Geneva

Report of the statutory auditor to the Foundation Board

on the financial statements 2023



Report of the statutory auditor

to the Foundation Board of Fondation Hirondelle Media for Peace and Human Dignity

Geneva

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Fondation Hirondelle Media for Peace and Human Dignity (the Foundation), which comprise the balance sheet as at 31 December 2023, and the operating account, the statement of cash flows, the statement of changes in capital for the year then ended, and annex to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Foundation as at 31 December 2023 and its financial performance and its cash flows for the year then ended in accordance with Swiss GAAP FER and comply with Swiss law as well as the Foundation 's deed.

Basis for opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the 'Auditor's responsibilities for the audit of the financial statements' section of our report. We are independent of the Foundation in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

Other information

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

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

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

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

Foundation Board's responsibilities for the financial statements

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

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

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Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Foundation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.
- Conclude on the appropriateness of the Foundation Board'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 the Foundation to
 cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

Report on other legal and regulatory requirements

In accordance with article 83b para. 3 CC in connection with article 728a para. 1 item 3 CO and PS-CH 890, we confirm the existence of an internal control system that has been designed, pursuant to the instructions of the Foundation Board, for the preparation of the financial statements.

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



PricewaterhouseCoopers SA

Marc Secretan

Licensed audit expert Auditor in charge Yann Pasche Licensed audit expert

Geneva, 15 May 2024

Enclosure:

• Financial statements (balance sheet, operating account, statement of cash flows, statement of changes in capital, and annex)



I. Balance sheet as of December 31 (in Swiss francs)			
	Réf.	<u>2023</u>	<u>2022</u>
Assets			
Current assets			
Cash and cash equivalents	1d	5 289 193	7 842 192
Debtors	1e	109 627	184 899
Funding to be received	IV / 1i	1 970 764	1 031 581
Other debtors		660 872	299 642
Accrued income and prepaid expenses		277 303	185 917
		8 307 760	9 544 232
Non-current assets			
Fixed assets			
Miscellaneous equipment	1f	68 281	42 037
Financial assets			
Bank deposit	1g	359 707	332 631
		427 987	374 668
Total assets		8 735 747	9 918 900
Liabilities			
Current liabilities			
Short term debts		610 009	483 946
Funding received in advance	IV / 1i	4 391 794	5 848 659
Deferred income and accrued expenses	,	279 149	198 273
Miscellaneous loans		14	392
		5 280 966	6 531 270
Non-current liabilities			
Provision for legal affairs/litigation	1h	76 046	128 164
Provision for termination of staff contracts	1h	102 040	73 310
		178 086	201 474
Related Funds			
Initiative fund	2.a.a	-	216 468
Solidarity fund	2.a.b	51 149	46 014
Support Fund	2.a.c	569 307	569 307
		620 456	831 789
Capital of the Foundation			
Foundation capital		50 000	50 000
FNL capital	1b	12 315	12 315
Unrestricted Capital		2 508 521	1 830 990
Annual result before allocation		85 404	461 063
		2 656 240	2 354 368
Total liabilities		0 725 747	0 010 000
		8 735 747	9 918 900

II. Fondation Hirondelle's operating account (in Swiss francs)

	<u>2023</u>	<u>2022</u>
Income		
Public Funds		
Switzerland		
FDFA, Peace and Human Rights division	220 977	57 023
FEDEVACO	70 320	68 100
Partnership contract SDC	3 444 175	3 175 300
SDC Mandate and project contribution	2 330 312	1 695 823
Other		
Czech Republic (MoFA)	77 426	81 870
Denmark (FAMOC)	-8 292	267 146
European commission	3 455 373	2 634 078
France (Crisis and support Centre)	40 490	257 993
Germany (GIZ + MoFA)	480 979	179 340
Spain (embassy)	10 159	-
Sweden (SIDA)	906 602	1 976 000
UN Agencies (UNICEF, UNDP)	949 293	421 802
United Kingdom (FCDO-UKCSS, H2H Network)	718 349	91 342
USA (embassy)	23 805	13 766
	12 719 970	10 919 583
Private Funds		
Switzerland		
Loterie Romande	30 000	30 000
Private donors	38 055	109 128
Private Foundations	665 256	312 382
RTS Partnership	75 000	75 000
Swiss Solidarity	883 168	392 046
Other		
Other donors	137 381	449 983
IFPIM	136 374	-
	1 965 234	1 368 540
Other income		
Income from services and sales	350 859	573 136
	350 859	573 136
Total Income	15 036 063	12 861 258
Unrestricted income	467 259	757 264
Restricted Income	14 568 804	12 103 994

	<u>2023</u>	<u>2022</u>
Expenditures		
Expenditure for projects		
Staff	6 816 042	6 160 938
Operations	5 826 406	4 193 754
Depreciation	649 069	488 736
	13 291 517	10 843 427
Expenditure for administration		
Staff	770 797	758 083
Operations	506 437	450 283
Depreciation	48 727	18 303
	1 325 961	1 226 669
Expenditure for fundraising and communication		
Staff	166 328	251 928
Operations	46 784	75 805
Depreciation	1 666	1 666
	214 778	329 399
Total Superson		
Total Expenses	14 832 256	12 399 494
Operating result	203 806	461 763
Financial results		
Financial income	1 210	440
Gain/Loss (-) on foreign exchange	-134 957	9 429
	-133 748	9 869
Exceptionnal result		
Exceptionnal expenditures (-) and incomes	15 346	-10 569
	15 346	-10 569
Annual result before allocation	85 404	461 063
Allocations/withdrawals		
Allocation to unrestricted capital	-301 872	-461 063
Withdrawal of related funds	216 468	-
Net profit/(loss) for the year	<u> </u>	
		-

Procession Process	1	West Africa training against																			Operating accounts by project for the year 202
And Statistication (1) (1) (1) (1) (1) (1) (1) (1) (1) (1)			Ukraine	Tunisia		Research	Pakistan	Niger	New projects	Myanmar			Mali	Madagascar		DRC	CAR	Burkina Faso	Burundi	Benin	
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Income from services and sales . <	- 183 145 1 965	-	1 183 268	<u> </u>	126 210	112 682		146 374		70 000	41 769	-	42 986	<u> </u>		-	6 732	52 067			Total private funds
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	8 1 540 739 14 832	200 888	1 133 251	115 636	473 571	156 841	50 842	2 241 210	104 079	239 946	71 733	40 086	1 944 114	435 121	113 704	570 303	3 276 715	2 066 955	47 082	9 441	Total direct expenditures
Operating result -35 709 -783 -46 738 -136 172 -40 03311 926 -3 622 -1 309 -16 925 -12 83116 3192 -2 409 -5 219 -16 304 -31 944 -119 419 -20 089	39 460 817 -203																				

III. Statement of cash flows

Flux financiers de l'activité d'exploitation	<u>2023</u>	<u>2022</u>
Net profit/(loss) for the year	-	-
Depreciation of fixed assets	699 461	508 705
Provision variation	-23 387	12 577
Variation in bank deposits	-27 076	21 618
Decrease / (increase) debtors	-285 958	-97 452
Decrease / (increase) in accrued income and prepaid expenses	-91 386	40 348
Decrease in other short term debts	125 685	-147 211
Decrease / (increase) in deferred income and accrued expenses	80 876	-8 770
Cash flow from operational activities	478 215	329 815
Cash flow from investing activities		
Investments in fixed assets	-725 705	-525 208
Cash flow from investing activities	-725 705	-525 208
Cash flow from financing activities		
Variation in restricted funds	-2 396 048	3 685 297
Variation in Related funds	-211 333	7 146
Variation in Capital of the Foundation	301 872	461 063
Cash flow from financing activities	-2 305 509	4 153 506
Changes in cash and cash equivalents	-2 552 999	3 958 113
Changes in cash and cash equivalents		
Cash and cash equivalents at the beginning of the year	7 842 192	3 884 079
Cash and cash equivalents at the end of the year	5 289 193	7 842 192
Changes in cash and cash equivalents	-2 552 999	3 958 113

IV. Statement of changes in capital 2023

Réf.*	Fund description	Opening balance 1.1.2023	Internally generated income	Allocation to funds	Internal transfers	Use of funds	Closing balance 31.12.23	Funding received in advance	Funding to be received
	Restricted Funds (funding received in advance and to be								
	received)								
	Benin Funds	-		-		-45 150	-45 150	-	-45 150
	Burkina Faso Funds	868 996		2 102 127		-2 093 522	877 601	1 443 910	-566 135
	Burundi Funds	-169 267		177 229		-47 865	-39 903	-	-39 903
	CAR Funds	2 107 368		665 595		-3 284 659	-511 697	51 659	-563 356
	Covid Funds	-22 750		28 845		-	6 095	6 096	-
	DRC Funds	7 879		1 639 966		-595 531	1 052 313	1 052 313	-
	Editorial innovation Funds	-		113 704		-113 704	-	-	-
	Madagascar Funds	-46 885		488 500		-447 046	-5 431	145	-5 573
	Mali Funds	279 636		2 012 754		-1 924 252	368 138	381 829	-14 550
	MEAL Funds	14 400		26 995		-41 395	-	-	-
	Miscellaneous projects Funds	-4 419		58 663		-88 658	-34 414	-	-34 415
	Myanmar Funds	-11 530		333 481		-252 777	69 173	76 185	-7 011
	Niger Funds	339 284		1 571 575		-2 259 848	-348 989	53 935	-402 238
	New Project Funds	1		104 079		-104 079	1	-	-
	Pakistan Funds	20 410		32 842		-53 251	-	-	-
	Research Funds	-		159 602		-162 060	-2 458	5 542	-8 000
	Ukraine Funds	766 366		1 271 502		-1 252 669	785 198	1 010 524	-225 327
	Transitional Justice Funds	106 000		439 875		-489 875	56 000	56 000	-
	Tunisia Funds	-111 536		258 556		-147 580	-561	29 546	-30 106
	West Africa training against Violence and extremism Funds	191 977		-		-220 977	-29 000	-	-29 000
	Headquarter Funds	481 146		728 268		-985 304	224 109	224 109	-
	Total Restricted funds	4 817 076		12 214 156	-	-14 610 204	2 421 028	4 391 793	-1 970 764
	Related funds								
	Initiative Fund	216 468			-216 468		-		
	Solidarity Fund	46 014		5 135		-	51 149		
	Support Fund	569 307		-		-	569 307		
	Total Related funds	831 789		5 135		-	620 456		
	Capital of the Foundation								
	Foundation capital	50 000		-		-	50 000		
	FNL capital	12 315		-		-	12 315		
	Income from services and sales			411 989		-425 859	-		
	Unrestricted Capital	2 292 053		85 404	216 468	-	2 593 925		
	Net profit/(loss) for the year	-		-		-			
	Total Capital of the Foundation	2 354 368		497 393		-425 859	2 656 240		
	Total	8 003 232		12 716 684		-15 036 063	5 697 723		

IV. Statement of changes in capital 2022

Réf.*	Fund description	Opening balance 1.1.2023	Internally generated income	Allocation to funds	Internal transfers	Use of funds	Closing balance 31.12.23	Funding received in advance	Funding to be received
	Restricted Funds (funding received in advance and to be								
	received)								
	Burkina Faso Funds	634		2 328 229		-1 459 867	868 996	5 1 003 153	-134 15
	Burundi Funds	159 182		46 777		-375 226	-169 267	-	-169 26
	Covid Funds	-756 732		1 013 856		-279 874	-22 750	6 096	-28 84
	Media Education Funds	5 290		1 086		-6 376	-		
	Research & Environment funds	-		96 778		-96 778	-		
	West Africa training against Violence and extremisme Funds	110 000		139 000		-57 023	191 977	191 977	,
	Transtionnal justice funds	-		543 866		-437 866	106 000	106 000	
	JTI Funds	-		49 979		-54 398	-4 419		-4 42
	Madagascar Funds	190 523		161 813		-399 220	-46 885	5 1 015	-47 89
	Mali Funds	626 882		1 814 071		-2 161 317	279 636	427 307	-147 67
	MEAL Funds	-		93 382		-78 982	14 400	14 400	
	Myanmar Funds	83 040		222 940		-317 510	-11 530	8 470	-20 00
	Niger Funds	-51 225		1 832 676		-1 442 167	339 284	565 053	-225 77
	New Project Funds	-		193 119		-193 118	1	1 1	
	Pakistan Funds	-		59 724		-39 314	20 410	20 410	
	Central African Republic Funds	401 552		4 324 063		-2 618 247	2 107 368	2 174 386	-67 01
	Democratic Republic of Congo Funds	87 059		340 657		-419 837	7 879	7 879	
	Ukraine Funds	-		1 299 847	,	-533 481	766 366	841 365	-75 00
	Heaquarter Funds	279 676		1 203 142		-1 001 672	481 146	6 481 146	5
	Total Restricted funds	1 131 779		15 898 419	-	-12 213 122	4 817 076	5 848 659	-1 031 58

	Related funds				
2a	Initiative funds	216 468	-		216 468
2b	Solidarity funds	39 218	6 796	-	46 014
2d	Support Fund	568 957	350	-	569 307
	Total Related funds	824 643	7 146	-	831 789
	Capital of the Foundation				
	Foundation capital	50 000	-	-	50 000
	FNL capital	12 315	-	-	12 315
	Income from services and sales		648 136	-648 136	; -
	Unrestricted Capital	1 830 990	461 063	-	2 292 053
	Net profit/(loss) for the year	-	-	-	
	Total Capital of the Foundation	1 893 305	1 109 199	-648 136	2 354 368
	Total	3 849 727	17 014 764	-12 861 258	8 003 233

Information on provision variation

Types of provision	Closing balance 31.12.21	Increase	Decrease / use	Closing balance 31.12.22	Increase	Decrease / use	Closing balance 31.12.23
Provision for litigation	132 308	68 180	72 324	128 164	-	52 119	76 046
Provision for termination of staff contracts	56 589	28 779	12 058	73 310	47 012	18 281	102 040
Total provisions	188 897	96 959	84 382	201 474	47 012	70 400	178 086

Annex to the consolidated financial statements as of 31 December 2023

Presentation

Fondation Hirondelle is a Swiss non-profit organization created in 1995 (article 80 and following of the Code civil Suisse), registered in the Geneva commercial Register and with its head office in Lausanne, which provides information to populations facing crises, to enable them to take action in their daily lives and as citizens.

Through our action, several million people in countries at war, in post-conflict or humanitarian crisis contexts, and in societies in transition to democracy have access every day to media that speak to them, and that listen to them.

The Board of the Foundation is composed of three to fifteen members, at least half of whom are journalists or media professionals. Their term of office is four years, renewable twice at most. The Board appoints from among its members a Select Board of three to five members, including the Chairman of the Board.

In 2023, the annual report serves as a performance report. It has been prepared in accordance with the provisions of the accounting standard of the Swiss GAAP RPC fundamental and Swiss GAAP RPC 21. The accounts have been validated by the Foundation Board on 15 may 2024.

1/ Principles of accounting and presentation

a) General remarks

The presentation of the Fondation Hirondelle's financial statements is based on the overall concept of the recommendations of Swiss GAAP RPC Fundamentals and Swiss GAAP RPC 21. This presentation provides an image that reflects the reality of the organization's financial situation and revenues. The accounts comply with Swiss law and the Foundation's statutes.

The financial statements are based on the annual financial statements as at 31 December 2023, which have been prepared in accordance with uniform principles. Amounts in the accounts are rounded, which may result in minor differences in totals.

Fondation Hirondelle has adopted the Zewo method (Swiss certification entity for public service organizations that receive donations) in its calculation of project, administrative and fundraising costs, as well as in their presentation (see www.zewo.ch).

b) Scope of integration

The financial statements contain the annual accounts of all the offices of Fondation Hirondelle in Burkina Faso, Central Africa Republic, Democratic Republic of Congo, Mali, Niger and Tunisia. Furthermore, Fondation Hirondelle also integrates the capital of Fondation Ndeke Luka of which it has full control.

It should be noted that we work through and with external partners, notably in Burundi, Madagascar, Myanmar, Pakistan and Ukraine.

c) Foreign currency conversion

Transactions in foreign currencies are converted at the average rates for the previous month of accounting.

Foreign currency assets and liabilities on the balance sheet as at 31 December are translated into Swiss francs at the exchange rates prevailing on 31 December. The results of these conversions are recorded in the financial result.

d) Cash

Cash, postal accounts, domestic banks and banks abroad are shown in the balance sheet at their nominal value.

e) Prepayments and accrued income

Receivables prepayments and accrued income are shown at their nominal value, after deducting corrections to reflect the recoverable amount.

f) Fixed Assets

Fondation Hirondelle use the straight-line depreciation method as follows:

IT equipment:	3 years from CHF 1'000 per unit
Other equipment:	3 years from CHF 2'000 per unit
Fixed assets abroad (*)	Direct amortisation

For the record, fixed assets appear in the balance sheet at their acquisition costs less deduction of depreciation calculated according to a linear depreciation method.

* The Fondation Hirondelle uses equipment and vehicles for its projects abroad; these equipment and vehicles are usually fully depreciated when they are put into service. This situation is justified by the instability of the contexts and difficult conditions in which Fondation Hirondelle operates, which make it difficult to determine their generally short useful life and residual value. In a specific context and case in DRC, we will depreciate in a straight line the purchase of a second hand vehicle in DRC over 3 years.

g) Financial assets

Financial assets are entered in the balance sheet at acquisition value, taking into account any necessary adjustments.

h) Provisions

Provisions represent the value of future cash outflows resulting from past events, occurring without consideration. A reliable estimate of the amount of the provision can be made. These provisions are separated in the short term if the use is estimated at less than twelve months, beyond that the provisions are considered long term.

Since 2019, provisions for audit have been included in Deferred income and accrued expenses

i) Revenue recognition

Financing contracts

Income from financing contracts with donors (governments, foundations, cantons, companies and other bodies) is listed as income in the year the expenditure being financed was incurred.

Concerning funds received for a specific project, which have not been used at the book closing date and will continue to be used in the coming years and there are contractual provisions specifying the possibility of returning the asset to the donor, are recorded as liabilities in Funding received in advance. The Funding to be received for signed funding contracts and covering future periods is mentioned in Funds not received for a specific project of which the financed expenditure is committed at the book closing date, are recorded on the balance sheet as Funds to be received.

The related budgetary obligations are considered as contingent engagements.

Income from services and donations

Income from services provided (contracts, expertise sales, etc.) is recognised when it is definitively acquired by the Hirondelle Foundation.

Donations are affected in compliance with the intention of the donor. Without an expressed intention, they are considered as unrestricted funds.

All other income received without any particular mention is recorded as unallocated income. In the event of non-use, the balance is allocated to free (generated) capital.

Swiss Department of Cooperation (SDC) Funds

Funding summary (according to the table of changes in capital)	Opening balance 1.1.2023	Allocations to funds	Use of funds	Unspent funding on 31.12.2023	Funding to be received 31.12.2023	Closing balance 31.12.2023
Partnership contract SDC	392'803	3'330'001	-3'444'175	278'628	-1	278'627
FDFA, Peace and Human Rights division	191'977	-	-220'977	774′162	-625 075	149'087
SDC Mandate and project contribution	985'007	1'605′926	-2'330'312	-	-29 000	-29′000

j) Taxes

Fondation Hirondelle is exempted from direct taxes on income by decree of 12 June 1995. This decision is not subject to any conditions.

Fondation Hirondelle has been taxable for VAT since 01.01.2019.

k) *Fundraising and communication*

Fundraising and communication expenses amount to CHF 214'778 (2022: CHF 329'399), equal to 1.44% (2022: 2.7%) of the Foundation's total expenses.

2/ Comments on the financial statements

a) Funds governed by a set of rules of use

(a) Initiative funds

This fund exists to facilitate the startup of new projects. As it is no longer useful to the Foundation through this structure, the Foundation's Council has approved the dissolution of the Initiative Fund

(b) Solidarity funds

This fund exists to support national staff and their families who might find themselves who find themselves facing an extreme need. The fund has been provided with CHF 5'135 for a total amount of CHF 51'149 as at 31.12.23

(c) Support funds

The support fund, exists exclusively to consolidate the financial base of the Fondation Hirondelle and to contribute to ensuring the liquidity it needs, has not seen any variation in 2023 and totals CHF 569'307 as at 31.12.23.

b) Payments to members of the executive bodies

Members of the Executive Board and Foundation Council are volunteers.

The payroll of Foundation's executive committee's revenue totalled in 2023 CHF 458'108 (2022: CHF 412'076).

c) Pension fund

As of 31 December 2023, 29 employees of Fondation Hirondelle (under Swiss law, subject to compulsory Swiss social insurance and with a salary of over CHF 10,000) are insured against the economic consequences of old age, disability and death with the Copré pension fund, according to a defined benefit plan (2022: 29 employees). The contributions defined in the pension plan are financed by contributions from Fondation Hirondelle and its employees on a 60/40 basis. The employer's contributions are recorded for the period in which they were paid. The employer does not guarantee the pension benefits and the risks are guaranteed by the Copré collective pension scheme and reinsured by ElipsLife AG. With these BVG solutions, the risks of death and disability are transferred to an insurance company (ElipsLife AG). The company assumes the investment risk through the Copré collective pension fund, and the insured persons' retirement assets are invested directly in the capital markets. The investment strategy is determined by the Board of Trustees of the pension fund. If the strategy proves successful and generates high returns on the assets, the insured also benefit. If this is not the case and the pension fund makes losses on the invested capital in economically unfavorable years, it is obliged to pay interest on the compulsory BVG retirement assets at the statutory minimum interest rate. This can lead to a shortfall in the pension fund. This means that the pension fund is unable to fully meet its current and future obligations. If this situation arises, the law allows the affiliated company and its insured to take remedial measures (e.g. additional contributions or a lower interest rate) until the level of coverage reaches 100% again.

d) Personnel

Personnel on 31.12	2023	2022
Personnel in Switzerland	27	27
Apprentices and interns in Switzerland	2	2
Expatriated staff	10	10
Local personnel	257	214
Total personnel	296	253
Full-Time Equivalent (FTE) 31.12	2023	2022
FTE in Switzerland	22,4	22,3
FTE apprentices and interns in Switzerland	2,0	2,0
FTE expatriated staff	9,6	9,9
FTE local personnel	256,5	214,0
Total FTE	290,5	248,2

Additionally to these employees, there is a large team of correspondents and freelancers that allow us to work close to our beneficiaries in our countries of intervention. We regularly call upon training experts for capacity of our team and our partners.

e) Valuation of contributions in kind

The in-kind or free contributions are valued according to the supplier's prices. In the case where the amount is not specified by the supplier, we use Fondation Hirondelle's daily salary scale to estimate the value of the inkind contribution.

Our auditors made a pro-bono donation of CHF 14'000 in 2023 (2022: CHF 23'000).

The Executive Committee received pro-bono coaching of CHF 3'150 in 2023

f) Off-balance sheet commitments

Next deadline	Sub Office 31.01.2028	Office 31.01.2028	Leasing printers 01.09.2027
Number of months before end	49	49	45
Monthly payment	2′622	6'736	316
Off-balance commitments 31.12.2023	128′478	330′064	14′220
Off-balance commitments 31.12.2022	151′829	390′705	17'955

g) Contributions

Fondation Hirondelle pays annual dues to be a member of the following organizations:

- Club Suisse de la Presse Geneva Press Club CHF 750
- Community of Interest for Basic Training in the Canton of Vaud (CIFC-VD) CHF 150
- Communication with Disaster Affected Community (CDAC) GBP 5'000
- En quête d'ailleurs (EQDA) CHF 5'000
- Fédération Vaudoise de Coopération (FEDEVACO) CHF 886
- Global Forum for media Development (GFMD) EUR 10'000
- Human Rights and Democracy Network (HRDN) EUR 125
- Plateforme des ONG suisses Alliance Sud CHF 3'000
- Swiss platform for Peacebuilding (KOFF) CHF 800
- Zewo CHF 5'719