



INTERNATIONAL P.E.N.

TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

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WELCOME

In some periods, history is experienced forward rather than backward. At the present time, the world is fraught with devastating conflicts, the slightest misstep has the potential to cause catastrophic consequences for the future of humanity. Therefore, every step that will avert mistakes is an investment in the future of humanity. Every person and organization that strives to achieve improvements in the human condition, from governments to civil society organizations, from the United Nations to PEN International, is positively shaping the history of the future, today.

The sense of responsibility places a heavy burden on individuals and institutions. Although this may seem like a political and social burden, it also has an ethical essence. Helping people we don't know and thinking about the future, not only of people but also of nature and the entire planet leads us to make ethical choices. Therefore, concepts such as freedom, justice, and peace are not ordinary political expressions, but values that are at the core of human existence.

What happens in Afghanistan, Gaza, Sudan, Ukraine and other places at war or in conflict, demonstrate the depths of human suffering. War also highlights what remains unspoken, that is, remaining silent in the face of pain and oppression. Mistakes made today leave lessons for future generations to understand and resolve. While we continue PEN International's mission, we act with this awareness and, knowledge that we are the continuation of past generations, we strive to pass on their legacy to future generations in the best way possible.

The number of writers we help increases every year, which also shows that the world is a difficult place for writers. Improving the lives of writers is one of the ways to improve our world, with this mission we help everyone wherever we can and raise the call for freedom and peace for the whole of humanity. If we succeed in this work, it is thanks to the Trustees of PEN International, our Committee Chairs, all our fellow PEN members around the world and our dedicated staff at the Secretariat.

Our end of year financial numbers in this year's report suggest PEN International is emerging strongly from a period that genuinely threatened its existence. Numbers also suggest that PEN is following new fundraising paths, providing assistance to more people and going through a sustained period of transformation.

This is good to see the organisation is building its resilience to serve our communities who continue to go through very challenging times.

I express my gratitude, together with fellow Trustees, to our supporters, partners, and volunteers. The work mentioned in this report became possible with their support and significant contributions.

Thank you for your commitment to the ideals of free literature, freedom of expression, and justice around the world by helping PEN International.

Burhan Sonmez
President of International P.E.N.

The Trustees of International P.E.N. present their Annual Report and financial statements for the year ended 31 December 2024 under the Charities Act 2011, the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019). This report also contains the directors' report as required by company law

To ensure our reporting of activity and finances over the year is accessible to all, we have produced three documents:

- International P.E.N. Learning Report;
- PEN in Numbers explains some of our activity using statistics, including a simple guide to our finances; and
- This Annual Report, which features the Report of the Trustees and the audited financial statements.

All these documents are available on our website: <https://www.pen-international.org/who-we-are>

Our Mission (PEN Charter)

Literature knows no frontiers and must remain common currency among people in spite of political or international upheavals.

In all circumstances, and particularly in time of war, works of art, the patrimony of humanity at large, should be left untouched by national or political passion.

Members of PEN should at all times use what influence they have in favour of good understanding and mutual respect between nations and people; they pledge themselves to do their utmost to dispel all hatreds and to champion the ideal of one humanity living in peace and equality in one world.

PEN stands for the principle of unhampered transmission of thought within each nation and between all nations, and members pledge themselves to oppose any form of suppression of freedom of expression in the country and community to which they belong, as well as throughout the world wherever this is possible.

PEN declares for a free press and opposes arbitrary censorship in time of peace. It believes that the necessary advance of the world towards a more highly organised political and economic order renders a free criticism of governments, administrations, and institutions imperative. And since freedom implies voluntary restraint, members pledge themselves to oppose such evils of a free press as mendacious publication, deliberate falsehood and distortion of facts for political and personal ends.

Our Vision

PEN International is a global solidarity movement. It is the voice of writers for writers and the champion of free expression for all. We campaign in defence of freedom of expression, we celebrate literatures and promote the right to linguistic diversity. PEN advocates for mutual respect through campaigning, fostering cross-cultural dialogue, education, literary exchanges, and translation.

OBJECTIVES AND ACTIVITIES

International P.E.N. (commonly known as PEN International) stands at the intersection of culture and human rights. It is the foremost and largest association of writers. Founded in London in 1921, PEN operates today across five continents in over 90 countries, with 130 Centres. It exists to promote friendship, fellowship, and intellectual co-operation among writers everywhere, regardless of their political or other views; to fight for freedom of expression and to defend vigorously writers suffering from persecution by oppressive regimes. It is a forum where writers meet freely to discuss their work; it is also a voice that speaks for writers silenced in their own countries.

PEN International works to promote the PEN Charter to ensure that people everywhere have the freedom to create literature, to impart information and ideas, to express their views, and to access the views, ideas, and literatures of others.

Literature plays a key role in fostering empathy, understanding, peace, and collective growth, and galvanises the voices that challenge the status quo. This is why writers should be allowed to speak and write without fear of persecution. As the very principles of international human rights and humanitarian law are being increasingly questioned by governments worldwide, we must redouble our efforts, defending the values that unite us: freedom, justice, and equality. The challenges that we face in 2025 are immense. We stand ready to meet them.

Ma Thida, Chair PEN International Writers in Prison Committee

We champion the freedom to write, recognizing the power of literature to transform the world. PEN works closely with a range of literary, cultural and free expression organisations to affect change on issues of common concern. As writers, PEN's members are uniquely placed to use stories to open minds and encourage dialogue. Our influence reaches leaders and communities – we engage them through creative voices and experience, we unite writers of influence globally to press for a world where writers and freedom of expression for all are fully protected; where languages and literatures are respected and celebrated; and where the free exchange of literatures and ideas build tolerance and understanding within and across borders.

PEN International celebrated its Centenary in 2021 and has long been recognised as a leading international charity and expert on freedom of expression.

PEN International is a non-political organisation which holds Special Consultative Status at the UN and Associate Status at UNESCO.

ACHIEVEMENTS AND PERFORMANCE

In 2024 PEN International pursued its strategic plan focusing on Equity in Expression, developed through consultations with the Board of Trustees, staff and the membership. Throughout the year we assessed our impact and learning through internal and external consultations with members and beneficiaries, we revisited and refined our objectives and strategy to ensure it is effective for the future. Our approach to change is incremental and participatory as we seek to deepen our engagement in promoting our mission - defending freedom of expression for all, promoting literatures and linguistic diversity, and encouraging equity, mutual respect, and tolerance.

PEN International, its members and fellow writers across the world continued to speak truth to power, challenging authoritarianism and misinformation, often at great personal risk to themselves, as shown by the 138 individuals documented in our annual Case List 2024. Attacks on writers ranged from murder to imprisonment, physical assaults and online threats of banishment and exile. Literature and independent media were censored, books banned, and inconvenient truths violently repressed. Corporate power and social media continued to amplify propaganda and misinformation, often serving state interests, silencing diverse voices and undermining fundamental freedoms. In a world polarised by war, conflict and climate change, the escalating wave of repression feeds into a political narrative that seeks to deepen division.

PEN International's advocacy and campaigning continued through 2024 to seek an end to these human rights violations, provide and support protection and systems of refuge that can help support writers to continue their essential work, and to seek redress for harms suffered.

As outlined in PEN's Charter, literature knows no frontiers and must remain common currency among people in spite of political or international upheavals as unhampered transmission of thought within each nation and between all nations fosters mutual understanding and ultimately peace. In all circumstances, and particularly in time of war, works of art, the patrimony of humanity at large, should be left untouched by national or political passion

IMPROVING THE SITUATION OF WRITERS AT RISK WHO ARE DISPLACED, IMPRISONED OR OTHERWISE PERSECUTED

Research and monitoring – The PEN International Case List

PEN International monitored, researched and recorded unprecedented attacks on freedom of expression across the globe in 2024. PEN's Case List [Identity on Trial: Persecution and Resistance](#) highlights the increasing persecution of writers based on their identity. The report documents the alarming rise in censorship, imprisonment, and threats faced by writers due to their gender, sexual orientation, ethnicity, or religious beliefs. It underscores a disturbing global trend: those who dare express their identity or challenge dominant narratives are being silenced through legal threats, censorship, and violence. The Case List records 138 attacks on writers in 2024.

2024 was another year where internal and international **conflicts** took a devastating toll on civic space and cultural life in countries including the **Democratic Republic of Congo, Haiti, Myanmar, Palestine, Sudan, and Ukraine**, through death, destruction of infrastructure, and displacement, as well as on future generations' right to participate in and enjoy their culture. PEN International recorded at least six writers who died in the ongoing war in **Gaza**, bringing the total since October 2023 to 23. In **Ukraine**, PEN International honoured the memory of **Victoria Amelina**, killed in a Russian missile strike in July 2023 while recording testimonies of witnesses and survivors for her book about the war.

Journalists, particularly in the Americas, continued to be targeted and killed for their work, as documented by PEN International in its annual [Day of the Dead campaign](#). Regrettably, **impunity** for attacks and killings of writers remained a challenge, including in **Brazil, Mexico, Norway, Serbia, and Türkiye**, despite some inadequate or incomplete trial proceedings. Such a lack of accountability sends an alarming message to writers in all regions.

Lengthy prison terms such as those against the writer **Arnon Nampha** who is serving a cumulative sentence of almost 19 years in **Thailand** in relation to multiple convictions under the notorious lèse-majesté law, **Kaciaryna Andrejeva** (real name Bachvařava) was vindictively issued with an additional eight-year sentence after completing her previous two-year sentence for livestreaming a peaceful protest in **Belarus**. Other writers were detained, sometimes without trial or held after the expiration of their sentences, including in **Algeria, Egypt, Eritrea, India, Israel, Morocco, the Philippines** and the **UAE**.

In line with the growing threat of **mis- and disinformation**, which the PEN Charter clearly identifies as something that writers must stand together to resist, smears and stigmatization by officials were a growing problem in a number of countries, including **Argentina, Egypt, Mexico, Montenegro, Morocco, Serbia, the Philippines** (where the stigmatizing use of 'red-tagging' continued) and **Türkiye**. Sometimes beginning with censorship of books and book promotion, which expanded exponentially in the **USA**, and was also seen in **Argentina, Mexico, the Russian Federation** and **Türkiye**, such stigmatization was often the precursor to threats or even physical attacks; writers and journalists were threatened, including with rape and death, in **Honduras, Malta, Serbia** and **Venezuela**.

Finally, as in all walks of life, identity plays a part in persecution. Although women made up only 29% of PEN cases, they were more likely to be on trial or suffer various kinds of harassment. Indigenous writers in the Americas, such as in **Canada** and **Mexico**, writers who were members of minorities faced persecution for expressing those identities. In addition to Baha'i poet **Mahvash Sabet** in **Iran**, Uyghur and Tibetan writers in **China** faced long prison terms. For example, Professor **Ilham Tohti**, a member of the Uyghur minority, is serving a life sentence in connection with his activism for his community, while Kurdish writer **Yavuz Ekinci** faced over seven years in prison in **Türkiye** on bogus terrorism charges for his book *Dream Divided*, which is banned for publication, distribution or sale in the country. Writers discussing themes of gender identity, sexual orientation and sexual abuse also faced repression, including censorship and harassment in **Argentina**, **Equatorial Guinea**, **Uganda**, **Nigeria**, **Türkiye**, and the **USA**.

Solidarity – good news

Some persecuted writers saw improvements in their situation, in part due to PEN International's campaigns.

Mubarak Bala, the president of the Humanist Association of **Nigeria** was freed by the High Court in Kano on 19 August 2024. He was arrested in 2020 for posting 'blasphemous' content on Facebook and sentenced to 24 years imprisonment in 2022, later reduced to five years on appeal. PEN International joined appeals for his unconditional release in 2021. Authorities unconditionally withdrew a criminal and civil prosecution instituted by the President of **Gambia** against journalist **Musa Sheriff**, President of PEN Gambia and his colleague **Momodou Justice Darboe** in retaliation for their journalistic work after public pressure and private outreach to the presidency by press freedom and human rights groups. Similarly, PEN International was delighted that the prosecution of PEN Togo president, **Marthe Nounfoh Fare** ended after authorities withdrew frivolous charges brought against her in retaliation for a video she had posted and commented about on her TikTok account.

In the Americas after almost a decade of advocacy by PEN International, with the solidarity of many PEN centres, authorities in **Honduras** overturned the sentence passed against **Cesario Padilla**, a journalist, author, and PEN Honduras member. In **Brazil**, the investigation into the murder of British journalist **Dom Phillips**, although not yet concluded, has led to the prosecution of the mastermind and those responsible for the crime. In **Canada**, charges of obstructing the police brought against journalist and author **Brandi Morin** were dropped, following campaigning by many organisations, including PEN Canada. In **Cuba**, during 2024, we celebrated the release of musician **Richard Zamora** and journalist **Lazaro Yuri Roca Valle**, joined in January 2025 by artist **Jessica Lisbeth Torres Calvo** and rapper **Randy Arteaga**. In other good news, poet **Carlos Bucio Borja**, was released in **El Salvador** after a campaign for his release by local and regional organisations, including PEN International.

Among the positive developments in the Asia Pacific region is the Malaysian authorities' decision in April to close the case against writer **Uthaya Sankar SB**, almost two years after an investigation was first opened over a comment he posted on social media. In May, writer and editor **Prabir Purkayastha** was released on bail after India's Supreme Court declared his arrest to be invalid.

In Bangladesh, the long-running probe against photojournalist **Shahidul Alam** was suspended in November, with the interim government also announcing its intention to repeal the repressive Cyber Security Act. In December, PEN member **Zholia Parsi** was awarded the Martin Ennals Prize in recognition of her selfless advocacy for the rights of women and girls in Afghanistan.

On 8 March, Serbia lifted an expulsion order against Russian literary translator **Elena Kuposova**, who had signed a petition condemning the Russian Federation's war against Ukraine. That month, authorities in Montenegro dropped all charges against PEN member **Boban Batrićević** brought in relation to his writings.

On 25 June, Wikileaks founder and publisher **Julian Assange** was released from prison in the United Kingdom following a plea deal with US prosecutors. Russian-US journalist **Alsu Kurmasheva** was freed from prison in the Russian Federation on 1 August in a prisoner exchange that included US reporter **Evan Gershkovich** and Russian British writer **Vladimir Kara-Murza**. On 31 October, Belarusian filmmaker and journalist **Andrej Hniet**, at risk of extradition to Belarus, was freed from house arrest and allowed to leave Serbia. Kurdish poet **İlhan Sami Comak** was released on 26 November after spending 30 years in prison in Türkiye. PEN members continued to write to persecuted writers throughout the region, providing much needed encouragement and hope.

In July, PEN International welcomed the release of **Moroccan** journalists **Omar Radi**, **Soulaiman Raissouni** and **Taoufik Bouachrine** after receiving royal pardons from King Mohamed VI, and also the temporary or conditional releases in **Iran** of **Sedigheh Vasmaghi** in April and **Narges Mohammadi** and **Mahvash Sabet** in December.

Emergency humanitarian support

Providing direct assistance, PEN International worked closely with PEN Centres, the PEN Emergency Fund (PEF), and partners, to provide life-saving support to writers and their families. This included emergency relocation and the provision of emergency financial aid through a one-off grant for a range of urgent needs such as safe passage, medical assistance and general support towards living expenses.

Many many thank you for your support! Your timely assistance has been a beacon of hope amidst the darkness, providing us with the means to navigate through adversity.

As a human rights defender and online activist, my journey has been fraught with challenges. Following a harrowing attack by extremists and unjust detention ... I found myself facing imminent threats to my life and liberty. However, your compassionate intervention has offered a glimmer of hope in our darkest hour.

With your support, I am empowered to seek refuge in a safe haven, away from the dangers that once loomed ominously over me. Your kindness has not only saved my life but has also reaffirmed my faith in the inherent goodness of humanity.

I extend my heartfelt thanks to each member of your esteemed team for their unwavering support and solidarity. Your selfless act of kindness has touched our lives in ways beyond measure, and for that, we will be forever grateful.

Writer from South Asia

In 2024, the largest number of the 85 grants made (a 17% rise over 2023) went to assist **Palestinian** writers trying to flee the war in Gaza (13), while the almost total repression of free speech in **Afghanistan** (11) and **Myanmar** (9) meant that the grants continued to be a lifeline for persecuted writers there. Four of the grants to Afghan writers were to women, all facing gender-based violence from the Taliban authorities. Not surprisingly, the high levels of repression in **Nicaragua** (5), **Türkiye** (5), **Ethiopia** (4), **Belarus** (3) and **Cuba** (3) required considerable support while conflict or civil unrest contributed to high demand from writers in **Sudan** (4), **Bangladesh** (2), **Guatemala** (2), **Lebanon** (2) **Syria** (2). Grants were also made to one writer from each of **China**, **Colombia**, **Ecuador**, **Eritrea**, **Gambia**, **Ghana**, **Haiti**, **Honduras**, **Mali**, **Serbia**, **Pakistan**, **Rwanda**, **Somalia**, **Togo**, **Venezuela**, **Vietnam** and **Zimbabwe**.

The ongoing hostility to LGBTQI individuals in some African countries remained of grave concern, and led to support for a writer and transgender woman from **Nigeria** whose ability to live a free life and build a livelihood was at risk of transphobic attacks from police and from community harassment. Support was also given to a polygender and queer writer, editor, performer, and rapper with multiple disabilities from **Uganda**, no longer able to support themselves from their creative work and facing economic hardship as a result, following enactment of repressive anti-LGBTQI rights legislation.

The numbers of grants to writers from countries in crisis and the wide geographical spread of support, demonstrates the vital role of this relief work and the need for increased and sustained funding to support it.

PEN also published its report, [*Emergency Assistance: The Challenges in Ensuring the Safety of Writers in Times of Crisis*](#). This policy document illustrates the spectrum of challenges PEN International has faced in assisting writers forced to flee from their homes in countries such as **Afghanistan**, **Belarus**, **Eritrea**, and **Nicaragua**.

The report comes at a critical moment as repression targeted at writers – as well as many other civil society actors – intensifies, and the brunt of authoritarianism deepens worldwide. Writers who, like their journalist and human rights defender peers, are being persecuted and similarly face exile, imprisonment, harassment or even death for exercising their writerly expression. However, unlike other at-risk groups, they lack access to necessary and timely protections. PEN International stresses the need for better international mechanisms to protect writers at risk. The organisation calls on the global community to reassess its responsibilities under human rights law and standards, as well as the adaption and extension of established mechanisms to better safeguard writers at risk.

ADDRESSING STRUCTURAL THREATS AND BARRIERS TO FREEDOM OF EXPRESSION

The deterioration in Freedom of Expression globally, features a noticeable development in 2024 - the rise of **transnational repression** where governments, including **Kenya**, **Türkiye**, the **United Arab Emirates (UAE)** and **Uganda**, have colluded with other states to deliver writers and critics visiting or living abroad into what are often black holes of detention, as happened to Egyptian-Turkish poet **Abdul Rahman Youssef al-Qaradawi**, detained in **Lebanon** and extradited to the **UAE** on account of his criticism of the UAE authorities.

Happily, Belarusian filmmaker and journalist **Andrej Hniet** was eventually freed from risk of extradition to **Belarus** from **Serbia**, as was Julian Assange in the **UK** after he negotiated a deal with the **USA** to avoid extradition and prosecution for his work with Wikileaks, but their ordeals highlight the chilling effect of the increasingly long tentacles of state repression.

The weaponization of the judicial system to crush dissent through strengthened **cybercrime laws and regulations** that risked harming freedom of expression were passed or introduced in **Algeria, China, Cuba, El Salvador, Malaysia, Nicaragua, and Vietnam**, while **internet shutdowns** to prevent free expression around elections and protests occurred in **Mozambique, Comoros, Venezuela, Bangladesh, Myanmar and Pakistan**. **Insult and defamation laws** – which in sub-Saharan Africa are part of a colonial legal legacy that governments are in no hurry to overturn – have long been part of the arsenal of governments or their supporters seeking to quell dissent, and 2024 was no different. Defamation was one of the charges brought against **Professor Étienne Fakaba Sissoko** in **Mali** who was sentenced to one year in prison for his criticism of the military government, while similar charges were used to persecute writers in **Italy, Peru, the Philippines and Thailand**. The **Russian Federation** continued to abuse its ‘LGBTQI propaganda’ law to censor discussion of same-sex relations and to persecute LGBTQI activists and organisations, while similar laws were passed in **Bulgaria and Georgia**.

The misuse of vaguely worded national security or anti-terror legislation to silence journalists and writers was also common in many sub-Saharan African countries (although **Eswatini** bucked the trend), as well as in **Algeria, Belarus, China, Nicaragua, Egypt, India, Iran, Russian Federation, Türkiye, and the UAE**. **Mahvash Sabet**, a member of Iran’s Baha’i minority who began writing poetry during her previous lengthy imprisonment, was serving a 10-year prison sentence for unfounded charges of ‘espionage’ in relation to her religious beliefs. In other countries, authorities resorted to bogus criminal charges to lock up writers, including in **Cuba, Morocco, and the Russian Federation**.

PEN International’s research documenting the instances and impact of persecution on writers amounting to serious violations of human rights were provided in **reports** and **submissions** to States and human rights bodies. PEN International presented detailed recommendations pressing for redress and reform before the United Nations Human Rights Council, the African Commission on Human and Peoples’ Rights, the Inter-American Commission on Human Rights, the Council of Europe and European Parliament. Countries under review in 2024 included: **Bosnia, China, Cuba, Egypt, Eritrea, India, Nicaragua, Turkey and countries in Western Balkans**.

Resolutions and Declarations

Intended to support the PEN network in its work, two resolutions were adopted by PEN Centres at PEN International’s 90th Annual Congress held in Oxford, in September 2024. The first [on freedom of expression in Palestine and Israel](#) addressing the catastrophic violations of freedom of expression in Palestine and Israel since 7th October 2023 attacks and throughout the ongoing Israeli war on Gaza, in the Occupied Palestinian Territories and in Israel. The resolution calls for swift and coordinated action from all sectors—governments, civil society, and cultural institutions—to safeguard and advocate for justice, equity, and human rights for writers in Palestine, Israel, and beyond.

The second, [on protection mechanisms for writers at risk](#) – emerging from our policy dialogue (highlighted earlier) calling on the international community to ensure more robust protections to writers. PEN International reiterates the need for international bodies, including the UN Special Rapporteur in the field of cultural rights, the UN Special Rapporteur on Human Rights Defenders, and UN Special Rapporteur on Freedom of Expression, to conduct thorough studies into the barriers faced by writers and to establish monitoring mechanisms that assess states' compliance with their international obligations regarding freedom of movement for writers and creatives. PEN International's **Translation and Linguistic Rights Committee** approved a [Declaration on Sami Language and Literature](#), calling greater support from national authorities in Finland, Sweden and Norway to support the production of Sámi literature. The Declaration also presses the EU to improve support programs that strengthen the use of Sámi languages in literature and education.

PEN INTERNATIONAL'S MISSION TO EU INSTITUTIONS

PEN members in the Western Balkans continued to face harassment smears, and death threats by state and non-state actors, merely for peacefully expressing their views. In February 2025, PEN International [urged](#) the Serbian authorities to uphold the right to peacefully protest and ensure a safe and enabling environment for journalists, as student-led demonstrations continued to sweep through the country.

PEN International's report *Toxic Narratives. Silencing Expression in the Western Balkans*, [published](#) in October 2023 with the generous support of the Fritt Ord Foundation, details the myriad pressures, intimidation, and threats aimed at stifling independent voices – specifically writers and other creatives – in the Western Balkans region (Bosnia and Herzegovina, Kosovo, Montenegro and Serbia).

As the report launch event in Sarajevo, Bosnia and Herzegovina, clearly demonstrated, diplomatic contacts, UN missions and OSCE representatives are aware of the main difficulties faced by journalists in the Western Balkans, but not necessarily of the specific challenges experienced by writers and other creatives, who operate in an increasingly toxic and suffocating atmosphere, which seriously impacts their expression and who report increasing levels of self-censorship.

Tanja Tuma, Vice-Chair, PEN International Board and President of PEN Slovenia, **Milan Marković**, Secretary General of the Montenegrin PEN Centre, and **Aurélia Dondo**, Head of Europe and Central Asia, travelled to Brussels to continue advocating for long-awaited reforms in the region by bringing lived experiences of writers into the EU's discussions with Bosnia and Herzegovina, Kosovo, Montenegro, and Serbia on their accession to the Union. The delegation aimed to:

- Promote the report and its findings with key decision-makers at the European Commission and European Parliament, who can help generate change.
- Raise awareness of the specific plight of writers and other creatives in the Western Balkans – specifically Serbia and Montenegro.
- Inform 2025 accession reports.
- Strengthen advocacy links with decision-makers, including on PEN cases and concerns.
- Strengthen cooperation with Brussels-based partner organisations.

Productive meetings were held with members of DG-ENEST and cabinet members of **Marta Kos**, the new EU Commissioner for Enlargement. PEN International successfully shed light on the specific plight of writers and other creatives in the Western Balkans, and DG-ENEST representatives warmly welcomed PEN's proposal to provide timely information on key cases and concerns, which will feed into the next accession reports. Cabinet members requested information on how public funds in candidate countries are being distributed to writers and publishers – thereby highlighting a gap in their knowledge and reinforcing PEN International's unique contribution. The delegates also visited the European Parliament and shared copies of the report. The delegation met with the **European Federation of Journalists (EFJ)** a key partner of PEN International. All agreed to continue joining forces on key cases and concerns, including through the Council of Europe's Platform for the Safety of Journalists and the **Mapping Media Freedom Rapid Response (MFRR)**. Discussions with the Director of the **Federation of European Publishers (FEP)** helped identify possible joint actions moving forward.

In a positive development, the **Coalition Against SLAPPs** in Europe, which includes PEN International, welcomed the adoption of a Directive against Strategic Lawsuits Against Public Participation (SLAPPs), intended to protect journalists and media outlets from abusive litigation across European Union member states. The April 2024 Council of Europe's non-binding recommendation provided a roadmap for jurisdictions that are not subject to the EU Directive. The May 2024 **European Media Freedom Act (EMFA)** established new EU rules to protect media pluralism and independence.

CREATING NEW SPACES FOR LITERATURE, LANGUAGE, DEBATE, DIALOGUE, IDEAS AND OPINIONS

At PEN International's 90th Congress, themed '[Writers in a World at War](#)', delegates from over 90 countries convened against the backdrop of ongoing global crises to explore crucial issues, including the significance of the [PEN Charter](#), the role of literature 'across frontiers,' and the future of PEN's principles and mission of solidarity.

Palestinian author **Adania Shibli** inaugurated Congress with a poignant keynote address, intertwining personal narratives with broader insights on silence, language, and the colonial effects on Palestinian identity. Welcoming remarks were delivered by **Burhan Sonmez** (President of PEN International), **Margaret Busby** (President of English PEN), and **Anthony Brewerton** (Bodleian Libraries).

Highlights featured "Literature knows no frontiers", a panel discussion between award winning writer **Elif Shafak** and **David Roche**, Non-Executive Chairman for The London Book Fair, and the panels "Equity in Expression", "Writers in times of War (and Conflict)" and "Young Voices", with the participation of delegates from PEN Centres in Argentina, Bolivia Chiapas, Guatemala, Norway and Ukraine, among others.

Congress also saw the participation of acclaimed writers **Margie Orford** (Former President of PEN South Africa), **Sir Ben Okri** (member of PEN International Writers Circle), **Boris A Novak** (PEN International Vice President), and **Jennifer Finney Boylan**, (President PEN America), as well as PEN International's friends **Peter MacDonald** (University of Oxford) and **Rachel Potter** (University of East Anglia).

Civil Society Programme

Working through our flagship Civil Society Programme (CSP), PEN International contributes to a dynamic and informed civil society, by creating spaces for creativity and dialogue, where ideas are shared and challenged and where expression in all its forms can flourish.

PEN's projects notably in the global south, are delivered through PEN Centres in local communities, doing outreach on priority areas such as improving literacy for girls and marginalised children. The projects promote writing, reading and critical thinking as essential for a healthy and representative society. We reach marginalised groups with grassroots interventions to improve literacy, protect civic space, defend linguistic and cultural rights, and tackle threats to freedom of expression. These efforts are genuinely cross-national, and built on values of openness, tolerance, and empathy.

PEN International provided platforms for debate around pluralism of ideas and perspectives, this included inclusive spaces for minoritized groups particularly women and girls. The programme strengthens initiatives, which enhance the participation of women and minorities through campaigns and advocacy, literary events, festivals, and community outreach, educational support programmes, literary and research initiatives.

Equity in Expression

The broader vision for the equity in expression strategy – strengthening inclusion through bringing marginalised literary voices into the mainstream through equitable processes, has been at the fore of our CSP work for over a year and a half. The work is subject to regular reporting including group and bilateral meetings/notes/tweaking through a coherent program of monitoring and evaluation to ensure that the processes we exalt as critical to equitable and equal participation are, in fact, robust.

Particular focus has been on laying the ground for the commissioning of 25 literary thought pieces from indigenous writers in Latin America through a project named *Lenguas Vivas* (funded by the Hawthornden Foundation) and another 25 through Centres in southern Africa through a UNESCO Aschberg funded project named the Right to Write, which focused on the role of the writer and artistic expression. PEN International has worked diligently in its collaboration with Centres for both projects to enable a process of greater inclusion – bringing in writers who are not part of the PEN fold or literary mainstream.

Both projects have entered a phase of work, in which Centres **Malawi**, South Africa (**Afrikaans**), **Uganda**, **Zambia**, and **Zimbabwe**) and (**PEN Argentina**, **PEN Chiapas**, **PEN Chile**, **PEN Guatemala** and **PEN Quechua**) have been working to produce anthologies. In the case of the *Lenguas Vivas* project Centres have been working to produce local booklets featuring writing in 23 indigenous languages. And in the case of both projects a regional anthology (*Lenguas Vivas* in indigenous languages and Spanish and UNESCO into English), are currently being produced to sustain visibility and propel tolerant discussion about the problems faced by marginalized groups, in gaining access to the mainstream. We are currently reviewing how to maximise project impact (including participation at various regional literary festivals). Centres have all propelled their work through innovative external engagement – including in the case of PEN Guatemala who are hosting a series of podcasts.

Poetry and narrative in native languages, by definition, is resistance. Not only because of the audacity to continue writing in the languages that few people will read, either because they are languages with so few speakers or because the linguistic self-esteem of the many speakers has been annihilated and what they have left is not enough to approach the texts written in the language of their grandmothers and grandfathers, but, above all, because it is a question of writing against the current, against the hegemony of language and colonizing thought.

Miguel Angel Oxlaj Cúmez

Invisible Child

Wrapping up the second phase of the Invisible Child project: Larger grants provided for specific Centres to carry out another phase of their work. Funding was provided to **PEN Malawi**, **PEN Togo**, **PEN Afrikaans** for this programmatic effort. Over 2023 and 2024 [PEN Afrikaans](#) has worked with 60 primary aged school children, and 5 groups of 10 – 20 high school learners, i.e. approximately 135 learners and 12 presenters in total to introduce them to the Invisible Child text. In addition to this granular work, and to sustain its efforts, PEN Afrikaans worked in collaboration with an educationalist - over the first half of 2024 - to produce a stand-alone manual for teachers.

[PEN Malawi](#) wrapped up the second phase of its Invisible Child project at the end of 2024, working with 100 children (female: 61/male: 39) through a series of workshops using creative exercises to explore an additional text written in Chichewa. [Parental involvement](#) remains critical to extra-curricular efforts in Malawi particularly as students live in one of the world's poorest countries and any such interventions require careful planning and implementation, so as not to usurp and saturate space but also to support parents who are under considerable pressure. The Centre has developed its own manual for teachers (sharing their lessons learnt with PEN Afrikaans – encouraging peer to peer learning). At the centre of all our programmatic efforts, is the inclusion of youth who remain the key to sustaining ideas and values generated through this work.

The youth have been at the fore of the work done by PEN Togo who in addition to the Invisible Child project (where they have worked with 150 students with a translated version of the text into French) have run [literary cafes](#) and [writing workshops](#) with students, women and influential authors (under the Renaissance project) to foster literary engagement and provide expression platforms for diverse groups in Togo. They have also worked to establish PEN-Clubs in schools, universities, and public spaces, with a focus on enhancing membership and participation.

Inclusion has similarly been running through the work of **PEN Sri Lanka** who in September launched their first ever anthology of poetry by up-hill Tamil tea workers following its facilitation and hosting of creative writing workshops amongst communities who have historically lacked any access to mainstream spaces. As a result of this work, [PEN Sri Lanka](#) was invited to the [Galle Literary festival](#) – one of the most prestigious in the region, to talk about the work and the writing.

The war in Ukraine and its continuing impact on the cultural sphere, remains a priority for PEN International – working with [PEN Ukraine](#) through specific funds (in agreement with SIDA). Over the course of last year, **PEN Ukraine** has worked diligently under immensely difficult conditions to host (28) events in its PEN Space, conduct 4 PEN bus trips (to Kherson, Mykolaiv, Kharkiv and Odesa - travelling to liberated zones to understand the impact of the war on the cultural sector). Despite harsh conditions, it has worked to ensure public dialogue, stakeholder negotiations, and community-driven event planning, so that the work it undertakes remains relevant and part of the broader efforts of civil society to hold the line. In visibilising its critical work and documenting violations, PEN Ukraine's website has enabled its monitoring to reach further, and it has become a frequented site by peers to understand the ongoing impact of the war on the cultural sector.

In addition to directly funded programs, through the CSP we continue to maintain support (even where not in receipt of project grant) to Centres such as **PEN Afghanistan** and **PEN Belarus**. The latter continues its program of work of monitoring violations targeted at the cultural sector and cultural workers. This year they are intending on expanding their lens to include women and the gendered experience they face in a broader realm of ongoing repression.

PEN OPP – Swedish PEN

PEN/Opp's core mission is to provide a platform for those writers that for different reasons cannot publish their work in their local contexts. Writers in exile continue to be important contributors to the magazine. In 2024 texts from imprisoned writers have also been featured. The last two years we have paid more attention to the situation for indigenous writers and minority languages. Working together with two Tatar poets and a Swedish publisher on an issue on indigenous languages within the Russian federation has taken this work further. PEN/Opp is constantly thinking of ways to connect with a younger generation of writers and readers, in order to be relevant to a new generation of writers. In 2024, the platform showcased writers who are founders of PEN International's Young Writers Committee. Seeking to reach wider audiences, the number of readers has slowly but steadily increased over the last three years, and in 2024 readership has almost doubled, from 35,000 readers in 2023 to 61,000 readers in 2024, in part due to working with guest editors with their own wide networks.

THEME: THE NON-RUSSIAN RUSSIA: THE DECOLONIAL LITERATURES

This theme includes texts written by representatives of a handful of Russia's indigenous people. They are written from within the cultural decolonization processes that have long been underway in the country. For a long time, we've gone to the Russians to learn about the Tatars, the Udmurts – or the Ukrainians. This theme encourages the reader to seek to read and listen to them directly. The issue was made in collaboration with guest editors **Mikael Nydahl**, **Dinara Rasuleva** and **Galina Rymbu**.

THEME: WOMEN LIFE FREEDOM – VOICES FROM AN UPRISING

2024 marked the second anniversary of the death of Kurdish **Jina Mahsa Amini**, who was arrested and beaten by Iran's morality police for not wearing a veil properly. Her death was the starting point for the **Women Life Freedom** protest movement, which saw large-scale demonstrations in Iran where women burned their veils and cut off their hair in protest. To mark the anniversary PEN/Opp published a number of texts reflecting on the protests.

STRENGTHENING THE INSTITUTIONAL CAPACITY AND SUSTAINABILITY OF PEN, SO THAT THE MOVEMENT IS FULLY REPRESENTATIVE AND RELEVANT

PEN Dominican Republic was welcomed as new Centre at PEN International's 90th Congress. **Burhan Sonmez** was re-elected as President, **Arne Svingen** was elected as International Secretary, **Salil Tripathi** was re-elected as a Board member along with **Kim Echlin**. **Carles Torner** was elected as Vice President. The **Young Writers Committee** was established as PEN International's fifth and most recent Committee.

Capacity Building and Policy Development

Enhancing skills developing tools

PEN International ran a residential workshop in Nairobi, Kenya over five days from 23 – 29 June 2024, as part of the *Right to Write*, Aschberg UNESCO and Sida funded work.

The workshop was conceived as part of an overall process which aims to increase the capacity of five Africa PEN Centres: **Afrikaans, Malawi, Uganda, Zambia, and Zimbabwe** to mobilize their members and relevant stakeholders through strategic actions to promote diverse literatures, linguistic rights and defend freedom of expression.

Through presentations and exploration of key knowledge, skills, attitudes and practice themes, participants shared insights necessary for advancing the status and rights of writers and other practitioners in the artistic expression field, in their countries as well as regionally and internationally as members of the PEN movement.

The workshop introduced participants to key concepts necessary for meaningful participation in national processes affecting literary/artistic expression and linguistic rights. These concepts included human rights principles and their meaning in the context of PEN International's work; integration of a human rights-based approach in actions that advance the promotion and protection of the right to literary expression and artistic freedom, relevant protection mechanisms for writers at national, regional and international levels, skills development in advocacy, campaigning, movement and coalition building, as well as effective governance and management of voluntary membership associations.

A common understanding of these concepts and exploration of basic skills will enable PEN Centres to effectively develop actions to advance the project. Specifically in relation to equality and inclusion within their associations and strategies to strengthen their capacity to advance the protection of the rights of writers and other artists and culture practitioners at the national and regional levels. Project plans were shared and methods to integrate good practices in activity planning and implementation, governance and financial management in the operations of their PEN Centres.

As part of our continued commitment to strengthening the operational capacity of PEN Centres, we delivered our first combined Finance and Governance Training Workshop in 2024. This landmark initiative brought together **17 participants** from **six PEN Centres**, providing them with tailored guidance on budgeting, financial reporting, internal controls, and governance best practices. The interactive format encouraged strong engagement, with participants actively contributing to discussions and exercises.

The finance module focused on practical tools and approaches for effective financial management, including the benefits of full cost recovery, transparent reporting, and audit readiness. Governance training emphasised the importance of having constitutions aligned with PEN International's framework, legally registered centres, risk management, operational bank accounts, and diverse, professional boards.

Since the workshop, we have observed significant improvements in financial oversight and reporting practices within participating Centres. However, we recognise that ongoing support is needed. To this end, we are committed to a long-term capacity-building programme, providing follow-up training and resources to ensure all PEN Centres are equipped to operate with strong governance and financial accountability.

A Guide to Defending Writers at Risk

On 10 December, Human Rights Day PEN International launched [A Guide to Defending Writers at Risk](#), a comprehensive manual designed to empower PEN members, supporters and other activists in their crucial work of defending freedom of expression and supporting writers at risk. This handbook serves as an essential resource for anyone involved in advocacy, campaigning, and media strategy, offering a structured and practical approach to creating lasting impact in the fight for human rights.

The guide is divided into seven detailed chapters, each focused on a specific aspect of PEN International's global mission. From understanding the organisation's structures and core principles to crafting effective advocacy strategies and harnessing the power of social media, this guide is an invaluable tool for both experienced and new campaigners.

The handbook's practical approach equips readers with the knowledge to develop impactful campaigns. Drawing on a theory of change, it explains how to analyse complex situations, identify clear objectives, and map key stakeholders. These insights are complemented by compelling examples of how PEN Centres worldwide have successfully mobilised support for writers under threat. The guide also emphasises the importance of evaluating campaigns, ensuring that each action leads to measurable and meaningful outcomes.

To support these efforts, the handbook details the tools and resources available to PEN members and other activists. These include the PEN International Case List which tracks violations of free expression, and Rapid Action alerts that raise awareness about urgent cases. It also highlights the crucial role of initiatives such as the [Day of the Imprisoned Writer](#), which serves as a rallying point for global solidarity and action on behalf of writers who are imprisoned or facing persecution.

Advocacy is another key focus, with the handbook offering members step-by-step guidance for engaging with governments, intergovernmental organisations, and other influential bodies. Importantly, the guide also addresses risk analysis and mitigation, acknowledging the challenges faced by those working in sensitive or high-risk contexts.

Recognising the power of media in amplifying campaigns, the handbook offers advice on developing and implementing a robust media strategy, as well as on harnessing the potential of social media to engage audiences and expand reach.

Policy development

PEN International's policy is guided by its resolutions, manifestos, declarations and Charter. These act as a guide for organisational responses to ongoing human rights violations – including for our Heads of Regions who lead on monitoring, researching and documents restrictions impacting writers and journalists alike.

In an effort to institutionalise our approach and maximize PEN International and its movement's ability to effectively advocate for human rights, we sought to consolidate this foundation of thinking, review our approach for any possible gaps (in relation to the normative human rights frameworks) and work towards producing an accessible document for the PEN network and PEN International staff in order to provide coherent responses and stay abreast of all developments in relation to key policy areas.

PEN International commissioned two consultants to review PEN International's existing policies to review PEN International resolutions to identify commonalities in approach and highlight key threads; compare against international human rights law to review gaps in policy approach; identify any contradictions in approach on key thematic issues and provide a review with a gender and diversity lens to highlight relevant international law and frameworks.

The results of this review along with recommendations will be discussed with PEN International teams before being presented to the Board and developed into a policy manual to be shared with the membership at a forthcoming Congress.

CRITERIA FOR MEASURING SUCCESS

International P.E.N. has a diverse framework for measuring its impact effectiveness. Linked to the organisational log frame, qualitative and quantitative indicators are recorded through tracking tables, case studies, focus groups and questionnaires. These are used to determine the effectiveness and appropriateness of activities. Our approach aims to be participatory and adaptable in order to understand the impact of PEN's work across the organisation by bringing the voices of writers and members working in a variety of contexts together, to build a comprehensive picture of PEN's work. Lessons learnt, including from achievements and challenges, are fed into planning and to strengthen the work going forward.

With PEN Centres participating in our Civil Society Programme, we have sought to build strategic coherency and capacities, we have worked through inclusive and detailed planning (including gender and diversity mapping); cultivating ownership over the work and more broadly strategic outcomes and building the relationship through learning – in which our relationship between the Centres and the Secretariat is constantly being reviewed through learning, transformation, and unlearning.

Meaningful feedback and honest analysis are at the core of our system, as is our means of capturing data which harnesses the strength of PEN as an organisation of writers who can tell stories of change. Programmes are subject to external and independent evaluations when required by funders.

PLANS FOR THE FUTURE

International P.E.N. coordinates the activities of PEN Centres across the world in defence of freedom of expression and provides international support, research, policy development and programming to further this aim. The Charity Commission's RR12 declares: *"there is an obvious public benefit in promoting human rights. The Trustees have had regard to the Charity Commission's guidance on public benefit as required by Charities Act 2011 s17(5). For individuals whose human rights are thereby secured, the benefit is immediate and tangible. There is also*

a less tangible, but nonetheless significant, benefit to the whole community that arises from our perception that the fundamental rights of all members of the community are being protected."

Freedom of expression is a foundational right, on which other rights are dependent. Our response to the evolving nature of threats to this right is driven by external realities. Our barometer of how we need to respond is driven by the writers, our members, and their ability to pursue their creative craft, whilst upholding this creative space for others. However, when it is their immediate safety and right to life that is threatened, we are compelled to prioritize this over all our other work so that we remain relevant and credible as a civil society player. Our constant challenge is to reflect and learn from what we do, strategically revisiting our work to ensure that we are maximizing our limited resources.

Our strategy continues to strengthen PEN International's influence to address some of the most pressing social challenges faced globally. PEN's dexterity both as a cultural body as well as a human-rights based organization lends it agility to endure despite all political transition or upheaval and its role in upholding the right to free expression remains unique to it. Our literary character, which has enabled PEN to remain ahead of the curve on significant issues, continues to sit at the centre of our organizational core and our positioning within the broader NGO world.

PEN International's strategic vision for 2024 – 2028 was developed using a series of internal conversations detailed SWOT and PESTLE analysis as well as external evaluation and learning, assessing the impact of our work. It has also included ongoing assessments of our programmatic interventions (largely conducted through our Civil Society Project) as well as critical assessment of our emergency protection work. A diversity audit of PEN International's research and campaigning work which focused specifically on gender, was conducted to better understand how we can ensure the integration of a gender perspective sitting firmly within our next strategic plan.

In doing so, our mainstream work will not only continue to spotlight disparities in representation but also better integrate and embrace all lived experiences into our monitoring and research lens.

The body of work that we have been doing in supporting the positive contribution of writers to civil society and social cohesion also needs to be promoted. In doing so we want to demonstrate how literature can enable critical thinking and contribute to vibrant dialogue, contributing to empathy, cultures of respect, celebrations of difference, solidarity, and social cohesion. In demonstrating this honesty and accountability, PEN International's reputation amongst civil society actors can continue to thrive.

Our strategy to address emerging social challenges shall:

- Demonstrate PEN's authenticity in tackling continuing levels of inequity in literary expression through its proactive approach to research, campaigning, and its programmatic work by mainstreaming marginalized discourses through our CSP programme) and ensuring its research and campaigning lens on violations is inclusive of all lived experience.
- Leveraging our USP (writers speaking for themselves) in which we sit at the intersection of arts/culture and human rights and in which our organizational dexterity enables us to endure even hardened regimes

and in which our approach is deeply embedded within and led by international human rights norms and principally that of non-discrimination.

- Rebuilding our unique international advocacy presence through engaging with the entire breadth of the human rights framework in which the protection of all writers at risk and those in imprisonment remain firmly at our core.
- Continuing to focus our advocacy on individual writers as well as improvements to the structural barriers to all forms of expression.
- Institutional capacity for PEN Centres in which we will have a blended approach to grant-making scheme/capacity building and social investment. Specifically, seek to reinvest in our Centres through CSP to enable them to evaluate their legal, operational, and financial governance. Continued effort to institutionally enhance the corporate governance of PEN International through Board professionalism - working with Clifford Chance on constitutional review. Align our governance operations e.g., board responsibilities to the Charity governance code, build on Trustees' skill audit and board composition exercise and enhance our policies, procedures, and practices. And pursue strong financial and risk strategies that allows sustainable investment, step change in our service delivery and resilience building.

In 2025, we will be updating our core governance practices so that they reflect a standard of best practice, as well as a governance system that will improve overall communication. With the help of Clifford Chance (our pro bono Lawyers), the Constitutional Review and amendments to the Constitution and Articles of Association will be presented to the membership at regional meetings and the presented for vote at PEN International's 91st Annual Congress to be held in Krakow, Poland from 2 – 5 September 2025.

Alongside our strategic vision we have developed a resilience and budget framework with a new financial strategy alongside a fundraising plan.

FUNDRAISING STRATEGY FOR BUILDING PEN'S SUSTAINABILITY IN THE LONG TERM

International P.E.N. saw an increase in the number of individuals contributing to its work in the year. While individuals and institutions continue to be our main source of funding to invest in human rights work, income source diversification continues to be critical in the current climate.

The Swedish International Development Agency (**Sida**) approved a new partnership with PEN International in late November 2024. Contracts have now been signed to pursue our strategic plan – Equity in Expression. Discussions are ongoing with **PEN Norway** concerning a joint application to the Norwegian Aid Agency – **NORAD**, we hope that support from NORAD will compliment funding from Sida. New Institutional support from the Hawthornden Foundation will support the core functions of the organisation from 2025 – 2028.

We continue to build relationships and partnerships with stakeholders through a range of activities, including events and attendance at the major international Book Fairs in London and Frankfurt; through research and approaches to prospects; and through our networks. We are assessing the feasibility of attendance at other similar literary and trade events where we could secure face-to-face meetings with individuals and organizations able to invest in PEN's work.

We have successfully established a high-level, global **Philanthropic Advisory Board**, with the ambition to increase membership during the coming period to reach new contacts and attract new investment over a longer period.

We rely on voluntary donations to deliver our solidarity campaigns and writer-at-risk response work and therefore seek to expand the *unrestricted funding* we receive through our **Publishers Circle** and **Writers Circle**.

We have had meetings and introductions with a range of publishers and writers, have recently won the support of several new publishers and writers, with others making verbal pledges which we are trying to translate into donations soon. We will continue to approach publishers and writers, both existing and new.

International P.E.N follows a set of six fundraising principles, which we use to guide our fundraising policy and strategy. These principles lay out our commitment to our supporters and members

- Our fundraising respects and protects our independence, and mission
- We fundraise with integrity
- We work in partnership with those who support us
- We value and respect our supporters
- We fundraise with courage
- We are transparent in our fundraising and use of funds

Our fundraising activity complies with all relevant legislation and regulation, including the UK General Data Protection Regulation and the Privacy and Electronic Communications Regulations 2003. We also comply with the Code of Fundraising Practice.

We received no complaints about our fundraising practices in the last financial year (FY2023: nil)

GRANT-MAKING

Grant-making remains a core aspect of our charitable work. During the year, we awarded a total of £76k in grants through our Civil Society Programme (CSP) (2023: £121k), with the majority allocated to Europe (£30k to Svenska PEN for the PEN/Opp project and £46k to support Ukraine).

FINANCIAL REVIEW

International P.E.N.'s primary income is generated through our charitable activities across three core areas: Advocacy, Freedom of Expression, and Support for Writers at Risk. These activities are funded through a mix of grants, membership dues, circle contributions, and donations. For the year, total recognised income was £1,735k (2023: £1,349k). The largest share came from the Swedish International Development Cooperation Agency (SIDA), contributing £730k (2023: £722k), followed by the Hawthornden Foundation with £167k (2023: £nil). An additional £838k was received through other grants, donations, and earned income (2023: £627k).

Our revenue increased by 29%, driven primarily by a new grant from the Hawthornden Foundation and an uplift in donations. After accounting for interest charges and investment performance, the overall surplus on unrestricted funds for the year was £94k, compared to £3k in 2023.

We observed a modest increase in fundraising income, supported by proceeds from emergency appeals and new donor engagements. Membership dues and circle contributions continued to show steady growth throughout the year.

Additionally, we incurred £15k in centenary related expenditures (2023: £2k), primarily covering website development and book production costs. Book sales generated £13k in income during the year.

We maintained a stable cash position throughout the year, supported by proactive financial planning. To reduce risks to our income-generating activities, we implemented wherever possible a full cost recovery model, ensuring that core costs are covered across diversified income streams.

Additionally, we adopted a business case driven spending model, enabling more strategic decision-making and strengthening our commitment to value for money and responsible procurement.

We anticipate increased levels of unrestricted donations and confirmed grant commitments to support the future costs of our programmes. Looking ahead, we do not expect any challenges with working capital over the next 12 months, as the Trustees working closely with the Philanthropic Advisory Board have actively mobilised efforts to strengthen financial resilience.

We maintain sufficient reserves to ensure we can continue fulfilling the organisation's objectives with confidence. These reserves are held across a mix of fixed and current assets, including an investment portfolio managed on the Board's behalf by Swissquote, our appointed investment managers.

RECOGNISED INCOME

International P.E.N. extends its sincere gratitude to all donors for their generous support, which contributed to a total income of £1,735k in 2024 (2023: £1,349k), reflecting a 29% increase over the previous year.

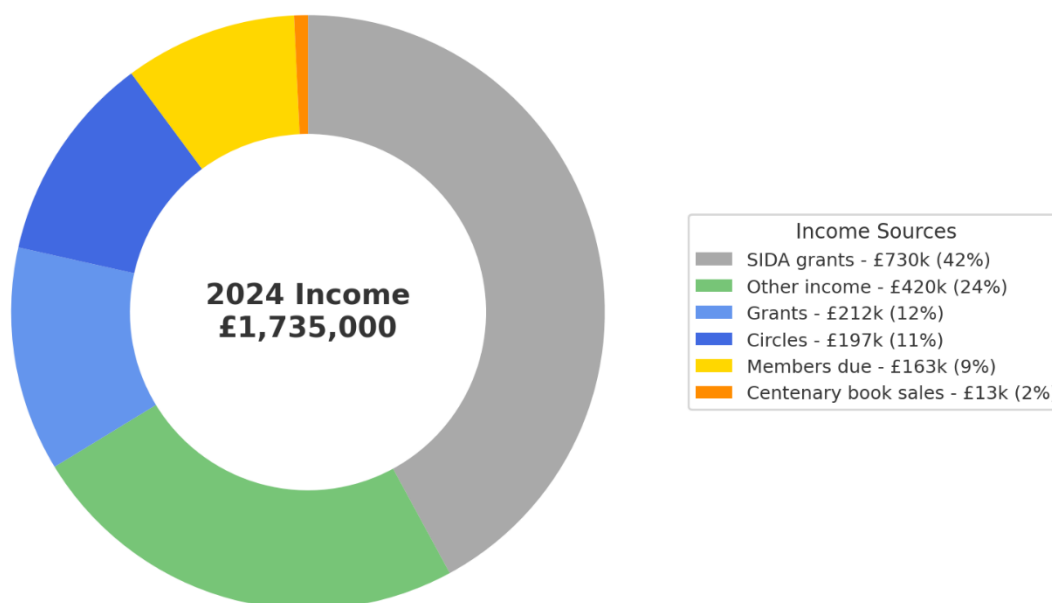
Unrestricted income rose to £781k, marking a 53% increase compared to 2023, while restricted income reached £954k, representing a 14% increase year-on-year.

Other principal restricted funding sources for 2024 include SIDA, Hawthornden Foundation, UNESCO, Fritt Ord Foundation, The National Endowment for Democracy (NED), PEF and the Banyan Tree Foundation.

The funds from these donors including Charlotte Aitken and Greater Washington Community go towards our research and policy work, civil society projects and the defence of writers at risk.

Our main sources of unrestricted income are the membership dues and the subscriptions to our Circles.

Recognised income: January 2024 to December 2024



MEMBER DUES

Membership dues, contributed by both centres and individual members, are a vital expression of commitment to the mission of International P.E.N. These contributions play a significant role in supporting PEN's global work and are an essential part of our 2025 annual budget. Centres pay dues annually to International P.E.N. based on the size of their local membership. In addition, individual members contribute dues to both their local centre and to International P.E.N., reinforcing our collective responsibility and solidarity. Support also comes from the broader PEN community - including publishers, writers, and readers through the PEN Circles—who together help sustain our international efforts.

The contribution of Centre dues is made according to the GDP of the country, according to four categories (determined by the World Bank): £14.40, £10.35, £5.75 and £3.45 (respectively per member per year). These categories are currently under review.

CIRCLES

These are the Publishers, Writers, Readers and Screen Circles. Income from the Circles increased in 2024. The Trustees recognise the need to grow this basis of unrestricted income and have put plans in place within our new three years financial strategy to grow the Circles.

EXPENDITURE

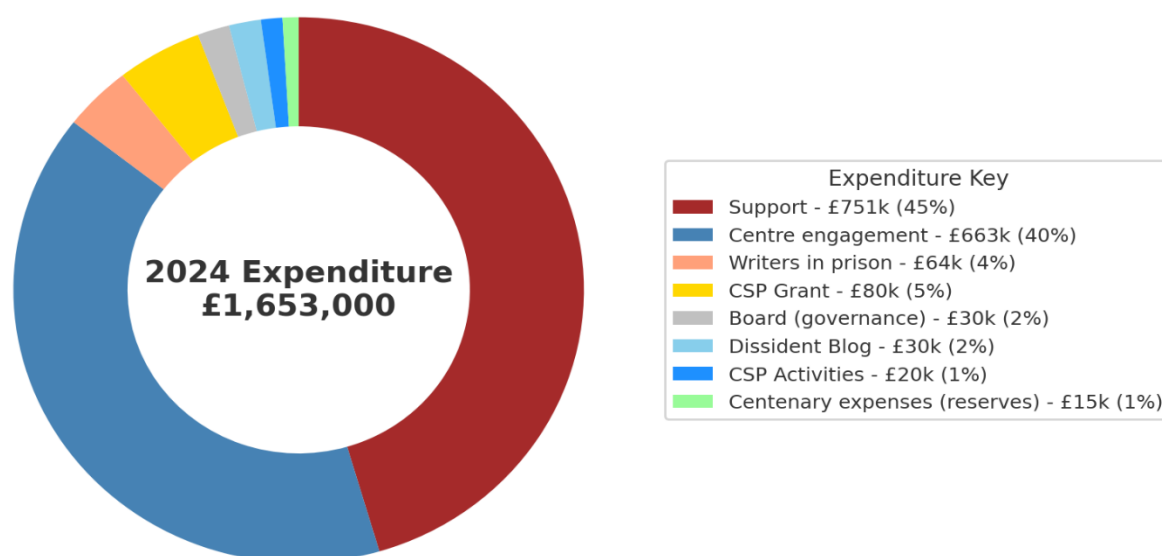
Total expenditure was £1,653k (2023: £1,445k), an increase of 14%. Expenditure was tightly controlled throughout the year to try to achieve an overall surplus to rebuild reserves and future sustainability.

The main items that make up this amount include:

- Total staffing costs (including recruitment, training and consultant) 54%;
- Overall support costs, congress, administration, finance, communications (core costs) 46%.

Employment costs remained by far the highest single item, totalling £865k (directly employed staff and consultants).

Expenditure: January 2024 to December 2024



VALUE FOR MONEY

Delivering value for money is essential to our work as a charity. It means achieving the greatest possible impact from every pound spent - spending less, spending well, and spending wisely - without compromising on quality. This focus on value for money is now embedded across the organisation. All staff are encouraged to consider the value and efficiency of their spending decisions. This includes evaluating the necessity and cost-effectiveness of purchases, challenging prices where appropriate, and securing multiple quotes to ensure competitive procurement.

By looking at value for money we want to make sure that:

- What we do is relevant and leads to benefits for our centres (spend wisely)
- How we work is efficient and effective, so we don't waste time or money (spend less)
- We get a good return from what we spend and make wise choices (spend well)

NET SURPLUS

For the year ended 31 December 2024, we recorded a surplus of £94k on unrestricted funds, a significant improvement compared to the £3k surplus in 2023.

Looking ahead to 2025, we remain focused on strengthening our organisational resilience, ensuring financial stability, and advancing long-term sustainability. This includes a continued effort to rebuild our reserves and proactively manage financial risks, supporting our ability to deliver on core objectives and respond to emerging challenges.

STRUCTURE, GOVERNANCE AND MANAGEMENT

PEN is a charity that was founded in 1921. Since 2006, the activities of PEN have been undertaken through a charitable company, limited by guarantee. International P.E.N.'s governing document is the PEN Charter and its Constitution; International P.E.N.'s members are the PEN Centres meeting once a year as the Assembly of Delegates at PEN's annual Congress.

We have a Board of up to 10 Trustees which includes the International President, International Secretary, and the International Treasurer:

- elected officials of International P.E.N. are nominated by at least 2 Centres; and
- nominations and the election process are managed by the Search Committee.

The Board is responsible for setting the organisation's strategy, reviewing and adopting the budget and financial reports.

The Search Committee of the Board oversees trustee recruitment.

Candidates are provided with a job description and are required to submit in writing a biography and a signed letter of acceptance of nomination, with a statement of intent. The deadline for submission of nominations is 3 months in advance of Congress. Centres eligible to vote must have paid their membership dues to International P.E.N. and each Centre has one vote. The secret ballot is managed and overseen by the Search Committee.

International P.E.N.'s Trustees have been elected at Congress (the annual meeting of the Assembly of Delegates). The responsibilities of the Board of International P.E.N. have been defined by its constitution. Trustees can serve up to two three-year terms of office.

The list of trustees who served during the year and up to the date of approval of the financial statements has been provided below:

Trustees

Burhan Sonmez, president/chair

Ola Larsmo, deputy chair (departed 1 Oct 2024)

Eric Lax, International Treasurer

Tanya Tuma, deputy chair (appointed 1 Oct 2024)

Arne Svingen, International Secretary (appointed 1 Oct 2024)

Elected Trustees

Beatrice Lamwaka

Jose Gabriel Seisdedos

Salil Tripathi

Ege Dungar

Elisha July

Kimberley Ann Echlin (appointed 1 Oct 2024)

Trustees are not paid.

New Trustees are introduced to PEN with a formal induction programme carried out by the Company Secretary to the Board and the Executive Director. We also provide on-going training, based on periodic skill assessments. We have been actively working with our pro bono lawyers (Clifford Chance LLP) to carry out a constitutional and governance review exercise across the organisation. The outcome of the review will enable us to strengthen our membership structure and legal framework. We expect this exercise to be completed in 2025.

The names of all those who are currently Trustees or who served as a trustee during the year to 31 December 2024 are set out above. Further information on our current Trustees is available on our website

(<https://www.pen-international.org/who-we-are>).

The Trustees delegate the day-to-day running of PEN to the Executive Director (ED) and Finance, HR & Administration Director in the respective areas. The work in these areas is overseen by three subcommittees of the Board, each one chaired by a Trustee:

- **Finance and Audit Committee:** Oversees the identification and regulation of risk, finance probity, and supervision of the appointment of auditors. Oversees the governance framework for ensuring the overall direction, effectiveness, supervision and accountability of International P.E.N.

- **Fundraising Committee/PAG:** develops and monitors the fundraising strategy of the organisation, partnership building and long-term sustainability; and
- **Centres Committee:** analyses the situation of all PEN Centres, intervenes in centre disputes, prepares new PEN Centres' candidatures to be presented at the assembly of delegates for approval, proposes dormancies and closure of centres to the assembly, and deregistering centres who have ceased to exist.

At PEN, we are committed to fair and transparent staff remuneration as a cornerstone of our Human Resource Development strategy. We aim to attract, retain, and develop the right talent to deliver on our charitable objectives effectively. Recognising that the performance and dedication of our staff are the primary drivers of our impact - and the largest area of charitable expenditure - we strive to ensure that our pay practices reflect this importance.

Our approach to remuneration includes the following key principles:

- **Fair and Competitive Pay:** We benchmark each role both internally and against market comparators, using a consistent and transparent evaluation process. Our goal is to offer a fair and equitable pay framework that aligns with the responsibilities and contributions of each role.
- **Structured Salary Bands:** New hires are generally placed towards the lower end of a salary band, based on experience, allowing room for progression and reward for performance and professional growth.
- **Commitment to Ethical Employment:** We do not employ unpaid interns. All staff, including interns, are paid at least the London Living Wage. We also actively encourage our suppliers to uphold the same standard.
- **Performance and Development:** Staff confirmed in post participate in regular performance reviews, with at least one annual review and quarterly conversations strongly encouraged to support continuous growth and alignment with organisational goals.
- **External Pay Review and Accreditation:** Our pay structure has been independently reviewed by an external expert, with recommendations fully implemented to ensure fairness and compliance. Additionally, we are proud to have achieved the Investors in People accreditation, reflecting our commitment to staff engagement and continuous improvement.

Through these practices, PEN International continues to build a motivated, capable, and values-aligned workforce, ensuring we maximise our impact in pursuit of our charitable mission.

PEN Centres are legal members of our limited company, playing an important legal formal and informal role in our work.

PEN Centres are voices for literature and freedom of expression in their respective countries. A full list of current Centres is available on our website (<https://pen-international.org/centres>) or by request.

International P.E.N. is committed to upholding its organisational culture in line with the seven overarching principles of the Charity Governance Code 2017: Organisational Purpose; Leadership; Integrity; Decision Making and Controls; Board Effectiveness; Diversity; and Openness and Accountability.

The Executive Director manages the office supported by a Senior Management team comprised of Finance, HR and Administration Director.

The Senior Management Team is responsible for and provides oversight of the delivery of PEN International's strategy and programmes, human resources functions and ensuring compliance with Charity Commission guidelines, good governance, budgetary and funding requirements.

KEY MANAGEMENT PERSONNEL

The President, International Secretary and International Treasurer meet confidentially to discuss the performance and achievements of the charity during the year to determine suitable remuneration for key management personnel. Their recommendations are then put forward to the Trustees for discussion and approval.

RISK AND INTERNAL CONTROLS

Risk management is an integral part of our governance. We identify and address our key strategic and organisational risks to mitigate their likelihood and impact. These are reviewed regularly in the year. There are two levels to the risk and assurance process. Our strategic risk approach is designed to identify the key risks which could prevent International P.E.N. from achieving its strategic objectives. It also identifies the assurance processes which we have in place to mitigate these risks and any outstanding actions around these assurance processes.

We also have considered operational risks which underpin the strategic risk framework, dealing with a greater number of potential risks at a more detailed level.

This continues to be done at a Board and senior staff level by maintaining an organisational and strategic Risk Register that identifies the key risks.

The Trustees continue to review the risks facing International P.E.N., the controls in place and the effectiveness of mitigating actions. International P.E.N. has a risk register which records risks and how they are mitigated, including (but not limited to) our income, assets, management, staff, partners and beneficiaries, reputation, financial controls and governance. This risk assessment process identifies the strategies that are already in place to minimise risks, along with any further actions that may be required to mitigate them. The Trustees delegate risk management to the Executive Director and Finance, HR and Administration Director

PEN has a comprehensive insurance policy, reviewed annually, and currently provided by Aston Lark Insurance. The Trustees consider all aspects of risk and assurance and are supported in this by the work of the Finance and Audit Sub-Committee

The major strategic risks of P.E.N., together with plans and strategies in managing these risks, are shown in the table below.

Risk	Current mitigating actions
Financial Stability Funding targets not met. <i>(delivering the strategy in a way that safeguards our financial sustainability)</i>	• Board takes strong lead in fundraising and new fundraising strategy • Continued outreach to publishers to increase membership of Publishers', Writers and Screenwriters Circles • New funding streams legacy and crowd funding explored • Head of Development to continue pursuing Trusts and Major Donor fundraising strategy • A new partnership agreement signed with SIDA in November 2024 for another three years 2025 - 2027
People and Development Effectiveness of Senior Management Team (SMT)	• SMT review of roles and responsibilities, review of Job Descriptions as untenable workloads and weak organisational processes reasons for departures of Directors with support from INTRAC (International Non-Governmental Organisation Training and Research Centre) • Consultations with the Union • Board approve process for recruitment and their involvement
Financial Stability Mismanagement of disbursed project funds to centres	• Improved disbursement of funds authorisation processes • Quarterly skype/zoom calls with Centres on project delivery and to build centre relationships over time • 3 - 6 monthly reporting on projects and auditing • Bribery and corruption policy shared, sanction compliance, whistle-blower and procurement particularly for those involved in Civil Society programme
Reputational Reputational damage due to politicisation or Centres acting contrary to the PEN Charter	• Centre Development strategy for problematic PEN Centres • Board/SMT take action/missions to engage with Centres whose message is out of line with PEN Charter and human rights norms. Monitoring of Centres -review for closure of dormancy
Strategy and Operational Delivery Dramatic change in international support for freedom of expression demotivation and slows the PEN's ability to deliver its goals.	• Campaigns and advocacy to be more focused and underpinned by robust research – and strong media campaigns • Ensure that individual writers/Centres can advocate on issues of concern to them both at national and international levels – dialogue and debate needed more than ever – role of the writer as thought leader to counter push of authoritarianism • Build relations with key actors in human rights and culture fields and allies at the national level
Strategy and Governance Effectiveness of International Board and Committees	• Board now taking lead in strategy setting including the process • Board positions under 3-year election cycle • At least two in person Board meetings per year as required • Co-opt members of the Board under review • Governance support provided to the Board by the Company Secretary and Pro Bono Lawyers (Clifford Chance)
Operational Delivery Analysis of risk for local PEN Centres organizing events prior, during and after the event. Analysis of risk of unintended harm/negative effects for local partners of PEN missions (common risk analysis of conflict dynamics with other NGOs for common missions)	• Risk assessment in context for each PEN meeting/mission, including unintended negative effects for staff & local Centres • Consultation with Centres & NGO partners prior to PEN missions taking into account conflict dynamics • Collaboration with UN bodies in context of meetings in areas of concern for freedom of expression

OTHER MATTERS

The Trustees commissioned Swissquote as our broker during the year. At present, we have investment of £88k (2023: £85k) held with the company.

In making any financial investment, P.EN.'s policy requires consideration of:

- **Minimisation of risk** - The overall investment objective of PEN International is to maximize the return on invested assets while minimizing risk and expenses. PEN International seeks to achieve this through prudent investing and planning, as well as through the maintenance of a diversified portfolio
- **Liquid risk:** Invested funds to be kept liquid to allow them to be called upon as necessary
- **Balancing income and capital returns:** The assets should be managed to at least maintain the real capital value of the funds invested, whilst generating a sustainable level of investment income to support the current charitable activities

As part of our new financial strategy, we are looking to create a policy for longer term investment of PEN's reserves in order to spread risk and ensure PEN's financial sustainability.

At 31 December 2024, the only form of investment held by PEN was funds held with Swissquote in mutual bonds and single securities, included in the accounts within non-current assets.

GOING CONCERN

The Trustees are aware that International P.E.N.'s contract with the Swedish International Development Cooperation Agency (SIDA) concluded in December 2024. Following this, PEN International secured a new three-year programme of support with SIDA. The Trustees believe this renewed partnership will create opportunities to engage with other international government agencies for additional funding. Throughout 2024, PEN International maintained strong and strategic connections with its most significant institutional supporter.

The trustees are confident that sufficient funding will be continued at the same level with SIDA and other funders to support our current level of activities in the future.

As part of the going concern assessment by the Trustees, they have reviewed our financial position and financial forecasts, taking into account the level of reserves and cash, the effects of the pandemic, the cost-of-living/inflation increase and our systems of financial control and risk management.

As a result of this and an ongoing review of operational and staffing costs, the Trustees believe that we are well placed to manage operational, financial and cost of living risks successfully.

The Trustees have determined that the actions that they have taken are sufficient to mitigate the uncertainty around any reduced level of funding and have therefore prepared the financial statements on a going concern basis as they have a reasonable expectation that PEN International will continue in operational existence for the foreseeable future.

TREASURY POLICY

The Trustees set aside available funds from our income to pay for anticipated costs. The Trustees also set aside a small amount each year, when income is strong, to allow for some flexibility in periods of economic downturn. In order to protect our charitable projects from the loss of short-term funding, a target for a minimum level of reserves has been set at three months' grants receipts and expenditure for project delivery.

Undesignated reserves amounted to £148k as at 31 December 2024. This is below target for the year. However, the shortfall in funds has been built into a strategic financial recovery modelling for the next three years. This policy is reviewed every year

RESERVES POLICY

Like many other charities PEN International has a reliance on a small number of income sources. It is important that, however unlikely it may be that these sources all suddenly cease, we plan to hold sufficient reserves to meet our obligations and needs. In this respect, PEN remains positive in building resilient reserves that are strong and healthy.

The trustees set aside available funds from our income to pay for anticipated costs and for planned designated activities.

The Trustees recognise the need to hold sufficient reserves to allow protection of core activities in the event of any income shortfalls to implement long-term strategic programmes and enable PEN to carry out its essential projects.

The policy aims to have sufficient free reserves to enable PEN to cope with fluctuations and to hold at least the equivalent of three months budgeted operating cost expenditure.

Total reserves at 31 December 2024 were £536k (2023: £453k) Restricted reserves held in 2024 were £368k (2023: £376k) and unrestricted reserves were £168k. Of this £20k were designated reserves while the undesignated reserves were £148k (2023: £54k).

The value of net assets in future years is projected to reduce/increase in the light of budgeted deficits/surplus and investment in our financial strategy. However, PEN remains strong as a 'going concern'.

Restricted reserves are those funds that have been received for particular purposes and projects and are shown in detail in note 17.

Even though the general funds are low, we are still able to meet our free reserves target level implied by the current reserves policy, which seeks to build reserves up to three months' operating expenditure.

The Finance Sub-committee of the board will continue to monitor closely the reserves position with quarterly reviews. This policy is reviewed every year.

FUNDRAISING

Our Head of Development, in collaboration with the Senior Management Team, ensures that we uphold best practices in charitable fundraising. This includes active engagement with fundraising regulations and full compliance with the latest codes of conduct.

We remain committed to maintaining high standards by regularly reviewing and updating our fundraising policies and procedures, ensuring they remain current, effective, and aligned with sector expectations.

In particular, P.E.N:

- ensures adherence to the Code of Fundraising Practice;
- employs due diligence to ensure that significant financial contributions from, and partnerships and agreements with, individuals and organisations comply with legal, ethical and best practice regulations and guidance;
- does not use professional fundraisers;
- ensures that the charity's fundraising practice complies with all data protection regulations and best practice guidance.

VOLUNTEERS

International P.E.N. is immensely grateful to the volunteers who contribute to our campaigns and communications work as well as supporting our international programmes team with media monitoring on freedom of expression issues. Their skill, time and dedication help us achieve our goals while offering them an opportunity to learn and gain experience in a field of work that has growing relevance in today's world.

DISCLOSURE OF INFORMATION TO AUDITOR

In so far as each of the Trustees is aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- each of the Trustees has taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Signed on behalf of the Trustees

Burhan Sonmez *BSonmez*

Eric Lax *Eric Lax*

President

Treasurer

07 May 2025

The Trustees (who are also directors of International P.E.N. for the purpose of company law) are responsible for preparing the report of the Board of Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires Trustees to prepare financial statements for each financial year that give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006 and regulations made thereunder.

They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

OPINION

We have audited the financial statements of International P.E.N. (the 'charity') for the year ended 31 December 2024 which comprise the statement of financial activities, the statement of financial position, the cash flow statement and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those 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 charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, 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.

CONCLUSIONS RELATING TO GOING CONCERN

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the report of the board of trustees, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the report of the board of trustees has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the report of the board of trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report, if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the report of the board of trustees and from the requirement to prepare a strategic report.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine 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 trustees are responsible for assessing the charity'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 trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

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 ISAs (UK) 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

As part of our planning process:

- We enquired of management the systems and controls the charity has in place, the areas of the financial statements that are most susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The charity did not inform us of any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the company. We determined that the following were most relevant: the Charity SORP, FRS 102, Charities Act 2011, Companies Act 2006.
- We considered the incentives and opportunities that exist in the charity, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly.
- Using our knowledge of the charity, together with the discussions held with the charity at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual.

- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
- Reviewing documentation such as the charity's board minutes, and correspondence with solicitors, for discussions of irregularities including fraud.
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations.
- Testing key income lines for evidence of management bias.
- Assessing the validity of the classification of income, expenditure, assets and liabilities between unrestricted, designated and restricted funds.
- Obtaining third-party confirmation of material bank balances.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements even though we have properly planned and performed our audit in accordance with auditing standards. The primary responsibility for the prevention and detection of irregularities and fraud rests with the trustees of the charity.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Andrew Rich

Andrew Rich (Senior Statutory Auditor)

for and behalf of HW Fisher Audit

Chartered Accountants

Statutory Auditor

Acre House

11-15 William Road

London, NW1 3ER

07 May 2025

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	Note	General funds £'000	Designated funds £'000	Restricted funds £'000	Total 2024 £'000	Total 2023 £'000
Income						
Income from charitable activities						
Donations and legacies	3	484	-	-	484	332
Charitable activities	4	297	-	954	1,251	1,017
Total income		781	-	954	1,735	1,349
Expenditure						
Expenditure on						
Cost of raising funds						
Expenditure on fundraising and publicity		20	-	-	20	3
Expenditure on charitable activities						
General advocacy and support	5	561	7	876	1,444	1,273
Writers at risk	5	102	1	86	189	169
Total expenditure on charitable activities		663	8	962	1,633	1,442
Total expenditure		683	8	962	1,653	1,445
Net gain / (loss)	23	1	-	-	1	3
Total net income/(expenditure) before transfers		99	(8)	(8)	83	(93)
Transfers between funds		(5)	5	-	-	-
Net income/(expenditure) after transfers/ Net movement in funds		94	(3)	(8)	83	(93)
<i>Reconciliation of funds</i>						
Balances brought forward at 1 January 2024		54	23	376	453	546
Balances carried forward at 31 December 2024	19	148	20	368	536	453

All gains and losses recognised in the year are included on the Statement of Financial Activities.

The accompanying notes form part of these financial statements.

Comparative year – 31 December 2023

	Note	General funds £'000	Designated funds £'000	Restricted funds £'000	Total 2023 £'000
Income					
Income from charitable activities					
Donations and legacies	3	332	-	-	332
Charitable activities	4	178	-	839	1,017
Total income		510	-	839	1,349
Expenditure					
Expenditure on					
Cost of raising funds					
Expenditure on fundraising and publicity		3	-	-	3
Expenditure on charitable activities					
General advocacy and support	5	411	3	859	1,273
Writers at risk	5	93	1	75	169
Total expenditure on charitable activities		504	4	934	1,442
Total expenditure		507	4	934	1,445
Net gain / (loss)	23	3	-	-	3
Total net income/(expenditure) before transfers		6	(4)	(95)	(93)
Transfers between funds		(3)	3	-	-
Net income/(expenditure) after transfers/ Net movement in funds		3	(1)	(95)	(93)
<i>Reconciliation of funds</i>					
Balances brought forward at 1 January 2023		51	24	471	546
Balances carried forward at 31 December 2023	19	54	23	376	453

	Note	£'000	2024 £'000	2023 £'000	£'000
Non-current assets					
Tangible assets	13a		7		10
Investment	13b		88		85
			95		95
Current assets					
Stock		112		124	
Debtors	14	101		91	
Cash at bank and in hand		363		255	
		576		470	
Creditors:					
amounts falling due within one year	15	(135)		(112)	
Net current assets			441		358
Total assets less creditors			536		453
The funds of the charity	17,18,19				
Unrestricted funds					
Other charitable funds			148		54
Designated funds			20		23
			168		77
Restricted funds			368		376
			536		453

07 May 2025

Approved by the Trustees on and signed on their behalf

Eric Lax

Eric Lax, Treasurer

BSomez

Burhan Sonmez, president

05683997 - Company Registration is in England and Wales

	Note	2024		2023	
		£'000	£'000	£'000	£'000
Net cash generate/ (used in) operating activities	20		113		23
Cash flows from investing activities					
Payments to acquire fixed assets	13a	(5)		(3)	
Disposal of Investment		3		3	
Payments to acquire investments		(3)		(6)	
Cash withdrawn from portfolio		-		3	
Net cash (used in)/generated from investing activities			(5)		(3)
Change in cash and cash equivalents in the reporting period			108		20
Cash and cash equivalents at the beginning of the reporting period			255		235
Cash and cash equivalents at the end of the reporting period			363		255
Comprising:					
Cash at bank and in hand:			363		255
			363		255

1. ACCOUNTING POLICIES

1.1 Accounting convention

The accounts have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006, Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102 effective 1 January 2019. The charity is a Public Benefit Entity as defined by FRS 102. The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £000. The financial statements have been prepared under the historical cost convention, modified to include the revaluation of investments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

The Trustees are aware that International PEN's contract with SIDA concluded in December 2024. Following this, PEN International secured a new four-year programme of support with the Swedish International Development Cooperation Agency (SIDA). The Trustees believe this renewed partnership with SIDA will create opportunities to engage with other international government agencies for additional funding. Throughout 2024, PEN International maintained strong and strategic connections with its most significant institutional supporter.

The trustees are confident that sufficient funding will be continued at the same level with SIDA and other funders to support our current level of activities in the future.

As part of the going concern assessment by the Trustees, they have reviewed our financial position and financial forecasts, taking into account the level of reserves and cash, the effects of the pandemic, the cost-of-living/inflation increase and our systems of financial control and risk management.

As a result of this and an ongoing review of operational and staffing costs, the Trustees believe that we are well placed to manage operational, financial and cost of living risks successfully.

The Trustees have determined that the actions that they have taken are sufficient to mitigate the uncertainty around any reduced level of funding and have therefore prepared the financial statements on a going concern basis as they have a reasonable expectation that PEN will continue in operational existence for the foreseeable future.

1.3 Critical estimates and judgements

International P.E.N.'s significant accounting policies are stated in this note. Not all of these significant accounting policies require the Trustees to make difficult, subjective, or complex judgements or estimates.

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The trustees do not believe there to be any judgements or estimates critical to the financial statements.

1.4 Income

Income other than grant income is recognised at the fair value of the consideration received or receivable for goods and services provided. Fair value takes into account settlement discounts allowed on services.

Income from donations and grants is recognised when the Charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably.

The value of services provided by volunteers has not been included in these financial statements. Gifts in kind are included where the sum can be accurately estimated.

Unrestricted income is deferred when this is received and relates to a period following the year end. Restricted income is deferred only when this relates wholly to a future period, as specified by the funder.

1.5 Grants received

Where grants are received for specific purposes, they are credited to the restricted funds of International P.E.N. Grants that are awarded for a specific period are recognised in the SOFA in that period.

1.6 Grants payable

Grants payable as cash are accounted for in the period in which they are approved. Grants awarded to centres of International P.E.N. are accounted for upon approval.

1.7 Basis of allocation of support costs

Staff and other support costs are allocated to the various activities of International P.E.N. based upon the direct staff costs involved in delivering direct charitable activities and on the estimated time devoted to the governance of PEN.

1.8 Defined contributions pension scheme

Employer contributions to PEN's defined contribution Pension Scheme are charged to the SOFA on an accruals basis.

1.9 Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the Charity.

Designated funds have been allocated to specific projects by the trustees.

Restricted funds are donations where the donor has specified to be solely used for particular areas of the Charity's work or for specific projects being undertaken by the Charity.

1.10 Expenditure and irrecoverable Value Added Tax

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of attracting voluntary income and the costs of fundraising.
- Expenditure on charitable activities includes the costs of the delivery of its activities and services for its beneficiaries.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Rental costs under operating leases are charged against income on a straight-line basis over the term of the lease.

1.11 Volunteers

International P.E.N. provides volunteering opportunities in a number of its activities. The work performed by the volunteers is well-appreciated and is explained in the Report of the board of trustees. No financial appraisal of the value of volunteering is included within these financial statements.

1.12 Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Asset Category

Office equipment	25% reducing balance
Fixtures & Fittings	25% reducing balance
Computer Equipment	25% reducing balance

The policy with respect to impairment reviews of fixed assets is that these assets are inspected regularly for any impairment and any defect remedied so as to maintain the current value.

All assets costing more than £500 are capitalised.

1.13 Investment

Investments are stated at market value at the balance sheet date. The SOFA includes the net gains and losses arising on revaluation and disposals throughout the year. Gains and losses on the disposal of investment assets are calculated as the difference between historical and market values. We are aware that some changes in market trends are likely as a consequence of using a last paid price to value a share. The value of our securities may therefore not correspond to the

real value of such securities. The effect of asset inflows and outflows is eliminated by assuming a single investment at the beginning of a period and measuring the profit or loss of market value to the end of that period.

1.14 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered and provision for bad and doubtful debts.

Prepayments are valued at the amount prepaid net of any trade discounts due.

1.15 Book stock

The centenary book stock is valued at the lower of cost and net realisable value. The book held is recognised as expenditure at the point it is dispatched from PEN International warehouse. Books in transit at the year-end are accounted for as expensed as it is deemed highly probable that they will reach their intended beneficiaries in good condition. Any material damage or loss of stock would be adjusted in the accounts in the following year. Provision is made where necessary for obsolete, slow-moving and defective stock in the accounts.

1.16 Cash at bank and in hand

Cash at bank and cash in hand includes cash.

1.17 Creditors and provisions

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.18 Other financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Except for fixed asset investments, basic financial instruments are recognised as the amount payable or receivable when the instrument is first recognised together with any subsequent transaction costs but modified in respect of trade debtors for an assessment of potential bad debt.

1.19 Foreign exchange

Transactions denominated in foreign currencies are recorded at the rate ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. All differences are included in net outgoing resources. Where trustees hold restricted funds in foreign currency, gains and losses on foreign exchange are borne by unrestricted funds to maintain restricted gifts at their original value.

1.20 PEN Centres

PEN Centres are not treated as branches of International P.E.N. They are independently governed organisations.

1.21 Restricted funds

Project grants: Grants that are received for specified purposes are credited to a restricted fund. Expenditure that is attributable to such grants is charged directly to the fund in the statement of financial activities.

1.22 Designated funds

Fixed Assets: The balances on the funds represent our fixed asset portfolio. The capital costs of asset that are met from PEN's own resources are represented by designated funds. Depreciation is charged directly against the fund in the statement of financial activities.

2. LEGAL STATUS OF THE CHARITY

International P.E.N. (or "the Charity") is a company limited by guarantee incorporated in England and Wales. The registered office is 167, 169 Great Portland St, London W1W 5PF.

NOTES TO THE FINANCIAL STATEMENTS YEAR END 31 DECEMBER 2024

3. INCOME FROM DONATIONS & LEGACIES

Source	2024			2023		
	Unrestricted funds £'000	Restricted funds £'000	Total £'000	Unrestricted funds £'000	Restricted funds £'000	Total £'000
Donations and legacies	484	-	484	332	-	332

Donations to unrestricted funds:

	2024 £'000	2023 £'000
Individual contributions	321	175
PEN centre contributions	163	157
CJRS grants	-	-
	484	332

	2024 £	2023 £
Donations to restricted funds:		
Individual contributions	-	-
	-	-

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2024 £'000	Restricted funds 2024 £'000	Total funds 2024 £'000	Unrestricted funds 2023 £'000	Restricted funds 2023 £'000	Total funds 2023 £'000
Grants receivable	95	941	1,036	5	838	843
Publishers Circle	156	-	156	139	-	139
Writers Circle	41	-	41	30	-	30
Readers Circle	-	-	-	4	-	4
Centenary – book sales	-	13	13	-	1	1
Others	5	-	5	-	-	-
	297	954	1,251	178	839	1,017

Analysis of grants receivable:

	2024 £'000	2023 £'000
Norwegian Ministry of Foreign Affairs	-	52
SIDA	730	722
NED	14	15
UNESCO	31	-
Fritt Ord Foundation	18	-
PEF	34	-
Banyan Tree Foundation	35	39
Hawthornden Foundation	167	-
Others	7	15
	1,036	843

5. ANALYSIS OF EXPENDITURE RELATING TO GENERAL ADVOCACY AND SUPPORT

	2024 £'000	2023 £'000
Staff costs	519	442
Sub-grants to PEN Centres	76	121
Other centre development costs	330	296
Support costs (note 6)	504	413
Centenary – book costs	15	1
	1,444	1,273

Analysis of expenditure relating to writers in risk

	2023 £'000	2023 £'000
Staff costs	42	43
Other costs	44	32
Support costs (note 6)	103	94
	189	169

Continued overleaf

6. ANALYSIS OF SUPPORT COSTS AND GOVERNANCE COSTS

The Charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Governance costs include payments to the auditor of £29,000 (2023: £28,000) and other financial services of £nil (2023: £nil).

Having identified its governance costs, the remaining support costs together with the governance costs are all allocated against the charitable activities based on the time spent on those activities.

Support costs	General advocacy and support 2024 £'000	Writers in risk 2024 £'000	Total 2024 £'000	General advocacy and support 2023 £'000	Writers in risk 2023 £'000	Total 2023 £'000
Staff costs	77	20	97	79	22	101
Depreciation	7	1	8	3	-	3
Rent and occupancy	13	3	16	20	6	26
Office supplies and equipment	17	4	21	9	2	11
Other Costs	124	31	155	72	21	93
Governance costs (see below)	266	44	310	230	43	273
	504	103	607	413	94	507

Governance costs	General advocacy and support 2024 £'000	Writers in prison 2024 £'000	Total 2024 £'000	General advocacy and support 2023	Writers in prison 2023	Total 2023 £'000
Staff costs	177	30	207	148	27	175
Audit fees	25	4	29	23	5	28
Other costs	64	10	74	59	11	70
	266	44	310	230	43	273

Auditor's remuneration	2024 £'000	2023 £'000
Statutory audit	29	28
Non audit service	-	-
	29	28

7. NET INCOME/(EXPENDITURE) FOR THE YEAR

This is stated after charging:

	2024 £'000	2023 £'000
Operating lease rentals	13	26
	13	26

8. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT

	2024 £'000	2023 £'000
Wages and salaries	748	660
Social security costs	80	69
Pension	37	32
	865	761
Number of employees whose emoluments during the year fell between:		
	2023	2023
£60,000 and £69,999	-	-
£70,000 and 89,999	-	-
£90,000 and £99,999	-	-
£100,000 and £109,999	-	1
£110,000 and £119,000	2	1

The key management personnel of the Charity comprise the Trustees, the Executive Director and the Director of Finance, HR and Administration. Remuneration of key management personnel was £237,000 (2023: £222,000).

Trustee Expenses: None of the trustees received any remuneration during the year, but the Trustee Board (two members) were reimbursed a total of £707 (2023: £627) travel and subsistence expenses.

The total expenses incurred by the Trustees in the discharge of their duties and paid to third parties was £9,443 (2023: £9,746). However, one Trustee from our board donated £27,000 towards our core activities.

Number of volunteers was 5 (2023: 2). Volunteers assist the finance team and supports congress team.

9. STAFF NUMBERS

The monthly head count was 14 staff (2023: 13) and the average monthly number of full-time equivalent employees (including casual and part time staff) during the year were as follows:

	2024 Number	2023 Number
Charitable activities	8	8
Fundraising	1	1
Governance	2	1
Support	3	3
	14	13

10. PENSION AND OTHER POST-RETIREMENT BENEFIT COMMITMENTS

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund.

	2024 £'000	2023 £'000
Contributions payable by the company for the year	37	32

The expense has been allocated to restricted and unrestricted expenditure on the same basis as wages and salaries.

11. RELATED PARTY TRANSACTIONS

During the year, donations without conditions from Trustees totalled £27,000. At the year end, there were no other disclosable related party transactions.

12. CORPORATION TAX

As a charity, International P.E.N. is exempt from UK tax on income and gains to the extent that these are applied to its charitable objects. No UK tax charges have arisen in the Charity, during the year or the previous year.

13a. TANGIBLE FIXED ASSETS

	Office Equipment £,000	Fixtures & Fittings £,000	Computer Equipment £,000	Total £,000
Cost:				
As at 1 January 2024	20	2	25	47
Additions	-	-	5	5
Disposals	-	(2)	(1)	(3)
As at 31 December 2024	20	-	29	49
Depreciation:				
As at 1 January 2024	18	1	18	37
On disposals	(1)	(1)	(1)	(3)
Charge for year	1	-	7	8
As at 31 December 2024	18	-	24	42
Net book value				
As 31 December 2024	2	-	5	7
As at 31 December 2023	2	1	7	10

All assets are used for charitable purposes.

13b. INVESTMENTS

	£,000
Valuation	
At 1 January 2024	85
Additions	3
Disposal	(3)
Realised and unrealised gains/losses	3
Movement in cash	-
Net book value	
As at 31 December 2024	88
As at 31 December 2023	85

International P.E.N. holds investment funds with Swissquote which are mutual funds for bonds and equities. These funds are single securities for bonds in Global and Euromarkets issues but no US domestic issues, with all investments generating daily liquidity.

14. DEBTORS

	2024 £'000	2023 £'000
Trade debtors	70	9
Other debtors	6	2
Prepayments and accrued income	25	80
	101	91

Bad debt provisions are based upon the debtor balances on individual accounts.

There has been no change in the basis of calculation during the year.

15. CREDITORS: AMOUNTS DUE WITHIN ONE YEAR

	2024 £'000	2023 £'000
Trade creditors	20	29
Grants awarded	5	13
Taxation and social security costs	29	24
Other creditors	7	5
Accruals and deferred income	74	41
	135	112

Deferred income at the balance sheet date was £44k which represent donations received in advance.

16. FINANCIAL INSTRUMENTS

	2024 £'000	2023 £'000
Financial assets measured at fair value through profit and loss	88	85

We are aware that some changes in market trends are likely as a consequence of using a last paid price to value a share. The value of our securities may therefore not correspond to the real value of such securities. The effect of asset inflows and outflows is eliminated by assuming a single investment at the beginning of a period and measuring the profit or loss of market value to the end of that period.

17. ANALYSIS OF RESTRICTED FUNDS

	Balance as at 1 January 2024 £,000	Incoming resources £,000	Resources expended £,000	Transfers Unrestricted Funds £,000	Funds as at 31 December 2024 £,000
Writers in Prison Committee (WIPC)	3	54	(52)	-	5
Swedish International Development Cooperation Agency (SIDA)	21	730	(750)	-	1
Centre Development	7	126	(106)	-	27
UNESCO	-	31	(34)	-	(3)
Norwegian Ministry of Foreign Affairs (NMFA)	5	-	(5)	-	-
Individual Donation (towards the following 3 Areas):					
(i) *International P.E.N. Centenary	(66)	13	(15)	-	(68)
(ii) Defence of Writers & Literature	203	-	-	-	203
(iii) Strategic Development	203	-	-	-	203
	376	954	(962)	-	368

*This fund is overdrawn as expected in 2024. However, we expect donations received in 2025 to reduce the deficit.

	Balance as at 1 January 2023 £,000	Incoming resources £,000	Resources expended £,000	Transfers Unrestricted Funds £,000	Funds as at 31 December 2023 £,000
Writers in Prison Committee (WIPC)	24	49	(70)	-	3
Swedish International Development Cooperation Agency (SIDA)	43	722	(744)	-	21
Centre Development	63	15	(71)	-	7
UNESCO	-	-	-	-	-
Norwegian Ministry of Foreign Affairs (NMFA)	-	52	(47)	-	5
Individual Donation (towards the following 3 Areas):					
(i) International P.E.N. Centenary	(65)	1	(2)	-	(66)
(ii) Defence of Writers & Literature	203	-	-	-	203
(iii) Long Term Reserves	203	-	-	-	203
	471	839	(934)	-	376

17. ANALYSIS OF FUNDS (Continued)

WIPC - The mobilisation of communication and support in opposition to the infringement of freedom of expression.

SIDA - Support for regional programmes for PEN centres and support for capacity and outreach in London.

Centre Development - Supporting exchanges mainly between the African and Americas centres.

NMFA - Support for the work of the Writers in Prison Committee in the Middle East, Asia and North Africa.

Individual donation – Support of the defence of writers and literature, PEN Centenary work, and to strengthen PEN's long-term reserves.

18. ANALYSIS OF MOVEMENT IN DESIGNATED FUNDS

	Balance as at 1 January 2024	Resources expended	Transfers	Funds as at 31 December 2024	Funds as at 31 December 2023
	£'000	£'000	£'000	£'000	£'000
Fixed Assets Fund	10	(8)	5	7	10
Donation	13	-	-	13	13
	23	(8)	5	20	23

	Balance as at 1 January 2023	Resources expended	Transfers	Funds as at 31 December 2023
	£'000	£'000	£'000	£'000
Fixed Assets Fund	11	(4)	3	10
Donation	13	-	-	13
	24	(4)	3	23

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds 2024 £'000	Designated funds 2024 £'000	Restricted funds 2024 £'000	Total 2024 £'000	Total 2024 £'000
Tangible fixed assets	-	7	-	7	10
Investments	-	-	88	88	85
Current assets	230	13	333	576	470
Creditors of less than one year	(82)	-	(53)	(135)	(112)
	148	20	368	536	453

	Unrestricted funds 2023 £'000	Designated funds 2023 £'000	Restricted funds 2023 £'000	Total 2023 £'000
Tangible fixed assets	-	10	-	10
Investments	-	-	85	85
Current assets	86	13	371	470
Creditors of less than one year	(32)	-	(80)	(112)
	54	23	376	453

20. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £'000	2023 £'000
Net movement in funds	83	(93)
Add back depreciation charge	8	3
Interest receivable	-	-
Decrease/(increase) in stock	12	-
(Increase)/decrease in debtors	(10)	115
Increase/(decrease) in creditors	23	-
Loss on disposal of fixed asset	-	1
Unrealised (gain)/loss on investment	(3)	(3)
Net cash used in operating activities	113	23

21. ANALYSIS OF CHANGES IN NET DEBT

The charity had no debt during the year.

22. COMMITMENTS UNDER OPERATING LEASES

	2024 £'000	2023 £'000
Within one year - property	-	-
Between two and five years - property	-	-
	-	-

23. NET GAIN / (LOSS)

	2024 £'000	2023 £'000
Currency exchange gain	-	-
Realised and unrealised gains/losses on investment	1	3
	1	3

REFERENCE AND ADMINISTRATIVE INFORMATION

Governance and management

Trustees

Burhan Sonmez, president/chair
 Ola Larsmo, deputy chair (departed 1 Oct 2024)
 Eric Lax, International Treasurer
 Tanya Tuma, deputy chair
 Arne Svingen, International Secretary (appointed 1 Oct 2024)

Elected Trustees

Beatrice Lamwaka
 Jose Gabriel Seisdedos
 Salil Tripathi
 Ege Dungar
 Elisha July
 Kimberley Ann Echlin (appointed 1 Oct 2024)

Executive Director	Romana Cacchioli
Company Secretary	Emmanuel Asamoah FCCA/MAAT/MBA/MSc
Senior Management Team	Romana Cacchioli, Executive Director Emmanuel Asamoah FCCA/MAAT/MBA/MSc, Finance, HR & Administration Director

Administrative information

Charity number	1117088
Company number	05683997 - Company Registration is in England and Wales
Registered office	167, 169 Great Portland Street, London, W1W 5PF
Independent auditors	HW Fisher Audit Acre House 11-15 William Road London, NW1 3ER
Bankers	HSBC Plc 74 Goswell Road London, EC1V 7DA
Principal solicitors	Bates Wells and Braithwaite 2-6 Cannon Street London EC4M 6YH

Official social media

Website	https://pen-international.org/
Facebook	/pen-international
Twitter	@pen-international



Issuer HW Fisher

Document generated Wed, 7th May 2025 15:10:27 BST

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Parties involved with this document

Document processed	Party + Fingerprint
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Wed, 7th May 2025 19:25:03 BST	Burhan Sonmez - Signer (f055e9768dea179ef9d886599f1a2d37)
Wed, 7th May 2025 19:36:41 BST	Andrew Rich - Signer (7e82968d2dbae59000abc6b1cba30f4d)
Wed, 7th May 2025 19:36:41 BST	Emmanuel Asamoah - Copied In (d68b6797f9f6775613eb3e4190927945)

Audit history log

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Wed, 7th May 2025 15:39:15 BST	Sent the envelope to Eric Lax (ericlax@gmail.com) for signing (89.150.28.98)
Wed, 7th May 2025 15:39:15 BST	Document emailed to ericlax@gmail.com (18.171.54.3)
Wed, 7th May 2025 16:23:19 BST	Eric Lax opened the document email. (146.75.146.1)
Wed, 7th May 2025 19:18:38 BST	Eric Lax viewed the envelope (174.227.95.175)
Wed, 7th May 2025 19:20:43 BST	Eric Lax signed the envelope (174.227.95.175)
Wed, 7th May 2025 19:20:43 BST	Sent the envelope to Burhan Sonmez (brhnsnmz@gmail.com) for signing (174.227.95.175)
Wed, 7th May 2025 19:20:43 BST	Document emailed to brhnsnmz@gmail.com (35.179.182.132)
Wed, 7th May 2025 19:20:45 BST	Burhan Sonmez opened the document email. (66.249.89.102)
Wed, 7th May 2025 19:21:38 BST	Burhan Sonmez opened the document email. (66.249.93.34)

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Wed, 7th May 2025 19:23:42 BST	Burhan Sonmez viewed the envelope (94.193.55.111)
Wed, 7th May 2025 19:25:03 BST	Burhan Sonmez signed the envelope (94.193.55.111)
Wed, 7th May 2025 19:25:03 BST	Sent the envelope to Andrew Rich (arich@hwfisher.c.o.uk) for signing (94.193.55.111)
Wed, 7th May 2025 19:25:03 BST	Document emailed to arich@hwfisher.c.o.uk (18.175.240.206)
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Wed, 7th May 2025 19:36:20 BST	Andrew Rich viewed the envelope (31.49.100.198)
Wed, 7th May 2025 19:36:41 BST	Andrew Rich signed the envelope (31.49.100.198)
Wed, 7th May 2025 19:36:41 BST	Sent the envelope to Emmanuel Asamoah (emmanuel.asamoah@pen-international.org) for signing (31.49.100.198)
Wed, 7th May 2025 19:36:41 BST	This envelope has been signed by all parties (31.49.100.198)
Wed, 7th May 2025 19:36:41 BST	Document emailed to emmanuel.asamoah@pen-international.org (35.176.188.143)