	-46,3	701.995	144,2

The board has the annual accounts for the financial year 2024, showing a result of € 215,040 determined and approved, 17 June 2025

Amsterdam,

R.T. Gere, honorary president	C. Janssen, vicepresident	J.W. den Besten, secretary & treasurer
J.T. Andersson, member	A.S. Koziel, member	T. Tempa, member
M. Bursik, member	T.W. Tethong, Executive Director	

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 2024 included in the annual report

Our opinion

We have audited the financial statements 2024 of the Nederlandse Stichting International Campaign for Tibet based in Amsterdam.

In our opinion, the financial statements 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 2024 and of the result for 2024 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 2024;
2. the statement of activities for the year 2024;
3. the cash flow statement for the year 2024; 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.

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.

Information in support of our opinion

We designed our audit procedures in the context of our audit of the financial statements as a whole and in forming our opinion thereon. The following information in support of our opinion was addressed in this context, and we do not provide a separate opinion or conclusion on these matters.

Audit Approach to Fraud Risks

During our audit, we obtained an understanding of the organization and its environment. We also examined the design and implementation of risk management related to fraud and non-compliance with laws and regulations. Our procedures included, among other things, obtaining an understanding of the organization's code of conduct and procedures for identifying indications of potential fraud and non-compliance with laws and regulations.

In addition, we performed procedures to gain insight into the legal and regulatory frameworks applicable to the organization and did not identify any specific area as being most likely to have a material impact on the financial statements.

We have shared our findings regarding internal control measures with the board. The audit procedures performed did not result in any findings that indicate signs of fraud or material misstatements.

Audit Approach to Going Concern

We have addressed the appropriateness of the going concern assumption applied by management in the preparation and presentation of the financial statements. This was done through a combination of risk assessment procedures and specific work related to going concern.

During both the planning and completion phases of our audit, we performed analytical procedures to gain insight into the going concern risks relevant to Nederlandse Stichting International Campaign for Tibet in the further course of our audit, we considered whether there were any indications of potential material uncertainty regarding going concern. In addition, we compiled an inventory of factors that could affect the entity's ability to continue as a going concern.

Based on our procedures, we concluded that the going concern assumption is appropriate and that there is no material uncertainty that would cast significant doubt on the ability of Nederlandse Stichting International Campaign for Tibet to continue as a going concern.





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 skepticism 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, 17 June 2025

Wecountancy Audit B.V.

Digitaal ondertekend door:

Ineke Nagtegaal
18 jun 2025 09:19 +02:00

W.E.A. Nagtegaal RA

