

INTERNEWS EUROPE

England & Wales · Charity number 1148404

Details

Other names	INTERNEWS
Status	Registered
Legal form	Charitable company
Company number	07891107
Registered	2012-08-01
Register	View on the Charity Commission register

Contact

Address	Internews Europe c/o Sayer Vincent 110 Golden Lane London EC1Y 0TG
Phone	02046213065
Email	info@internews.eu
Website	http://www.internews.org

Activities

Objects: THE PROMOTION OF EDUCATION AND VOCATIONAL TRAINING IN THE FIELD OF JOURNALISM IN ALL ITS FORMS FOR THE BENEFIT OF THE PUBLIC, IN PARTICULAR IN COUNTRIES EXPERIENCING CONFLICT, CIVIL UNREST OR NATURAL DISASTER.

Activities: Internews Europe is an international development organisation specialising in supporting independent media, freedom of information and free expression around the globe. The vast majority of our programmes are targeted at crisis-hit populations, emerging democracies and some of the worlds poorest countries.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief, Environment/conservation/heritage, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- France
- Kenya
- Thailand
- Ukraine
- United States

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£22,086,697	£18,160,553	£8,202,349	67
2023-12-31	£16,491,111	£19,004,979	£4,276,205	66
2022-12-31	£17,791,763	£17,068,295	£6,790,073	59
2021-12-31	£14,125,775	£17,643,017	£6,066,606	48
2020-12-31	£15,662,552	£12,894,031	£9,583,848	36

Trustees

Name	Role	Appointed
Carolyn Hink		2019-01-17
Chanpreet Arora		2022-06-17
Dr Tristan Fletcher		2025-11-12
Eniola Soyemi		2023-12-07
John Montgomery		2026-02-26
Mark Hannam		2023-03-16
Mary Trussell		2023-03-16
Richard Danbury		2022-12-09
Sarah Chu		2024-04-16
Uzma Hamid-Dizier		2025-10-15

INTERNEWS EUROPE

England & Wales - Charity number 1148404

Accounts



Annual Report & Consolidated Financial Statements

INTERNEWS EUROPE
31 DECEMBER 2024

Company number: 07891107
Charity number: 1148404



Internews Europe
Reference and administrative details
For the year ended 31 December 2024

Company number	07891107																														
Charity number	1148404																														
Registered office and operational address	13-14 Angel Gate, London, EC1V 2PT																														
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows: <table> <tr> <td>Mrs Carolyn Hink</td><td></td></tr> <tr> <td>Dr Saleyha Ahsan</td><td>(Resigned: 14 March 2024)</td></tr> <tr> <td>Miss Sarah Chu</td><td>(Appointed: 16 April 2024)</td></tr> <tr> <td>Mr Sach Chandaria</td><td>(Resigned: 21 June 2024)</td></tr> <tr> <td>Ms Freyan Panthaki</td><td>(Appointed: 16 April 2024)</td></tr> <tr> <td>Mrs Kristina Henschen</td><td>(Resigned: 11 November 2024)</td></tr> <tr> <td>Mr David Hoffman</td><td></td></tr> <tr> <td>Dr Ēniqlá S��y��m��</td><td></td></tr> <tr> <td>Dr Richard Danbury</td><td></td></tr> <tr> <td>Mr Wolfgang Blau</td><td></td></tr> <tr> <td>Ms Chanpreet Arora</td><td></td></tr> <tr> <td>Mr Kevin Delaney</td><td>(Resigned: 6 December 2024)</td></tr> <tr> <td>Dr Mark Hannam</td><td>Chair</td></tr> <tr> <td>Mrs Mary Trussell</td><td>Treasurer</td></tr> <tr> <td>Mr John Montgomery</td><td>(Appointed: 14 March 2025)</td></tr> </table>	Mrs Carolyn Hink		Dr Saleyha Ahsan	(Resigned: 14 March 2024)	Miss Sarah Chu	(Appointed: 16 April 2024)	Mr Sach Chandaria	(Resigned: 21 June 2024)	Ms Freyan Panthaki	(Appointed: 16 April 2024)	Mrs Kristina Henschen	(Resigned: 11 November 2024)	Mr David Hoffman		Dr Ēniqlá S��y��m��		Dr Richard Danbury		Mr Wolfgang Blau		Ms Chanpreet Arora		Mr Kevin Delaney	(Resigned: 6 December 2024)	Dr Mark Hannam	Chair	Mrs Mary Trussell	Treasurer	Mr John Montgomery	(Appointed: 14 March 2025)
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Key Management Personnel	<table> <tr> <td>Ms Meera Selva</td><td>Chief Executive Officer</td></tr> <tr> <td>Mr Brian Kerr</td><td>Chief Operating Officer</td></tr> <tr> <td>Ms Rosie Parkyn</td><td>Global Director of Impact</td></tr> <tr> <td>Ms Ann Lomole</td><td>Senior Finance Director (Resigned: December 2024)</td></tr> <tr> <td>Ms Jessica McCarthy</td><td>Director of Global Development</td></tr> <tr> <td>Mrs Claire Page</td><td>Director of Corporate Engagement</td></tr> <tr> <td>Mr Denis Kovalenko</td><td>Director of Grants, Contracts & Compliance</td></tr> <tr> <td>Mr Craig Twitt</td><td>Head of Closed States Programmes</td></tr> <tr> <td>Mr Andrew Lyons</td><td>Global Tech Hub Director</td></tr> <tr> <td>Mr Abdurahman Sharif</td><td>Senior Director of Outreach and Partnerships (Resigned: March 2024)</td></tr> </table>	Ms Meera Selva	Chief Executive Officer	Mr Brian Kerr	Chief Operating Officer	Ms Rosie Parkyn	Global Director of Impact	Ms Ann Lomole	Senior Finance Director (Resigned: December 2024)	Ms Jessica McCarthy	Director of Global Development	Mrs Claire Page	Director of Corporate Engagement	Mr Denis Kovalenko	Director of Grants, Contracts & Compliance	Mr Craig Twitt	Head of Closed States Programmes	Mr Andrew Lyons	Global Tech Hub Director	Mr Abdurahman Sharif	Senior Director of Outreach and Partnerships (Resigned: March 2024)										
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Mr Brian Kerr	Chief Operating Officer																														
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Mr Abdurahman Sharif	Senior Director of Outreach and Partnerships (Resigned: March 2024)																														
Bankers	Barclays Bank PLC 27 Soho Square London W1D 3QR																														

Solicitors

Bates, Wells
10 Queen Street Place
London
EC4R 1BE

Auditor

Sayer Vincent LLP
Chartered accountants and statutory auditors
Invicta House
110 Golden Lane
London, EC1Y 0TG

Foreword

As 2024 closed, Internews had a new strategy, a clear mission, strong donor relationships, and a rapid pace of growth. Internews Europe was the mid-sized partner in the Internews alliance, which had expanded to include Internews International in France alongside Internews Network in the US. It is impossible to write this forward without acknowledging the seismic shifts that occurred in the entire development sector in 2025 with the dismantling of much of the US's development agency USAID.

Internews Europe does not receive any US government funding and so its revenue streams and growth trajectories were not hit, but the cuts had a significant and long-lasting impact on Internews Network in the US. Internews Europe in the meanwhile has had to pivot to becoming the largest member of the Internews alliance, and has taken responsibility for many core operations including IT, security and external communications.

Our global operations have continued but many staff working on our projects, who had been operating out of offices run by Internews Network, have now moved onto Internews Europe contracts instead.

Our footprint is still global, operating in around 40 countries, and we continue to have strong relationships with our European donors.

Most importantly, the alliance and the Internews Europe mission still holds: a clear commitment to freedom of expression and supporting independent journalism in all its forms in places where it is needed the most.

To continue this work, we are looking at our strategy yet again, this time to ensure we have a lean, efficient, agile organisation that can deliver our work in a cost-effective way. We are putting technology at the heart of this work, ensuring our processes and decision making is data driven and efficient, and ultimately, as decentralised as possible, to shift as many resources and decision making powers away from headquarters and towards the communities with which we are working with worldwide.

We are proud of our private foundation support for our climate and environmental programming and will build on this as part of our donor diversification strategy, which will also look at other potential revenue streams and fundraising.

It is clear that communities need clear, relevant, trustworthy and timely news and information to make informed decisions about their lives, and Internews Europe has the expertise to help create these healthy information ecosystems in complex and volatile environments.

Thank you for your support in this important work.

Mark Hannam, Chair of Trustees

Meera Selva, Chief Executive Officer



Mark Hannam, Chair



Meera Selva, CEO

The trustees present their report and the audited financial statements for the year ended 31 December 2024. Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities SORP FRS 102.

Objectives, Activities, and Public Benefit

Internews Europe is a UK charity whose mission is to empower people worldwide with the trustworthy, high-quality news and information they need to make informed decisions, participate in their communities, and hold power to account.

The primary objective of the charity as expressed in the Memorandum of Association is “The promotion of education and vocational training in the field of journalism in all its forms for the benefit of the public, in particular in countries experiencing conflict, civil unrest, or natural disaster.”

Internews Europe is led by the CEO who is accountable to the Board of Trustees. Their work is guided by a Governance Policy Statement and Trustee Terms of Reference which set out statutory and discretionary expectations and which incorporate many aspects of the Charity Governance Code. With regards to organisational purpose, leadership and decision-making, risk and control, the Board holds a minimum of three full board meetings per year. At these meetings, they evaluate and assess proposed activities, geographic presence and expansion, funding relationships, refinements to the business model, the organisation’s financial position and impact for partners against the charity’s strategy and purpose. They also review, set, approve, and monitor annual planning goals, objectives and targets for the organisation and assess risks in close consultation with Executive Leadership. The Board Chair meets monthly with the CEO and has delegated authority from the Board to manage their performance, whilst the Finance and Audit Committee meets annually for the Treasurer to review the audit.

On integrity, the Board of Trustees understand their responsibilities for the safeguarding of Internews’ staff, partners, beneficiaries, and other stakeholders engaged in the delivery of the organisation’s charitable objects, as well as promoting the highest standards of business ethics. The CEO has operational responsibility for applying a suite of global ethics policies including business ethics, whistleblowing, non-discrimination and anti-harassment, prevention of abuse and safeguarding and conflict of interest. The Board runs regular skills audits to ensure the right mix of experience and expertise is available, conducts an annual review of its effectiveness, and oversees the integration of equality, diversity and inclusion values and principles through Internews’ Belonging, Dignity and Justice initiative, delivered by the People and Culture Team.

Public Benefit

The Trustees have referred to the guidance contained in the Charity Commission’s general guidance on public benefit when reviewing the charity’s aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Specifically, it is through the provision of our charitable activities that, by way of example:

- In humanitarian disasters, affected communities can access life-saving information to receive emergency health, water, and shelter supplies.
- In fragile states and emerging democracies, all citizens are afforded more and better opportunities to speak truth to power, engage with elected officials regarding critical issues,

holding them and the wider society to account through strengthened local media and investigative journalism; and

- In countries with limited press freedom, our tools and training help citizens access a greater plurality of views and sources of information about the world around them, by protecting credible sources of news and information.

Strategic Report

Achievements and Performance

DEMOCRACY, HUMAN RIGHTS AND GOVERNANCE PROJECTS

More than half the world's population went to the polls in 2024. Yet despite the record ballot count, democracy continued to decline, reducing the availability of accurate, impartial information during the election cycle and beyond. More journalists were killed in 2024 than any year in the three preceding decades, whilst the media and information providers with whom Internews Europe works faced harassment, legal threats, ongoing viability challenges and the promise and peril presented by the advent of generative AI. Nonetheless, they persevered, with Internews' support needed more than ever.

GLIMMER (Growing Local Independent Media for Meaningful Engagement in the Regions) an FCDO-funded project implemented by Internews in Kazakhstan, launched in June 2024. The project increased Kazakh citizens' access to balanced, credible news in the Kazakh language – particularly important for a country whose media landscape is dominated by state-funded media and is vulnerable to recycled Russian language content that amplifies pro-Kremlin content. GLIMMER supported three independent, regional Kazakh-language media through sub-grants, training and mentoring to strengthen their editorial processes, increase the quality of their content, grow their audiences, and address critical digital security vulnerabilities. In total over 500 pieces of original content addressing pressing local social issues were produced by these partners, generating an audience reach figure of over 12.7 million. In addition, the project nurtured a number of emerging independent content producers and journalists, supporting ten partners to produce 686 pieces of content that collectively achieved over 4.6 million views. A three-day workshop that brought together the project partners was an important first step in developing a community of Kazakh-language media professionals.

CARAVAN (Cultivating Audience Resilience through Amplification of Vibrant and Authentic Narratives) is a regional EU-funded project operating across Kazakhstan, Uzbekistan, Kyrgyzstan, Turkmenistan and Tajikistan that began in April 2024. Its aim is to strengthen resilience to foreign manipulation and interference, disinformation, and hate speech, in a region that is uniquely vulnerable to such threats due to its geographic position. The project supports credible regional media to act as a counterbalance to distorted and distracting narratives, by improving the quality and scope of regional journalism and content. The project also seeks to enhance cross-border cooperation between journalists in a region which is marked by worsening human rights, increasing state control, and repression of the media.

In 2024 CARAVAN commissioned a pilot study on foreign influence manipulation and interference in Kyrgyzstan, combining artificial intelligence with expert analysis, with results due in 2025. The project also supports a coalition of advocacy groups – the Media Action Platform – to promote freedom of expression and access to information in Kyrgyzstan. In 2024 the Platform prepared a legal analysis of the draft Media Law (6th version), which was shared with Members of Parliament, and also organised an Action of Solidarity campaign to raise awareness about pressure on independent journalists.

Through sub-granting and mentoring CARAVAN supports independent media and content creators to objectively and accurately cover important regional issues such as climate change, migration and the war in Ukraine. As a result, four media outlets have become more financially and operationally sustainable, securing a number of commercial contracts to bring in revenue (in some cases for the very first time) – a critical step in securing their ongoing operation and independence. Participation in the project has also enabled partners to enhance their visibility and credibility to both potential new donors and collaborators and to develop working relationships with state institutions such as the Osh Regional Police Department in Kyrgyzstan, the Probation Service and the Disabled People's Society, building trust and enabling articles to be produced on important but under-reported issues.

Increasingly conservative attitudes to women in Tajikistan, fuelled by disinformation, mean female journalists face a particularly hostile environment, and public discussion of women's issues is severely limited. Through the seven-month long Women Make News (WoMeN) project, funded by the German Embassy in Tajikistan, Internews supported independent media in Tajikistan to increase and diversify women's participation and representation in the news. Three media outlets and one content producer produced 36 articles on topics about and featuring women, which achieved over 1.6million views, generated 25,000 engagements from readers and sparked important discussions on women's equality.

In Ukraine the war has placed unprecedented pressures on the media, putting outlets at risk of closure and subjecting journalists to trauma and burnout. Support for Ukrainian Media Survival (SUMS) is a 36-month project funded by Sida that is ensuring the survival and sustainability of national, local and hyperlocal media in the country, at a time when Ukrainian citizens urgently need access to reliable, trusted information. By partnering with a number of trusted, independent media NGOs in Ukraine to deliver financial support, training and consulting services to independent media outlets, SUMS has enabled Ukrainian media to continue to serve their communities at a critical time. Four national media outlets have become more financially sustainable, including project partner Ukrainska Pravda, which achieved record-breaking monthly sales, exceeding the KPI's by 210%, a milestone in their history. Journalists supported by the project have carried out important investigative work, publishing stories that have led to the opening of criminal cases, the launch of official police investigations, and in one case the opening of a new class at a local Gymnasium and improvement of local school infrastructure. Programme participant Ksenia Panteleeva's exposé of the head of the migration police's misuse of official resources, for example, gathered nearly 1.2 million views and sparked thousands of comments. Twenty local media outlets (from 16 regions of Ukraine) and 127 journalists benefited from SUMS training and stipends during 2024, creating 125 pieces of content that in total reached over 7 million people.

Recognising the psychological toll of covering traumatic events, and the constant threats media professionals face, SUMS also connected Ukrainian journalists to psychosocial help provided by other organisations around the country.

In Moldova, Internews implemented two projects, Media Education and Literacy and Optimisation of Newsrooms (MELON) funded by the Embassy of the Kingdom of the Netherlands, and Media Literacy Advancement and Support to Moldovan Media funded by Sida.

MELON focused on increasing the supply of and demand for high quality news and information in the Russian language, in a two-pronged approach that combined support for independent Russian language media outlets, with efforts to increase media literacy in Russian-speaking communities, particularly young people. To do this MELON partnered with a touring theatre company to bring an engaging and interactive play about misinformation and online safety to more than 1,800 children in 19 schools and kindergartens, across nine districts. The play's message about digital responsibility and the importance of critical thinking was well-received by both students and teachers. For older students, a five-day film production camp organised in collaboration with Internews' FilmAid programme demonstrated to Russian-speaking budding documentary makers how film-making could be a tool for media literacy and also fostered inter-cultural understanding between both workshop participants and the films' audiences. The two media outlets supported by MELON flourished under the project, winning awards, delivering exceptional audience growth, improving the quality of their Russian-language content, and securing commercial projects that tap into a rising market for Russian-language content in the commercial sector.

The 36-month-long Sida funded Media Literacy Advancement and Support to Moldovan Media project also works to strengthen media literacy and critical thinking skills, particularly among Moldovan youth and vulnerable groups. Working with the Independent Journalism Centre the project digitised media education textbooks for all school levels, in both Romanian and Russian languages, making the content more accessible, interactive and easily updatable. An estimated 3,500 students are now learning with these new materials, and the content was also made available to students with visual impairments through production of Braille copies, and to students with hearing impairments through video lessons with accompanying sign language.

Five national and six regional media outlets were supported through the project, receiving targeted grant support and consulting which expanded their reach, strengthened their financial stability and helped them transform their digital and multimedia approaches to journalism.

The project also works to improve the capacity of regulatory bodies and media watchdog organisations, in order to promote trustworthy, transparent and professional journalism. In 2024 following monitoring carried out by project partner API (the Association of Independent Press) the Audiovisual Council of Moldova imposed sanctions totaling MDL 62,000 (approximately EUR 3,100) on nine TV stations that violated the law in their coverage of the presidential campaign and constitutional referendum. Of the 15 decisions adopted by the AVC, seven contained information from monitoring reports prepared by API.

The IPMR (Indo-Pacific Media Resilience) project is a three-year programme funded by the European Commission which takes place across Lao PDR, Malaysia, Philippines, Sri Lanka, Indonesia and Thailand. It is designed to strengthen media and societal resilience to

disinformation, fostering a network of professional journalists for mutual support and exchange of best practices, fact-checking, and tackling disinformation. The project focuses on enhancing the editorial capacities of the media partners, improving synergies between local media and civil society actors to promote fact-based and reliable reporting, and strengthening the capacities of media organisations to ensure their business operations are sustainable.

Thus far, the project has trained 60 journalists on OSINT tools and techniques and provided mentoring support as they pursue OSINT investigations on public-interest issues which attract disinformation narratives, 50 journalists on digital newsroom management and content production, and 23 representatives of newsrooms on audience engagement and digital products diversification strategies, empowering them to innovate on their revenue generation models.

In South Asia, we launched a new European Commission-funded project APPT (Advancing Political Pluralism and Transparency in Sri Lanka and Maldives) in January 2024. It aims to improve the integrity and transparency of electoral processes and involves collaboration with the Centre for Policy Alternatives, Sri Lanka Unites and the Society for Peace and Democracy in the Maldives. Comprehensive Election Information Assessments (EIAs) were carried out in both countries, providing a holistic overview of the information - or lack of it - for women, youth and marginalised communities around elections and the electoral process. This informed the design of training curricula and election reporting training, and thus far the project has trained 40 civil society organisations to deliver training themselves; supported a youth coalition with 124 members who facilitated 24 study circles around voter rights, engagement in electoral processes and legal frameworks; trained 58 journalists on objective election reporting in the lead up to presidential, parliamentary and local government elections, provided journalists with fellowships and mentorship to produce 15 in-depth news pieces related to marginalised communities and trained 90 youth and women leaders trained on print and mobile journalism, social media usage, and content creation around the electoral topics.

In partnership with Salam Watandar we continued to implement WRAP (Women in Radio in Afghanistan Project) funded by the Netherlands Ministry of Foreign Affairs. It aims to ensure that Afghan people across all provinces have increased access to high-quality, public interest information that amplifies women's voices. It achieves this by supporting internships for women journalists and a women-fronted radio show focused the gender dimension of key issues called 'Parwaz' (flight) which is broadcast on 93 stations across 34 provinces, including 24 women-run stations. It has tackled underage marriage, enforced salary cuts for women workers, the challenges for women with disabilities, efforts to reopen girls' schools, and the lack of access to essential services for nomadic women, amongst other issues.

In Liberia, we launched the European Commission-funded LMEP (Liberia Media Empowerment Project). During its first year, the project supported Liberia's Ministry of Posts and Telecommunications to produce the country's first ever standalone legislation on personal data privacy and protection which has now gone to the office of the Liberian president for input and subsequent submission to the legislature for enactment. In addition, LMEP has been working with statutory bodies like the Independent Information Commission to convene public and stakeholder engagements to discuss the country's current information ecosystem, especially the Freedom of Information law. In addition, through public symposia, radio programming, newsletters, social

media campaign and fact-checking, the project is leading, increasing and diversifying public education and awareness of mis and disinformation. In addition, partner Local Voices Liberia has qualified as a member of the IFCN (International Fact Checking Network). 112 journalists and journalism students have also been trained in fact-checking, investigative reporting and responsible human rights reporting.

Also in Liberia, the Sida-funded Radio Content Syndication worked with ALICOR (Association of Liberia Community Radios) to improve access to quality, impartial information through the establishment a nationwide community radio content syndication network. By the end of 2024, the project had established the National Information Dissemination Center (NIDC) in Monrovia, a multimedia production facility which produced 50 original radio programs aired through partner radio stations.

The project also strengthened the foundation of ALICOR as an institution – a core project objective. As an outcome of an organisational capacity assessment, ALICOR now has medium-term strategic plan (2023–2025), along with robust financial, administrative, human resource, and procurement policies. A full-time Secretariat was established and staffed, providing daily oversight and support to member stations and improving overall governance. The project also set ALICOR on the part to financial viability: the association generated over \$52,000 in revenue from contracts with clients such as Catholic Relief Services, the European Union, and ArcelorMittal. This income helped cover production and distribution costs and demonstrated the potential of NIDC as a media service provider.

In addition, at least 72 community radio journalists benefited from tailored training in conflict-sensitive reporting, digital editing, scriptwriting, election coverage, and multimedia production. These trainings were complemented by extensive mentorship from Internews staff, offering guidance on story development, editing, and equipment maintenance.

Two projects were implemented in Democratic Republic of Congo (DRC) in 2024. Reinforcing Rural Radios in DRC is funded by the Swedish Embassy and its main goal is to promote a more open and vibrant community radio sector that meets the information needs of people in rural areas, particularly women and youth, and strengthens their participation in public debate. Protecting Freedom of Information in the DRC is funded by the Swiss Ministry of Foreign Affairs and has led to a law on access to public information submitted to the National Assembly. In addition, it has improved the monitoring and defense of press freedom and providing emergency funding for legal assistance.

The European Commission funded Freedom of Expression in Madagascar project aims to promote a free, safe, and professional media environment in a context marked by media polarisation, mistrust between journalists and civil society, and widespread exposure to disinformation, especially on social media. The project is structured around four key areas: promoting freedom of expression and a protective legal framework, improving the production of independent content, combating disinformation, and strengthening the advocacy and communication capacities of civil society organisations.

Notable achievements in 2024 include the establishment of five regional dialogue platforms and a national steering committee, a monitoring mechanism for press freedom violations, and digital and physical security training and content production support.

Internews continued to work in increasingly challenging conditions in Sudan. Two projects, Tackling Hate Speech and Polarised Narratives in Sudan and EMA (Empowering Media Actors), worked to enable journalists to better identify and counter disinformation and hate speech, enhance information integrity, promote civic and community resilience against disinformation and increase the reach of high-quality information. Targeted mentorship was provided to 60 journalists

in exile, leading to powerful investigative stories addressing the impact of war on education, gender-based violence, and the plight of persons with disabilities. Rapid response grants and psychosocial support proved vital in safeguarding media resilience during armed conflict. Journalists and outlets were able to safely relocate, procure essential equipment and continue operations amid high insecurity. 71 journalists accessed counselling and therapy provided by Internews.

In Kenya, the Kensafespace Project funded by the European Commission completed its first year of implementation. It conducted a digital information ecosystem assessment which reported that there are 1.4 million cyber threats in the country per day and underscored the need to safeguard data online, counter harmful content by empowering journalists and content creators to verify and counter disinformation, promote digital media literacy and cyber hygiene practices amongst vulnerable groups, and build robust cyber security infrastructure and policies that foster innovation, mitigate insecurity and do not curtail human rights.

The project successfully engaged three government agencies in the development of legal or regulatory frameworks governing online abuse, violence and bullying. Through various training sessions, awareness campaigns, and stakeholder engagements, the project has reached thousands of individuals, equipping them with essential digital safety skills. Key achievements include the training of over 4,247 school children in digital safety across the country, enhancing their ability to identify and respond to online threats. Additionally, 136 children in Children's Rights Clubs and 112 children in a school holiday programme benefited from targeted digital literacy sessions.

The project also expanded awareness on digital safety through radio talk shows, reaching over 501,530 listeners, and public campaigns on social media, engaging more than 435,303 individuals. A dedicated digital safety campaign on X (formerly Twitter) further amplified outreach, with 385,000 people engaged through awareness messages.

To strengthen institutional engagement, the project facilitated multi-sectoral engagements with parliamentary caucuses, leading to commitments from the Senate ICT Secretariat to collaborate on digital governance reforms. Town hall meetings and training activities empowered 37 peri-urban women and youth, 51 digital content creators and journalists, and 42 human rights defenders with tools to counter misinformation and online threats.

Additionally, Digital Safety Hangouts and specialized training for digital activists and human rights defenders enhanced resilience among vulnerable groups. These activities collectively contributed to a more informed and responsible digital environment, fostering a safer online space for communities while reinforcing the project's long-term sustainability. The trainings led to a significant and quantifiable improvement in digital literacy skills, with a 75% increase in high-level knowledge ratings, an over 60% improvement in critical assessment skills, and a complete shift (100%) toward confidence in distinguishing factual from misleading information. The overwhelmingly positive feedback indicates the training effectively empowered participants to foster safe, democratic, and inclusive digital spaces.

Internews launched the Voice Up! Information for Peace project in Ethiopia in 2024, encompassing a wide range of activities to promote peace and social cohesion in Tigray, Amhara, Afar and Benishangul Gumuz regions. These included the production of over 80 radio programmes addressing conflict issues and establishment of associated listening groups to foster discussion of the issues contained in the programming.

Internews Closed States Programme (CSP) supported 64 partners across 12 countries, reaching an estimated audience of at least 17 million people. In December 2024, Sida extended its core support to CSP by a further three years taking it through to 31 Dec, 2027. CSP has expanded its support to at-risk journalists through more dedicated resources and intentional coordination, both

within Internews and across the sector via the [Journalists in Distress Network](#). In 2024, CSP partnered with [MiCT](#) – a small NGO in Germany – to provide increased resources to at-risk journalists.

ENVIRONMENT PROJECTS

In 2024 the Earth Journalism Network (EJN) celebrated its 20th anniversary since its founding in 2004. To mark the occasion, EJN launched a year-long social media campaign, announced several new pilot projects, published two new research reports, “[Covering the Planet](#)” and “[Are Journalists Reporting the Global Polycrisis?](#)”, with press releases announcing our findings, and created a new strategy which will focus our work under four thematic pillars: Biodiversity, the Ocean, Climate Change, and One Health.

Funded by a general support grant from the Netherlands Postcode Lottery (NPLN), EJN trialed two pilot projects in 2024. January saw the launch of a long-term fellowship program, the [EJN Reporting Fellowships](#), which ran through 2024. This new type of support for journalists included a year’s salary for four outstanding journalists working across our new thematic pillars, a week-long workshop in London and monthly virtual trainings, dedicated expert mentors in these same topics, and financial support for story production, professional development and travel to report from key environmental conferences.

Funding from NPLN was also used to launch another exciting pilot program for EJN – [Earth Shorts](#). This is EJN’s first project to work primarily with social media content creators across TikTok, Facebook, YouTube, Instagram, and other leading social media platforms. Recognising that audiences are increasingly getting news and information from social media, the program aimed to deepen the communicators’ understanding of climate change and enhance their skills in producing short-form video content that educates and engages their audiences. The Philippines was chosen as the location to pilot this new type of work, and the eight selected social media fellows received in person and virtual training, a small grant to produce short-form videos for their platforms that incorporated themes of climate and environment, and expert mentorship throughout.

In Argentina and South Africa, the second phase of a project to support reporting on “[Pathways to Net Zero](#)” wrapped up in 2024. This project, funded by the European Climate Foundation, aimed to deepen and diversify reporting on decarbonization and the energy transition, to both shape policy and inform audiences about key decisions that impact their livelihoods, well-being and their future. Journalists from both countries supported through story grants and workshops published 24 new stories on net zero and related issues, and many more benefitted from project tipsheets and webinars.

EJN also received follow on support for a second phase of the [Mediterranean Media Initiative](#) (MMI) project in 2024, funded again by the Adessium Foundation. The first phase of the project, which aims to enable journalists and media organisations to expertly report on marine issues in the region, ended in March. MMI Phase 1 supported journalists produced 117 original stories in 8 different languages, and received a total of seven independent media awards between them, highlighting the exceptional contributions and achievements of MMI’s media community in marine

journalism within the Mediterranean region. Phase 2 of this project has begun by awarding 10 new story grants for Mediterranean journalists and 4 grants for deeper investigations into marine issues.

Following the same trend, EJV's flagship [Biodiversity Media Initiative](#) (BMI) was supported for a third phase to begin in 2024, though now funded by Fondation Hans Wilsdorf. BMI is one of EJV's longest-running programs, with Phase 1 dating back to 2016. The third phase, set to run for another 3 years, will continue to build awareness of the threats to biodiversity and of solutions to biodiversity challenges with a focus on audiences in low- and middle-income countries, and build the capacity of journalists and communicators to report on threats and solutions to these challenges. The first round of [story grants](#) supported four in-depth and data-driven investigations into biodiversity issues globally, while four new grants to organisations are focusing on environmental and wildlife crime, including covering court proceedings, and reporting on progress towards the targets of the Global Biodiversity Framework. Under this project and with co-funding from the Meliore Foundation, EJV also supported 11 journalists to report from the [16th UN Biodiversity COP](#) in Cali, Colombia, as well as six virtual fellows to report from the conference remotely. Collectively these journalists produced over 80 stories on the COP for their home audiences in four different languages.

Finally, in November EJV held its annual fellowship programme for journalists to travel to and cover the UN Climate Change COP, under the [Climate Change Media Partnership](#) programme. For this year's COP29 held in Baku, Azerbaijan, EJV chose to host a small cohort of journalists from Europe and Eurasia, working closely with the regional team to spread the call to new networks in the region, finalise a list of countries, and address any security concerns related to the COP's location. 20 journalists, including reporters from Poland, Kyrgyzstan, Czechia and Romania, travelled to Baku to cover the COP for their audiences, while a further 6 journalists received virtual fellowships and support to cover the conference remotely. Collectively the fellows published 220 stories.

With Sida's support, the Earth Journalism Network Asia-Pacific project strengthens the capacity of journalists, media and other communicators in the region to report on the drivers and impacts of, and viable solutions to environmental issues and climate change, through training workshops, development of reporters' resources, fellowships for journalists, and partnerships with local media organisations. In the past year, the project has achieved or overachieved all its annual targets, making good progress towards its goal of advancing public understanding of the serious state of the environment and climate crises to drive changes that can effectively address these challenges. EJV Asia-Pacific Phase 2 was initially launched in 2022 as a three-year project and was refunded for another 2 years until December 2026. Our work has led to policy [impacts](#) and positive changes.

The European Commission-funded project Media for Inclusive Green Growth in Nepal strengthens the capacity of local CSOs and media to produce evidence-based information and promote public participation in green growth and natural resource governance, ensuring the inclusion of vulnerable and marginalised groups. Activities include training for professional journalists and citizen journalists, fellowships for journalists, seed grants for new programming and multi-stakeholders dialogues at the provincial and national levels. The three-year project was launched in February 2024.

The Reporting on Vietnam's Pathways to Net Zero project is currently implementing its second phase of activities, which includes training workshop, story fellowships and online "Ask the Expert" sessions to strengthen media reporting on renewable energy to increase transparency and accountability in energy transition in Vietnam. We are in discussion with the funder, Tara Climate Foundation, for a third phase of this project.

HUMANITARIAN PROJECTS

In South Sudan, the World Food Programme-funded project Community Voices sought to alleviate the vulnerability of refugees, returnees, and host communities in South Sudan by improving the humanitarian response through community-based two-way communication and feedback mechanisms, with a focus on food and cash assistance. These channels have facilitated the collection of feedback, concerns, and suggestions from the affected populations, which have been used to adjust and improve response strategies.

Throughout the course of the project, significant achievements were realised. Key activities included the dissemination of life-saving information through PSAs (Public Service Announcements), the collection of feedback via Listening Group meetings, and the facilitation of focus group discussions. Around 639 pieces of broadcast content were produced, including PSAs, radio programmes and e-bulletins, reaching over 60,000 people with vital messages on food security, health, nutrition, upcoming distributions and flood preparedness. A total of 5,018 feedback entries were collected from Renk, Malakal, and Aweil through 234 continuous listening activities. These insights have proven invaluable in refining aid delivery, with a significant focus on food security, shelter, health, protection, and non-food items. Food security and the distribution of cash assistance were identified as critical needs, with many beneficiaries reporting delays and inadequate rations. Following this feedback collection a total of 110 major referrals were made to CCCMM and protection clusters, which led to adjustment in programming to better satisfy beneficiaries' expectations. The intervention has successfully addressed the evolving concerns of displaced populations, particularly regarding food distribution, health services, and sanitation.

Financial Review

The detailed results for the year ended 31 December 2024 are set out in the financial statements. The financial statements comply with applicable law, the Memorandum and Articles of Association 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 (FRS102), effective 1 January 2015.

Total income for the financial year ended 31 December 2024 was £22.1m compared to £16.5m in 2023, an increase of 33%. Total expenditure was £18.1m compared to £19.0m in 2023.

Reserves Policy

The Board of Trustees reviews the reserves policy on an annual basis. The current minimum target, as reviewed and determined by the Trustees is in the range £700k-£800k equating to approximately three months of overhead operating expenditure.

On 31st December 2024 our unrestricted group reserves showed a deficit of £362k compared to a restated surplus amount of £362k at the end of 2023. Free reserves, general reserves less fixed assets held, showed a deficit of £404k compared to a surplus of £301k in 2023.

Remedying the current reserves position, and moving swiftly towards the minimum target, is an urgent priority for the Trustees, and will be a major focus for our work during 2025.

Our new revenue strategy will include a focused approach on securing unrestricted funding from trusts and foundations and corporate donors, as well as fully recovering eligible costs on restricted donor funds.

Significant Events

Defending Truth During a Year of Global Elections and Rising Repression.

In 2024, across the globe—from Ukraine and the Philippines to Gaza and the Congo—people faced rising authoritarianism, economic instability, climate disasters, and humanitarian crises, all deeply linked to the world's information systems.

The Committee to Protect Journalists recorded the second-highest number of imprisoned journalists since it began tracking data, with 361 jailed worldwide. Seventy-six of 103 journalist deaths in 2024 occurred in Israel and Gaza, making it one of the most dangerous regions for media workers.

In 2024, more than half of the world's population went to the polls—including in many of the countries where Internews operated. But press freedom was under siege, often by the very political authorities meant to protect it. We saw a global erosion of media autonomy and a dangerous rise in pressure, censorship, and disinformation fuelled by state and political actors. In this context, journalists, content creators, and influencers played a vital role in ensuring accurate and trustworthy information reached citizens. At Internews, we worked to ensure that people—especially those in marginalized or high-risk communities—had access to locally produced, contextually relevant, and verifiable news during these elections. That included supporting journalists in exile or those forced to flee, providing tools, training, and financial lifelines so they could continue their work safely and effectively. We also built our internal community of practice on this issue—sharing expertise, refining protocols, and strengthening partnerships to respond nimbly to election-related challenges. This remained central to our strategy and our

belief that everyone deserves access to information that helps them make informed decisions and hold power to account.

External Events

In 2024, Internews reinforced its global leadership in media freedom by expanding its engagement with the **Media Freedom Cohort (MFC)** beyond the **2nd Summit for Democracy**. **Rosie Parkyn** joined an expert panel during an MFC conference side session titled, *“Case Studies of Action from the Media Freedom Coalition: Supporting Journalists at Risk through Safe Refuge and Coordinated Advocacy.”* Meanwhile, in celebration of **World Press Freedom Day** in Africa, Internews collaborated with partners in **Kenya and Nigeria** to discuss pressing issues including **press freedom, climate change, and media law reforms**.

In September, Internews strengthened its cultural initiatives in **Kyrgyzstan** through its partnership with the **Kyrgyz National Theater “Manas.”** Together, they hosted their annual **Aitysh competition**—a showcase of *akyns*-improvisers demonstrating poetic skills. **Nazik Chekirova, Director of Internews in the Kyrgyz Republic**, highlighted how Internews has been equipping *akyns*-improvisers with modern approaches to **creating content on socially significant topics, disseminating their work through social media, and preserving traditional cultural values**. At the **International Journalism Festival 2024** in **Perugia**, Internews actively participated in discussions on **press freedom, investigative journalism, and AI in newsrooms**. Notable sessions included: *Who Should Be Supporting Journalism and Why?* *The Role of Journalists and Social Media Content Creators in Redefining Environmental Journalism* *Preparing for Exile*—a session addressing challenges faced by journalists in exile.

In a major milestone, Internews **renewed and expanded its Framework Partnership Agreement with the European Commission**, solidifying its commitment to **independent media as a cornerstone of democracy worldwide**.

Principal funding sources

The majority of our income is derived from public donor agencies supporting international development projects. New awards in this category for 2024 comprised 79% of total awards, broadly in line with 2023 at 77%. This is reflective of our income diversification strategy resulting in 21% of total awards coming from Institutional Foundations in 2024.

Going Concern Review

Internews Europe has grown its restricted income and capabilities significantly in recent years, often investing unrestricted funds to do so. While this investment means that the charity is currently in a position of negative unrestricted funds, it is now developing a revised revenue strategy for 2025 onwards with the aims of increasing unrestricted funds, growing reserves and diversifying funding as key priorities. Furthermore, the robust cash balances and strong pipeline of future funding means that the unrestricted funds position does not limit the charity's ability to deliver its work. The Trustees consider it appropriate to prepare the accounts on the going concern basis. In the view of the Trustees, revenue visibility remains strong, project delivery controlled and there are no material uncertainties.

Processes of monthly and 12 month rolling forecasts of income and expenditure, including cash management procedures, have ensured the charity maintains strong liquidity with forecasts showing a further strengthened position over the coming 12 months.

Internews continues its efforts in pursuing a targeted donor diversification strategy which reduces over-reliance on any one donor. In addition, we continue to develop strategies to build unrestricted income.

Fundraising Regulation

All Internews fundraising activities are managed in house. Our Development Department manages relationships with governmental, multilateral and NGO donors

whilst the Private Development and External Affairs Departments are responsible for fundraising from individual supporters, private foundations, and corporations.

Internews Europe is registered with the Fundraising Regulator. There were no complaints received during the year and, likewise, no-incidents of non-compliance with the applicable code.

Risk Management

Internews Europe adopts a rigorous approach to risk management which allows the Trustees and Senior Management Team to take a contemporaneous and informed view of the organisation's risk tolerance level.

The Trustees actively review the major risks to which the charity is exposed to ensure that systems are in place to monitor and mitigate those risks. A review of the strategic risk register takes place during all scheduled Trustee Board meetings. In addition, the Governance & Risk Committee reviews specific risks in detail at its twice-yearly meetings, as well as reviewing the effectiveness of the control environment.

Senior managers take operational responsibility for risk mitigation in all areas; for example, by ensuring appropriate internal controls and policies are in place whilst regularly monitoring risks from the external operating environment. Specifically, the management group receives information via a more detailed programme portfolio risk register which identifies specific risks and actions required down to the level of each individual project. In turn, this information feeds the overall strategic risk register as reviewed by the Trustees.

The Trustees believe these actions provide sufficient early warning systems, and the requisite controls and procedures in the event of adverse conditions.

Principal Risks and Uncertainties

Global Economic Instability and Financial Risk: the fundraising environment remains challenging for many organisations and will continue to be in the current global economic environment.

Investment in increased external outreach, enables us to identify potential new sources of support in future, and constant improvement and innovation to our tools and methodologies in response to the needs and realities of our partners enables us to stay competitive.

Our focus and approach to our projects give our development team a compelling funding proposition to take to both potential donors and our generous existing donors. In addition, Internews continues to focus intensively on a donor diversification strategy to mitigate risks.

Global shocks: Internews continues to respond to the changing geo-political landscape that has continued to unfold around the globe over the last 12 months. We have been highly effective in influencing funder strategies, swiftly mobilising resources to increase the digital and operational security of our partners through the provision of specialist expertise and equipment which ensures they are able to continue reporting and setting up humanitarian information operations to support the broader population.

The ongoing conflict in Eastern Europe has meant donors have continued to support and sought our guidance on media and information dynamics in the region. The importance of supporting high quality, accurate information about the conflict is well recognised. Internews has been effective at reinforcing this message across the fora in which we are involved.

Operational Security: There are inherent risks to working in fragile states, those vulnerable to disasters, or countries in the midst of very volatile security environments. As has been seen over the last year, these risks continue to impact all regions of the world. The Trustees periodically review the

organisation's ability to continue to operate programmes in high-risk environments, and in areas that could be facing shifting security environments, to ensure that we have well developed procedures and protocols for working in such environments. These include a well-established and prepared emergency management structure shared with our allied entity in the US, involving a Global Security Policy, robust travel policy and journey management programme and reserves available for emergencies.

These procedures are managed and overseen by the Field Operations and Security team. This team monitors the security situation for all of Internews' in-country operations around the world to routinely assess for potential risks to personnel, our office, operating locations, posture, and more. The team has significant experience developing business continuity plans for environments at risk of undergoing volatile security situations or shifting landscapes. The Trustees are of the view that maintaining such resources and operational capacity is essential for the organisation to achieve its charitable purposes.

Digital Security: The risk of a cybersecurity attack is ever-present and could result in harm to our staff and partners, pose reputational risk, cause financial harm, create legal liabilities, and affect our ability to operate.

Internews employs next-generation antivirus and endpoint protection software across all devices that connect to our system. Our policies and procedures are regularly reviewed in annual external cybersecurity assessment and our systems undergo yearly penetration testing. Internews' comprehensive set of end-user and internal control policies cover data privacy, privileged access, data storage and retention, account access controls, vendor risk assessment, business continuity, and more.

The risk and frequency of breaches and incidents has increased significantly in recent years. As such, Internews will continue to focus on and invest in a best-in-class cybersecurity programme and capabilities. Our programme will be critical in proactively protecting data while maintaining compliance with best practice and regulatory requirements. Ensuring that the security programme is effectively maintained and adaptable will aid in mitigating potential risks to Internews and assure that the organisation can respond to any incidents quickly.

The Trustees are of the view that maintaining such resources and operational capacity is essential for the organisation to achieve its charitable purposes.

Hostile Environment for Media Partners and Support to Media:

worldwide the number of journalists killed or attacked in the course of their duties continues to remain high. Established norms that protect the fundamental principles of free expression, and the role of media as a fourth pillar of democracy face increasing hostility in many societies. These trends underscore the global need for Internews' work, but also require increasingly careful assessment of risks to partners involved, as well as flexibility in responding to attendant challenges such as the inability to move money. Such assessments and adaptations go on to form the method of operation for individual projects, in such a way that impact can still be achieved whilst preserving partner safety and security.

Maintaining Strategic Relevance: Media is a volatile and rapidly changing field. To maintain our reputation and success requires ongoing innovation and adaptation. There are many new and nimble competitors in the field with the increasing attention on mis/disinformation. We mitigate this by reviewing and setting annual strategic priorities in this area with investment in

technical expertise and strategic partnership initiatives.

Safeguarding and Serious Incidents

During the year, Internews continued to step up its efforts in ensuring high standards of safeguarding, monitoring, and training of all relevant persons across the globe in line with the Code of Conduct set out in its Governance Policy. This strengthened by a suite of policies in six languages. These include policies on:

- Prevention of Abuse and Safeguarding,
- Non-Discrimination and Anti-Harassment
- Relationships in the Workplace,
- Business Ethics,
- Disclosure, Protection Investigation,
- Conflict of Interest.

The charity maintains its zero-tolerance policy towards abuse or other forms of serious misconduct and sets clear standards and expectations around representatives' behaviour in our international Code of Conduct. Internews' downstream partners are required to give specific assurances that they have their own safeguarding frameworks, consistent with Internews' standards.

All employees and other representatives are required to take part in both induction and recurring annual training on safeguarding and associated policies and controls (through webinars, face to face discussions and consultations). Internews continues to refer to its Safeguarding Framework intended to provide absolute clarity of incident

management, simplicity, and accessibility within our reporting mechanisms. Internews offers various points of internal incident reporting for all UK and international representatives, in addition to an external, multi-lingual reporting and whistleblowing 'hotline' operated by Lighthouse Services.

The Trustees are alive to their obligations to report the most serious misconduct or abuse to relevant authorities in the United Kingdom and other countries of operation, in particular the formal requirements for Serious Incident Reporting to the Charity Commission for England and Wales. This obligation is understood across the broader definitions of Serious Incidents in which the Commission would have an interest.

One Serious Incident Notification was made to the Commission during the period covered by this report. The Charity Commission was satisfied that the Trustees had dealt with the matter appropriately and responsibly.

All reported cases have been closed by the Charities Commission and donors respectively, following in-depth reviews and investigations.

Plans

2024 was the launch of the new three-year Strategy for the Internews Alliance: For Your Information. Internews was founded to bridge information divides, at the time of our founding this mission was important. Today, it is essential – to the survival of democracy, the race against the climate crisis, the toughest challenges facing humanity. At Internews we are determined to meet this moment with a degree of innovation and tenacity that matches its urgency. That is why we have developed a new strategy to guide us over the next three years.

For Your Information is not just a blueprint to guide our work. It is a statement of purpose, so that your information – the information shaping the choices and aspirations of communities in 100+ countries where we work – can be independent, fair and fact-based.

The joint focus for Internews Europe (IEU) and the Internews Network (IUS) in 2024 was launch, operationalise and promote the new strategy. Our annual organisational priorities emerged from the strategy itself. For each of our five strategic pillars of the strategy we have a series of annual priorities and objectives which are detailed below.

The five strategic pillars are:

1. Dynamic & Adaptable Programming
2. Experience & Evidence-Based Thought Leadership
3. Genuine Local Partnerships Based on Mutual Trust
4. People-Centred Organisational Culture
5. Scalable Operations in Complex Environments

Along with the specific overarching priorities reported below, the decision was made to revise our long-term strategic Alliance Agreement with an eye towards bringing Internews International onboard as a third member of the Alliance.

Detailed Report Annual Plan 2024

1. Strengthen our presence within the European Union by strengthening the interdependence of Internews International

Develop and strengthen Internews International as an entity with access to a wider range of EU funding: We are strengthening our presence within the European Union, by developing Internews International in Paris as an entity that will have access to a wider range of EU funding than Internews Europe has access to, due to Brexit, and we have worked closely with the Alliance Committee to build this out and to bring Internews International onboard as the third member of the Alliance.

Strengthen relations with the European Union to forward EU funding mechanisms: We have strengthened relations with the European Union through events, meetings, and outreach both in Brussels and at country level. We renewed the Framework Partnership Agreement, the first of its kind, with the European Union, to support independent media worldwide and have won an unprecedented number of open calls for funding too.

2. Boost financial resilience by building up reserves.

Grow reserves: A new Revenue Strategy was finalised for 2024-2026 as part of our new strategic framework, including strategies for fundraising and the ultimate target for what we think is reasonable in the coming three years, as well as potential follow-on goals.

Find a cost recovery model which works for both the organisation and for donors: We will continue to simplify our processes and methodologies for cost sharing across the Alliance, bringing efficiencies and improvements which will translate into more effective use of funds.

Diversify our revenue streams to guard against single donor resilience: Work continued to diversify our revenue streams in 2024, ending the year with our highest ever level of net new awards. The European Union and Sida continue to be significant donors, and our relationship with the FCDO has re-started to ensure we are not reliant on a single donor. Private sector fundraising was also significantly over the target set for 2024.

3. Build internal and external engagement with strategy, including critical board functions.

Translate strategic plan into board, external and internal reporting, including KPIs: The strategy accountability team led work to identify and implement initiatives, established measurement approaches and reported out on progress at Board meetings, and during internal staff meetings. Tracking and measuring our strategy is similar to our programmatic work – building up from the initiatives we do year-on-year to show how they add up to the impact we are hoping to achieve. Key achievements were reported under each of the 5 pillars of the strategic framework.

Lead scenario planning as core part of strategy: With 2024 being the year of elections Internews took the time to run scenario planning in-case of any potential future funding cuts which might arise. The scenario planning project was run with the Alliance Leadership Team to provide meaningful data points and decision-making triggers for managing growth or shrinkage (25-50%). It was found in early 2025 that the envisioned scenarios did not take into account the dismantling of USAID which has had great impact on Internews Network, Internews Europe does not receive any direct funding from USAID and therefore is not directly impacted by the stop work orders and the closedown of USAID.

4. Bring teams and Board along with structural, resource and process adjustments necessary for a more effective Alliance.

Establish an Alliance Leadership Team, which guides the work of the Alliance: Leaders of the global Alliance were brought together to form the Alliance Leadership Team. The Alliance Leadership Teams serves as the senior most advisory group to the Executive Team to ensure Internews executives understand the risks and consequences of decision making. Members build cross-departmental collaboration and accountability for delivering Alliance-wide organisational priorities, including identifying challenges and working together for solutions.

Legal consulting on Alliance Agreement: Extensive work was completed through the Alliance Committee to update the Alliance Agreement to bring Internews International onboard as a third member of the Internews Alliance. Pro-bono legal support was given by Slaughter and May in London.

Joint Board Trip: To further their understanding of our work all members of the Board were invited to join members of the US Board on a trip to Colombia, to meet with staff and partners. This trip also gave Board members the opportunity to meet representatives of the Wayuu community in La Guajira, to learn about their film-making projects which Internews has supported.

5. Environmental Audit.

Conduct organisational environmental audit to determine our climate commitments and develop organisational approach to reporting and measuring on them: Internews Europe contracted Environmental Monitoring Solutions Ltd (EMS) in June 2024 to conduct a carbon feasibility study focusing on the carbon associated with energy use in the London office, and emissions associated with business travel. The purpose of the 'Carbon Net Zero Feasibility Study' is to allow Internews Europe to demonstrate to internal and external parties that we are committed to reducing/offsetting our carbon and reducing our impact on the environment.

Structure, Governance and Management

Internews Europe is a charitable company limited by guarantee, incorporated in England and Wales on 23 December 2011 and registered as a charity in England and Wales on 1 August 2012.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its articles of association.

The primary objective of the charity as expressed in the Memorandum of Association is "The promotion of education and vocational training in the field of journalism in all its forms for the benefit of the public, in particular in countries experiencing conflict, civil unrest, or natural disaster."

The Trustees and Executive seek to fulfil these objectives through establishing projects in a wide range of countries which focus on media development and information access around several core themes: Democracy, Human Rights & Governance, Humanitarian Information, Health, and the Environment.

The Trustees are responsible for the overall governance of the charity. The Board has constituted a committee for Finance & Audit, and another for Governance & Risk, both of which meet at least twice each year. These committees, review financial reports, annual audits and other risk matters, making recommendations to the main Board as deemed appropriate.

All Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in Note 6 to the accounts. Many Trustees donate travel and other expenses associated with their governance duties.

Group Subsidiaries

Internews International (France)

Since 2018 Internews Europe has had effective overall control of the French Non-Profit Association Internews International (RNA no. W751139592, SIRET no. 425 132 347 000 13 APE 921).

Internews International ended 2024 with a surplus of £58,156 (FRS102).

Internews Media Development Company (Republic of Ireland)

In addition to the above, Internews Europe registered a subsidiary non-profit company in the Republic of Ireland in 2017 (no. 615323). This entity remains dormant on the Irish company register and no further disclosures are required.

Trustee Appointment, Induction and Training

Trustees are proactively selected and appointed to ensure there is a broad range of relevant skills and experience represented across the Trustee Board. Trustee recruitment may take place using open advertisements and/or through more targeted approaches to individuals who possess skills and experience that would further strengthen the board. A Trustee Board skills matrix is regularly reviewed to ensure a suitable balance of skills, experience, and Trustee diversity.

A comprehensive policy exists for the appointment and approval of new Trustees, in addition to processes for the election of officers such as the Chair, Vice-Chair and Treasurer. All Trustees are appointed for an initial three-year term, and may be re-appointed for a second term. Only in exceptional circumstances will Trustees serve

beyond six years, and nine years is the maximum term of office.

As part of our Strategic Alliance with Internews Network (see Related Parties, below), the board of our US sister organisation is entitled to select and appoint one of its own members as a Trustee to serve on the Internews Europe Board.

This role is currently fulfilled by **Mr John Montgomery**. This is a reciprocal arrangement; therefore, Internews Europe's Trustees also have an entitlement to select one of their number to serve on Internews Network's Board of Directors. This role is currently undertaken by **Ms Chanpreet Arora**.

Organisation of the Charity

Internews Europe's operations are conducted in accordance with the Memorandum and Articles of Association and the policies/strategies approved by the Trustees. Given the international scale and complexity of the organisation, the Trustees delegate all day-to-day responsibilities for running the organisation to the Chief Executive Officer (CEO).

The CEO is supported by the Senior Management Team (SMT, consisting of Key Management Personnel) namely **Ms Ann Lomole**, Senior Finance Director who departed the company in December 2024, **Mr Abdurahman Sharif**, Senior Director of Outreach and Partnerships who departed the company in March 2024, **Mrs Claire Page**, Director of Corporate Engagement, **Mr Denis Kovalenko**, Director of Grants, Contracts & Compliance, **Ms Rosie Parkyn**, Global Director of Impact, **Ms Jessica McCarthy**, Director of Global Development, **Mr Craig Twitt**, Head of Closed States Programmes, **Mr Andrew Lyons**, Global Director of Global Tech Hub, and **Mr Brían Kerr**, Chief Operating Officer.

In addition, a larger Corporate Management Group takes responsibility for various operational and support functions. Field programmes are overseen by a range of Regional Programme Managers, and other national support staff.

Related Parties and Relationships with Other Organisations

Internews Network (USA) and Internews International (France)

Internews Europe operates in a **Strategic Alliance** with Internews Network; a US based non-profit organisation which was the first media development organisation to bear the Internews name and brand. A revised Strategic Alliance Agreement, brought Internews International, our French registered entity formally into the Alliance, this agreement was ratified and approved by all three independent Boards at the end of 2024.

Through their Alliance, Internews Network (IUS), Internews Europe (IEU), and Internews International (II) express their joint commitment and intent to create greater programme impact and public benefit than three separate organisations would be able to achieve on their own. The Alliance is particularly intended to ensure seamless delivery of programmes through regional and country offices, and greater sharing and application of effective organisational learning.

The Alliance has shared responsibility for the global reach and for the successful implementation of a diverse body of projects and programmes funded by the Alliance. Given the nature of this arrangement, there are a significant amount of Inter-Alliance financial transactions over the course of the year, which ensure each field office is equipped with the resources to deliver a blended portfolio of projects and programmes.

Nevertheless, all three entities purposefully maintain separate, independent, governance bodies and each legal entity has its own local management structure.

CDAC Network (Limited) (UK)

Internews Europe continues to maintain its membership of the “Communicating with Disaster Affected Communities (CDAC) Network”.

Remuneration Policy and Salary Disclosures for Key Management Personnel

The Trustee Board takes responsibility for the appointment and performance management of the Chief Executive Officer. This includes an annual review of the CEO’s pay and benefits which, in turn, is linked to a detailed and rigorously benchmarked organisational salary scale.

All salary bands are reviewed periodically, both for sector benchmarking and any inflationary increments deemed appropriate and affordable for the overall pay-scale. During annual benchmarking of the organisational salary scale, Internews Europe compares its pay bands for all positions to equivalent posts in the following areas:

- Domestic and international charities with a similar level of income.
- Other relevant international charities of any size; for example, others in the British Government’s Rapid Response Facility (RRF).
- Other charitable organisations working in the specific sectors of media, information and development, freedom of expression and support to independent journalism; and
- Comparable salaries of Internews Network staff.

The Internews Alliance is among the two or three largest organisations working in the

media, information, and development sub-sector. Given this scale and complexity, and the need to recruit and retain skilled staff with an unusual blend of experience in both media and international development, our salary scale is set in the middle of the upper quartile of our benchmarking results.

Details of salaries and benefits can be found in Note 6 to the financial statements.

Funds Held as Custodian Trustee

During 2024 there were no funds held as custodian Trustee on behalf of others.

Statement Of Trustee’s Roles and Responsibilities

The Trustees (who are also directors of Internews Europe for the purposes of company law) are responsible for preparing the Trustees’ report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of 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 judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards and statements of recommended practice 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 charity 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. 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.

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and

- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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 financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The total number of such guarantees on 31 December 2024 was 10 (2023: 12). The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Auditors

Sayer Vincent LLP were re-appointed as the charitable company's auditors during the year.

Approved by the Trustees on 27 June 2025 and signed on their behalf by:

Mark Hannam, Chair of Trustees

Independent Auditor's Report

To the members of Internews Europe

For the year ended 31 December 2024

Opinion

We have audited the financial statements of Internews Europe (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2024 which comprise the consolidated statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the notes to the financial statements, including a summary of 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 group's and of the parent charitable company's affairs as at 31 December 2024 and of the group's 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
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011

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 group financial statements section of our report. We are independent of the group and parent charitable company 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 Internews

Independent Auditor's Report

To the members of Internews Europe

For the year ended 31 December 2024

Europe'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 trustees' annual report, including the strategic report, other than the group 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 group 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 group 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 group 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 Trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements.
- The trustees' annual report, including the strategic report, 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 group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' annual report, including the strategic report.

Independent Auditor's Report

To the members of Internews Europe

For the year ended 31 December 2024

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company 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.
- Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities set out in the Trustees' annual report, the Trustees (who are also the directors of the parent charitable company for the purposes 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 group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent 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

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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.

Independent Auditor's Report

To the members of Internews Europe

For the year ended 31 December 2024

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 are set out below.

Capability of the audit in detecting irregularities

- In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:
 - We enquired of management and the finance and audit committee, which included obtaining and reviewing supporting documentation, concerning the group's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the group operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the group from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements

Independent Auditor's Report

To the members of Internews Europe

For the year ended 31 December 2024

made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: 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 and section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. 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 auditor's 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.

Noelia Serrano (Senior statutory auditor)

DATE 18 September 2025

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 110 Golden Lane, LONDON, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006.

Internews Europe

Consolidated statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 December 2024

				2024	Restated	Restated	Restated
	Note	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
		£	£	£	£	£	£
Income from:							
Donations and legacies	2	297,910	-	297,910	90,812	-	90,812
Charitable activities							-
Democracy, Governance & Human Rights	3	3,109,754	15,528,077	18,637,831	3,378,712	10,768,170	14,146,882
Environment	3	547,428	2,152,580	2,700,008	429,679	1,682,015	2,111,694
Humanitarian	3	71,037	379,911	450,948	35,270	106,453	141,723
Total income		4,026,129	18,060,568	22,086,697	3,934,473	12,556,638	16,491,111
Expenditure on:							
Raising funds	4	299,447	-	299,447	478,181	-	478,181
Charitable activities							
Democracy, Governance & Human Rights	4	3,576,659	11,753,757	15,330,416	3,065,219	12,638,579	15,703,798
Environment	4	549,723	1,517,850	2,067,573	558,119	2,011,482	2,569,601
Humanitarian	4	138,720	324,397	463,117	62,594	190,805	253,399
Total expenditure		4,564,549	13,596,004	18,160,553	4,164,113	14,840,866	19,004,979
Net income / (expenditure)	5	(538,420)	4,464,564	3,926,144	(229,640)	(2,284,228)	(2,513,868)
Transfer between funds		(185,328)	185,328	-	(31,253)	31,253	-
Net income / (expenditure) and net movement in funds		(723,748)	4,649,892	3,926,144	(260,893)	(2,252,975)	(2,513,868)
Reconciliation of funds:							
Total funds brought forward	15	361,598	3,914,607	4,276,205	622,491	6,167,582	6,790,073
Total funds carried forward		(362,150)	8,564,499	8,202,349	361,598	3,914,607	4,276,205

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 15 to the financial statements.

Internews Europe

Balance sheets

Company no. 07891107

As at 31 December 2024

	Note	The group		The charity	
		2024	Restated 2023	2024	Restated 2023
Fixed assets:					
Tangible assets	10	42,136	60,595	42,136	60,595
		42,136	60,595	42,136	60,595
Current assets:					
Debtors	11	2,533,593	2,144,313	2,526,507	2,136,901
Cash at bank and in hand		8,853,719	3,163,837	8,673,372	2,939,912
		11,387,312	5,308,150	11,199,878	5,076,813
Liabilities:					
Creditors: amounts falling due within one year	12	3,227,097	1,092,540	3,441,626	1,214,488
Net current assets		8,160,215	4,215,610	7,758,252	3,862,325
Total net assets		8,202,349	4,276,205	7,800,387	3,922,920
Funds:					
Restricted income funds	15	8,564,499	3,914,607	8,278,206	3,893,111
Unrestricted income funds:					
General funds		(362,150)	361,598	(477,819)	29,809
Total funds		8,202,349	4,276,205	7,800,387	3,922,920

Approved by the trustees on 27 June 2025 and signed on their behalf by

Mark Hannam
Chair of Trustees

Internews Europe

Statement of cash flows

For the year ended 31 December 2024

	Note	2024 £	2023 £
Cash flows from operating activities	16	5,705,100	(2,299,420)
Cash flows from investing activities			
Purchase of tangible fixed assets		(15,219)	(8,548)
Change in cash and cash equivalents in the year		5,689,881	(2,307,967)
Cash and cash equivalents at the beginning of the year		3,163,837	5,471,805
Cash and cash equivalents at the end of the year		8,853,719	3,163,837

1 Accounting policies

a) Statutory information

Internews Europe is a charitable company limited by guarantee and is incorporated in England and Wales. The registered office address (and principal place of business), is Second Floor, 13-14 Angel Gate, London, EC1V 2PT. Internews Europe has effective control of two additional entities, the French Non-Profit Association Internews International (RNA no. W751139592, SIRET no. 425 132 347 000 21 APE 913), and an Ireland based entity Internews Media Development Company (A Company Limited by Guarantee) registered in Ireland (company number 615323). Internews Europe remains the parent company, with Internews France and Ireland as subsidiaries and a requirement to consolidate the reports of both Internews Europe and Internews International. Internews Media Development Company remained dormant in 2024.

b) Basis of preparation

The financial statements have been prepared in accordance with 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) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements 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 nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

These financial statements consolidate the results of the charitable company and its wholly-owned subsidiary **Internews International** on a line by line basis. Transactions and balances between the charitable company and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two companies are disclosed in the notes of the charitable company's balance sheet. A separate statement of financial activities, or income and expenditure account, for the charitable company itself is not presented because the charitable company has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

Internews Europe opened 2024 with an Unrestricted Fund surplus of £361,598. Internews Europe's in-year deficit for 2024 resulted in a carried forward unrestricted deficit to 2025 of £362,149.

Internews Europe has grown its restricted income and capabilities significantly in recent years, often investing unrestricted funds to do so. While this investment means that the charity is currently in a position of negative unrestricted funds, it is now developing a revised revenue strategy for 2025 onwards with the aims of increasing unrestricted funds, growing reserves and diversifying funding as key priorities. Furthermore, the robust cash balances and strong pipeline of future funding means that the unrestricted funds position does not limit the charity's ability to deliver its work. The Trustees consider it appropriate to prepare the accounts on the going concern basis. In the view of the Trustees, revenue visibility remains strong, project delivery controlled and there are no material uncertainties.

e) Income

Income is recognised in the statement of financial activities (SoFA) when a transaction or other event results in an increase in the charity's assets or a reduction in its liabilities. Income must only be recognised in the accounts of a charity when all of the following criteria are met.

- Entitlement – control over the rights or other access to the economic benefit has passed to the charity.
- Probability – it is more likely than not that the economic benefits associated with the transaction or gift will flow to the charity.
- Measurement – the monetary value or amount of the income can be measured reliably, and the costs incurred for the transaction and the costs to complete the transaction can be measured reliably.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102).

On receipt, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

h) General and administrative overheads

The General & Administrative (G&A) overhead element of restricted grants is recognised within unrestricted funds and G&A costs are charged to unrestricted funds as incurred (see Note 23).

i) Expenditure and irrecoverable VAT

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 relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering activities undertaken to further the purposes of the charity and their associated support costs.

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

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. The cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned to the charity's activities on a proportionate and consistent basis. Governance costs are the costs associated with the governance arrangements of the charity. These costs relate to constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

We have apportioned Support costs to the activities as follows:

Democracy and governance	85%
Environment	13%
Humanitarian	3%

k) Foreign currency transactions

Transactions in foreign currencies are translated at the **Oanda rates** prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate prevailing at the balance sheet date. Any gain or loss for the period is taken to the statement of financial activities.

1 Accounting policies (continued)

l) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

m) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Furniture and other equipment directly related to projects are fully expensed to such projects so as to reflect the full costs of implementation. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Office equipment and computers	3 years
Office furniture	5 years
Fixtures & fittings	Life of office lease

n) Debtors

Debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

Advanced payments to partners are recognised as prepayments until expenditure incurs.

o) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

p) Creditors

Creditors are recognised as soon as there is a legal or constructive obligation committing the charity to pay out the resource.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

q) Pensions

Internews Europe maintains a pension scheme where staff are auto-enrolled accordingly. Both Internews Europe and employees make contributions into the scheme in compliance with regulatory requirements.

2 Income from donations

	2024 Unrestricted £	2024 Restricted £	2024 Total £	2023 Unrestricted £	2023 Restricted £	2023 Total £
Donations	199,702	-	199,702	39,512	-	39,512
Gifts/Services in kind	98,208	-	98,208	51,300	-	51,300
	297,910	-	297,910	90,812	-	90,812

The unrestricted donations represent monies received from individuals and foundations. Gifts/Services in-kind are in relation to pro-bono legal support on various tasks and assignments undertaken throughout the year.

3 Income from charitable activities

	2024 Unrestricted £	2024 Restricted £	2024 Total £	2023 Restated Unrestricted £	2023 Restated Restricted £	2023 Restated Total £
Sigrid Trust	294,491	19,438	313,929	302,830	-	302,830
The European Endowment for Democracy (EED)	-	49,731	49,731	-	86,680	86,680
European Commission	465,510	6,938,473	7,403,983	364,130	4,402,091	4,766,221
European Commission - DG Devco	-	-	-	-	-	-
European Commission - ICSP	-	-	-	-	-	-
European Commission - EIDHR	-	-	-	-	-	-
Swedish International Development Cooperation Agency	490,042	6,907,448	7,397,490	302,257	4,792,450	5,094,707
Foreign, Commonwealth and Development Office	38,256	188,891	227,147	-	285,482	285,482
Resource sharing agreements	1,762,775	-	1,762,775	1,854,840	-	1,854,840
International Partnership for Human Rights	10,477	46,254	56,731	-	-	-
Netherlands Ministry of Foreign Affairs (NMFA)	(7,500)	281,400	273,900	2,332	201,730	204,062
ACTED	-	-	-	-	-	-
Embassy of the Kingdom of the Netherlands	6,142	61,829	67,971	4,048	107,976	112,024
Swiss Ministry of Foreign Affairs	8,245	130,212	138,457	13,387	320,586	333,973
Internews Network	-	(86)	(86)	993	30,608	31,601
Open Society Foundation	(4,951)	4,951	-	52,639	107,035	159,674
Deutsche Gesellschaft für Internationale Zusammenarbeit	14,524	388,821	403,345	36,514	358,473	394,987
Search for Common Ground	-	-	-	-	(4,806)	(4,806)
Nationale Postcode Ioterij N.V	-	-	-	440,230	-	440,230
BBC Media Action	2,164	43,588	45,752	4,513	79,864	84,377
German Embassy in Tajikistan	6,921	119,599	126,520	-	-	-
United Nations World Food Programme	22,657	347,527	370,184	-	-	-
Sub-total for Democracy, Human Rights & Governance	3,109,754	15,528,077	18,637,831	3,378,712	10,768,170	14,146,882

3 Income from charitable activities (continued)

	2024	2024	2024	2023	2023	2023
	Unrestricted	Restricted	Total	Restated	Restated	Restated
	£	£	£	Unrestricted	Restricted	Total
				£	£	£
Swedish International Development Cooperation Agency	78,386	1,759,426	1,837,812	91,173	1,254,667	1,345,840
Calouste Gulbenkian Foundation	-	-	-	-	-	-
Resource sharing agreements	244,365	-	244,365	292,219	-	292,219
Swedish Postcode Lottery Foundation	-	-	-	6,646	56,329	62,975
The Commonwealth Foundation	-	-	-	1,345	2,455	3,800
Adessium Foundation	16,917	68,798	85,715	13,063	128,853	141,916
Robert Bosch Stiftung	-	-	-	-	(241)	(241)
OXFAM Novib (Netherlands)	(66)	(3,072)	(3,138)	3,306	44,908	48,213
European Climate Foundation	10,686	36,104	46,790	17,016	105,019	122,035
Tara Foundation	6,375	79,246	85,621	3,729	58,109	61,838
Omega	-	-	-	1,182	19,613	20,795
Bertarelli Foundation	-	-	-	-	12,304	12,304
European Commission	6,770	142,958	149,728	-	-	-
Meliore Foundation	13,033	69,120	82,153	-	-	-
Fondation Hans Wilsdorf	170,962	-	170,962	-	-	-
Sub-total for Environment & Economic Development	547,428	2,152,580	2,700,008	429,679	1,682,015	2,111,694

	2024	2024	2024	2023	2023	2023
	Unrestricted	Restricted	Total	Restated	Restated	Restated
	£	£	£	Unrestricted	Restricted	Total
				£	£	£
Resource sharing agreements	43,128	-	43,128	19,612	-	19,612
Swedish International Development Corporation Agency (SIDA)	-	-	-	-	(64,311)	(64,311)
UNHCR	-	-	-	2,812	17,341	20,153
European Commission	-	-	-	-	(8,111)	(8,111)
Danish Refugee Council	10,501	164,510	175,011	4,637	68,363	73,000
United Nations World Food Programme	9,262	125,111	134,373	8,209	93,171	101,380
Souter Trust	-	(95)	(95)	-	-	-
Wellcome Trust	8,147	90,384	98,531	-	-	-
Mercury Phoenix Trust	-	-	-	-	-	-
Sub-total for Humanitarian & Health	71,037	379,911	450,948	35,270	106,453	141,723
Total income from charitable activities	4,026,129	18,060,568	22,086,697	3,934,473	12,556,638	16,491,111

The income from the grants shown above have been aggregated by charitable activity which have been described in note 15 to the financial statements.

* Negative income balances relate primarily to forex adjustments on actual income received and unspent funds payable back to donors.

The summary of the transactions for 2024 under the UK Foreign, Commonwealth and Development Office were as follows:

	Opening balance 1 January 2024	Income for the year	Expenditure for the year	Closing balance 31 December 2024
	£	£	£	£
Learning Event on the Media and Information Environment in Central Asia	-	66,847	(66,847)	-
Growing Local Independent Media for Meaningful Engagement in the Regions (GLIMMER)	-	160,300	(338,215)	(177,915)
TOTAL	-	227,147	(405,062)	(177,915)

4a Analysis of expenditure (Current year)

	Cost of raising funds	Charitable activities			Governance	Support costs	2024	Total	2023	Total
		Democracy, Governance & Human Rights	Environment/ Economic Development	Humanitarian/ Health						
	£	£	£	£		£		£		£
Staff costs (Note 6)	275,750	6,411,439	964,543	258,737	-	2,017,413	9,927,882		9,744,077	
Program delivery costs	2,157	5,179,473	502,924	77,596	-	673,143	6,435,293		7,468,988	
Rent	-	199,417	12,322	600	-	112,240	324,579		263,558	
Office costs	-	59,979	2,345	1,826	-	96,638	160,788		131,880	
Utilities	-	9,011	117	73	-	15	9,216		21,111	
IT and communications	721	50,763	1,636	2,180	-	145,104	200,404		191,802	
Development costs	-	8,203	-	1,808	-	1,769	11,780		44,176	
Finance Cost	(61)	31,554	3,061	1,815	-	128,725	165,094		119,671	
Legal and Professional fees	-	170,653	18,256	-	25,202	(48,652)	165,459		263,955	
Depreciation and gains/losses on disposals	2,322	156	-	-	-	31,200	33,678		45,221	
Travel costs	18,558	403,990	140,265	5,255	-	158,312	726,380		710,540	
	299,447	12,524,638	1,645,469	349,890	25,202	3,315,907	18,160,553		19,004,979	
Support and governance costs	-	2,805,778	422,104	113,227	(25,202)	(3,315,907)	-		-	
Total expenditure 2024	299,447	15,330,416	2,067,573	463,117	-	-	18,160,553		-	
Total expenditure 2023	478,181	15,703,798	2,569,601	253,399	-	-			19,004,979	

4b Analysis of expenditure (prior year)

	Cost of raising funds	Charitable activities			Governance	Support costs	2023 Total
		Democracy, Governance & Human Rights	Environment/ Economic Development	Humanitarian/ Health			
	£	£	£	£		£	£
Staff costs (Note 6)	439,072	6,128,415	1,241,597	138,355	-	1,796,638	9,744,077
Program delivery costs	2,055	6,820,816	702,203	(1,030)	-	(55,056)	7,468,988
Rent	-	152,809	14,089	337	-	96,323	263,558
Office costs	2,629	58,867	2,002	1,926	-	66,456	131,880
Utilities	-	20,816	94	7	-	194	21,111
IT and communications	647	69,870	8,989	23,123	-	89,173	191,802
Development costs	-	24,204	(462)	4,744	-	15,690	44,176
Finance Cost	(398)	23,064	274	1,873	-	94,858	119,671
Legal and Professional fees	-	169,869	13,490	-	69,687	10,909	263,955
Depreciation and gains/losses on disposals	24	369	-	-	-	44,828	45,221
Travel costs	34,152	335,247	202,502	41,182	-	97,457	710,540
	478,181	13,804,346	2,184,778	210,517	69,687	2,257,470	19,004,979
Support and governance costs	-	1,899,452	384,823	42,882	(69,687)	(2,257,470)	-
Total expenditure 2023	478,181	15,703,798	2,569,601	253,399	-	-	19,004,979

Notes to the financial statements

For the year ended 31 December 2024

5 Net income / (expenditure)

This is stated after charging / (crediting):

	2024 £	2023 £
Depreciation	33,679	45,221
Operating lease rentals:		
Property	61,600	61,600
Auditors' remuneration (net of VAT) :		
Audit UK (Statutory Audit)	33,600	32,000
Audit UK (Statutory Audit under accrual previous year)	17,277	31,729
Other services - donor audits	61,282	124,593
Other services - donor audits non-SV	36,866	35,587
Foreign exchange loss	121,385	256,709

6 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2024 £	2023 £
Salaries and wages	3,729,873	3,507,739
Social security costs	405,032	399,264
Employer's contribution to defined contribution pension schemes	175,626	157,068
Project staff - Internews & other direct contracted staff**	5,113,865	5,481,062
Redundancy and termination costs	4,256	5,619
Total emoluments paid to staff were:	9,428,652	9,550,752
Other human resources costs	499,230	193,326
Total staff costs	9,927,882	9,744,078

The Salaries of staff of Internews International (Paris) amounted to £718,539 (2023: £876,482)

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

	2024 No.	2023 No.
£60,000 - £69,999	9	5
£70,000 - £79,999	4	3
£80,000 - £89,999	2	3
£90,000 - £99,999	-	2
£100,000 - £109,999	2	-
£110,000 - £119,999	1	-
£120,000 - £129,999	1	-
£130,000 - £139,999	1	1
	20	14

The total employee benefits of the key management personnel were £869,550 (2023: £843,884).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £903 incurred by three members relating to attendance at meetings of the trustees, (2023: £2,817) incurred by two members relating to attendance at meetings of the trustees.

Internews Europe

Notes to the financial statements

For the year ended 31 December 2024

7 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2024 No.	2023 No.
Charitable Expenditure	51	51
Support & Governance	12	10
Raising Funds	4	5
	<u>67</u>	<u>66</u>

Staff of Internews Network, other contractors and local staff working on Internews Europe's projects were 358 (December 2023: 412). Total staff engaged on Internews Europe's projects by the staff of Internews Network are estimated at 130 (2023: 130)

8 Related party transactions

Internews Europe maintains a formal 'Strategic Alliance' with Internews Network; a US based non-profit organisation which was the first media development organisation to bear the Internews name and brand. A Memorandum of Understanding to firmly establish a strategic alliance was signed by the boards of both entities in September 2014. Through this Memorandum of Understanding (MOU), Internews Network (IUS or Internews US) and Internews Europe (IEU) express their joint commitment and intent to form a Strategic Alliance which aims to create greater programme impact and public benefit than two separate organisations would be able to achieve on their own. The alliance approach is particularly intended to ensure seamless delivery of programmes through regional and country offices, and greater sharing and application of effective organisational learning. Nevertheless, IEU and IUS purposefully maintain separate governance bodies and each legal entity has its own CEO.

One of the trustees of Internews Network, David Hoffman, is on the board of both entities. Kevin J. Delaney was the Internews Network Board representative on the Board of Internews Europe. He resigned from the Board on 6th December 2024. Chanpreet Arora is the Internews Europe Board representative on the Board of Internews Network. The IEU Chief Executive Officer (Ms. Meera Selva), Chief Operating Officer (Brian Kerr), and the company's Treasurer (Mary Trussell), are on the board of Internews International, based in Paris.

At the end-of the financial year 31.12.24 IEU had a net debtor balance with IUS of £137,236 (2023: £364,055). All transactions were at an arm's length basis. Internews Europe's subsidiary, Internews International has a net total of £211,726 (2023: £153,108) as of the same date. Internews Europe continued its representation on the Board of Trustees of CDAC (Communication in Disaster Affected Communities) during the year.

Donations amounting to £nil (cash and pledges) from trustees have been recognised during the year, (2023: £nil). All were unrestricted. Internews Europe maintained its effective control of the French Non-Profit Association, Internews International (RNA no. W751139592, SIRET no. 425 132 347 000 13 APE 913). Internews Media Development, registered as a non-profit entity in Ireland by Internews Europe in 2017, remained dormant.

9 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Notes to the financial statements

For the year ended 31 December 2024

10 Tangible fixed assets

The group and charity

	Fixtures and fittings £	Office equipment & computers £	Office furniture £	Total £
Cost				
At the start of the year	59,353	120,825	25,590	205,768
Additions in the year	-	15,220	-	15,220
At the end of the year	59,353	136,045	25,590	220,988
Depreciation				
At the start of the year	32,644	95,468	17,061	145,173
Charge for the year	5,935	21,346	6,398	33,679
At the end of the year	38,579	116,814	23,459	178,852
Net book value at end of the year	20,774	19,231	2,131	42,136
At the start of the year	26,709	25,357	8,529	60,595

All of the above assets are used for charitable purposes.

11 Debtors

	The group		The charity	
	2024	2023	2024	2023
	£	£	£	£
Accounts receivable	644,400	456,758	644,400	456,756
Programme advances	1,526,400	761,541	1,526,400	761,541
Other debtors	7,506	7,506	7,506	7,506
Accrued income	244,170	848,776	244,170	848,776
Prepayments	111,117	69,732	104,030	62,321
	2,533,593	2,144,313	2,526,507	2,136,901

12 Creditors: amounts falling due within one year

	The group		The charity	
	2024	2023	2024	2023
	£	£	£	£
Trade creditors	139,834	603,731	141,961	621,900
Taxation and social security	154,259	111,429	117,809	111,429
Other/Sundry creditors	42,978	102,694	80,104	53,366
Other Intercompany	-	-	211,726	153,108
Accruals	1,061,338	274,686	1,061,338	274,686
Deferred income (note 13)	1,828,688	-	1,828,688	-
	3,227,097	1,092,540	3,441,626	1,214,488

Notes to the financial statements

For the year ended 31 December 2024

13 Deferred income

Deferred Income shown, relates to pre-financed monies received, unspent and unearned as at the year end.

	The group		The charity	
	2024	2023	2024	2023
	£	£	£	£
Balance at the beginning of the year	-	700,695	-	700,695
Amount released to income in the year	-	(700,695)	-	(700,695)
Amount deferred in the year	1,828,688	-	1,828,688	-
	1,828,688	-	1,828,688	-
Balance at the end of the year	1,828,688	-	1,828,688	-

14a Analysis of group net assets between funds (current year)

	General unrestricted £	Restricted funds £	Total funds £
Tangible fixed assets	42,136	-	42,136
Net current assets	(404,286)	8,564,499	8,160,215
Net assets at the end of the year	(362,150)	8,564,499	8,202,349

14b Analysis of group net assets between funds (prior year) Restated

	General unrestricted £	Restricted funds £	Total funds £
Tangible fixed assets	60,595	-	60,595
Net current assets	301,003	3,914,607	4,215,610
Net assets at the end of the year	361,598	3,914,607	4,276,205

15a Movements in funds (current year) - Group

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
Democracy and Governance	3,908,939	15,528,077	11,753,757	181,974	7,865,233
Environment	31,059	2,152,580	1,517,850	-	665,788
Humanitarian	(25,391)	379,911	324,397	3,354	33,477
Total restricted funds	3,914,607	18,060,568	13,596,004	185,328	8,564,499
Unrestricted funds:					
General	361,598	4,026,129	4,564,549	(185,328)	(362,150)
Total unrestricted funds	361,598	4,026,129	4,564,549	(185,328)	(362,150)
Total funds	4,276,205	22,086,697	18,160,553	-	8,202,349

Notes to the financial statements

For the year ended 31 December 2024

15b Movements in funds (prior year) Restated (see Note 23)

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
Democracy and Governance	5,598,006	11,548,982	13,615,224	377,175	3,908,939
Environment	347,477	1,819,475	2,184,778	48,884	31,058
Humanitarian	779,091	122,111	210,517	(716,076)	(25,391)
Total restricted funds	6,724,574	13,490,568	16,010,519	(290,017)	3,914,607
Unrestricted funds:					
General	65,499	3,000,543	2,994,460	290,017	361,598
Total unrestricted funds	65,499	3,000,543	2,994,460	290,017	361,598
Total funds	6,790,073	16,491,111	19,004,979	-	4,276,205

Purposes of restricted funds

Democracy, Governance and Human Rights

Democracy and Governance

Media serve a crucial watchdog function, providing citizens with the information they need to keep the public and private sectors accountable. In many countries, however, repressive legal environments inhibit the media's ability to play this role. Moreover, some journalists lack the skills to conduct the in-depth investigative reporting that is essential to accountability.

Internews has trained journalists in investigative reporting, produced television programming to encourage dialogue on corruption, and helped reform media laws, including expanding freedom of information rights.

Human Rights : Internews trains both professional and citizen journalists to analyse and report on human rights issues more effectively. We support independent media to preserve access to information and promote the monitoring of human rights violations.

Conflict and Stabilisation : Projects to support media, community mobilisation, and access to information with the aim of long-term efforts to build trust between governments and the governed and contribute to peace. Internews brings together journalists from diverse media outlets working in different languages to improve their professional standards of news reporting.

Environment

Environment: The Earth Journalism Network (EJN) – established by Internews – creates networks of environmental journalists in countries where they don't exist, and builds their capacity where they do. Through training workshops and development of training materials, support for production and distribution, the provision of small grants, and creation of unique data mapping platforms, EJN works with journalists in developing countries to find innovative solutions to the world's most pressing environmental issues of today.

We support freedom of expression by helping to keep information flows open and connecting human rights defenders with their local media.

Our work also aims to reduce the potential for harm to journalists, writers and other civil society activists in countries where they are most at risk. We also build the independence and credibility of emerging information stakeholders, such as internet bloggers, to allow communities to trust in their most prolific sources of information.

Humanitarian

Humanitarian: In disasters people affected by the unfolding tragedy need more than physical necessities: they also have an urgent need for information. From earthquakes to armed conflicts, survival can depend on knowing the answers to questions such as: is it safe to go back home? Should I stay with my family or go elsewhere for help? What is the extent of the damage? Where can I get clean water and food? What are the symptoms of cholera? Where is the nearest health facility? Internews addresses these questions with a range of ongoing information services.

The CDAC secretariat hosted by IEU, builds the capacity of members to respond to humanitarian disasters, and builds the emergency roster of skilled and experience communication experts.

Transfers between funds

A full review of restricted fund balances was carried out to ensure any negative balances relating to closed projects are brought to nil. Transfers have been made from unrestricted funds accordingly.

Notes to the financial statements

For the year ended 31 December 2024

16 Reconciliation of net income to net cash flow from operating activities

	2024	2023 £
Net movements in funds for the reporting period (as per the statement of financial activities)		
Depreciation charges	3,926,144	(2,513,868)
Decrease/(increase) in debtors	33,679	45,221
Increase in creditors	(389,280)	886,084
	<u>2,134,557</u>	<u>(716,857)</u>
Net cash (used in)/ operating activities	<u>5,705,100</u>	<u>(2,299,420)</u>

17 Operating lease commitments

	Property		Equipment	
	2024 £	2023 £	2024 £	2023 £
In one year	61,600	61,600	1,181	1,181
One to five years	17,967	79,567	591	1,772
	<u>79,567</u>	<u>141,167</u>	<u>1,772</u>	<u>2,953</u>

18 Capital commitments

At the balance sheet date, the charity had no capital commitments (2023: £nil).

19 Contingent assets or liabilities

At the balance sheet date the charity had no contingent assets or contingent liabilities.

20 Legal status of the charity

The Charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £10

21 Subsidiary undertaking

The charitable company maintains effective control over Internews International, a company registered in France. The company number is 425 132 347 00013 (Numero Siret) and charity (Association) number is RNA W751139592. The registered office address is 21 bis rue du Simplon, 75018 Paris

The subsidiary is used for charitable activities in Europe. All activities have been consolidated on a line by line basis in the statement of financial activities. Available profits are gift aided to the charitable company.

The Internews Europe's Chief Executive Officer, head of Grants and Contract, Internews Europe's Treasurer (Trustee) and Internews Network's Chief Operating Officer, currently constitute the directors of the subsidiary.

Internews Europe

Notes to the financial statements

For the year ended 31 December 2024

21 Subsidiary undertaking (continued)

A summary of the results of the subsidiary is shown below:

	2024 £	2023 £
Turnover	2,285,536	1,831,535
Gross profit	2,285,536	1,831,535
Administrative expenses	(2,227,380)	(1,514,603)
Surplus/(deficit) for the financial year	58,156	316,932
Gain(loss) on ordinary activities	58,156	316,932
Reserves		
Brought forward	207,191	(109,741)
Exchange Adjustment	27,802	-
Surplus/(deficit) for the year	58,156	316,932
	293,149	207,191
The aggregate of the assets, liabilities and funds was:		
Assets	438,317	411,135
Liabilities	(145,168)	(203,945)
Total funds	293,149	207,190

During the year, Internews Europe's net costs incurred on behalf of Internews International were £211,726 (2023: £153,108). These costs were stated on the Charity's balance sheet (Intercompany account) - see note 12.

22 Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2024 £	Restated 2023 £
Gross income	20,900,805	16,491,111
Result for the year	3,877,468	(2,921,546)

Notes to the financial statements

For the year ended 31 December 2024

23 Prior period adjustments

During the year Internews Europe changed its accounting policy for recognising the General & Administrative (G&A) overhead element of restricted grants. Previously, where a restricted grant included an element of overheads, income was initially recognised as restricted, and unrestricted G&A expenses were recognised as the grant was spent. During the year the accounting treatment was revised in order to recognise the G&A element of grants within unrestricted funds and G&A costs are charged to unrestricted funds as the Trustees consider this provides more appropriate and relevant information about the financial position and operating model of Internews Europe. The comparative figures have been adjusted to reflect this change in accounting treatment as follows:

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	31 December 2022			31 December 2023		
	£	£	£	£	£	£
Reserves position						
Funds previously reported	65,499	6,724,574	6,790,073	40,329	4,235,876	4,276,205
Adjustments on restatement						
Cumulative effect of change as at 31 December 2022	556,992	(556,992)	-	(556,992)	556,992	-
Reversal in 2023 opening balance	-	-	-	556,992	(556,992)	-
Impact for the year ended 31 December 2023	-	-	-	321,270	(321,270)	-
Funds as restated	622,491	6,167,582	6,790,073	361,598	3,914,607	4,276,205

	Unrestricted	Restricted	Total
	31 December 2023		
	£	£	£
Impact on income and expenditure			
Net expenditure as previously reported	(25,170)	(2,488,698)	(2,513,868)
Adjustments on restatement			
Net expenditure as previously reported	(556,992)	556,992	-
Cumulative effect of change as at 31 December 2022			-
Impact for the year ended 31 December 2023	321,269	(321,269)	-
Net expenditure as restated	(260,893)	(2,252,975)	(2,513,868)

Details of adjustments

Cumulative effect of change as at 31 December 2022

Reversal in 2023 opening balance

Impact for the year ended 31 December 2023

Adjustment of 2022 G&A as a result of a change in accounting policy to calculate this based on income rather than expenditure, as previously reported. This is reflected in the 2023 opening balance

Reversal of the 2022 G&A adjusted in the opening balance of 2023

Adjustment of 2023 G&A as a result of a change in accounting policy to calculate this based on income rather than expenditure, as previously reported. This is reflected in the 2024 opening balance

INTERNEWS EUROPE

England & Wales - Charity number 1148404

Accounts



Annual Report & Consolidated Financial Statements

INTERNEWS EUROPE
31 DECEMBER 2023

Company number: 07891107
Charity number: 1148404



Internews Europe
Reference and administrative details
For the year ended 31 December 2023

Company number	07891107	
Charity number	1148404	
Registered office and operational address	13-14 Angel Gate, London, EC1V 2PT	
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:	
	Mr Mark Stephens CBE	Chair (Resigned: 8 June 2023)
	Mrs Daisy McAndrew	Vice-Chair (until 8 June 2023, Resigned 7 December 2023)
	Mrs Carolyn Hink	Treasurer (until 16 March 2023)
	Dr Saleyha Ahsan	(Resigned: 14 March 2024)
	Miss Sarah Chu	(Appointed: 16 April 2024)
	Mr Sach Chandaria	(Resigned: 21 June 2024)
	Ms Freyan Panthaki	(Appointed: 16 April 2024)
	Mrs Kristina Henschen	Vice-Chair (from 8 June 2023)
	Mr David Hoffman	
	Dr Ēniqlá Šóyemí	(Appointed: 7 December 2023)
	Dr Richard Danbury	
	Mr Wolfgang Blau	
	Ms Chanpreet Arora	
	Mr Kevin Delaney	(Appointed: 16 March 2023)
	Dr Mark Hannam	(Appointed: 16 March 2023, and Chair from 8 June 2023)
	Mrs Mary Trussell	(Appointed: 16 March 2023, and Treasurer from 16 March 2023)
Key Management Personnel	Ms Meera Selva	Chief Executive Officer
	Mr Brían Kerr	Chief Operating Officer
	Ms Rosie Parkyn	Global Director of Impact
	Ms Ann Lomole	Senior Finance Director
	Ms Jessica McCarthy	Director of Global Development
	Mrs Claire Page	Director of Corporate Engagement
	Mr Denis Kovalenko	Director of Grants, Contracts & Compliance
	Mr Abdurahman Sharif	Senior Director of Outreach and Partnerships (Resigned: March 2024)
Bankers	Barclays Bank PLC 27 Soho Square London W1D 3QR	

Solicitors

Bates, Wells
10 Queen Street Place
London
EC4R 1BE

Auditor

Sayer Vincent LLP
Chartered accountants and statutory auditors
110 Golden Lane
London, EC1Y 0TG

Foreword

This has been a year of reflection upon our priorities for the next few years, combined with continued growth in our programme activities, and work to improve the effectiveness of our operational capabilities. We have promoted the work of our partners from around the world who seek to create healthy information ecosystems for their communities in the face of significant threats: from the growing impact of the climate crisis; from systematic attempts by governments in some parts of the world to push back against gender equality; and from the disruption and disinformation associated with certain uses of new technology.

Our new strategy – For Your Information – was finalised during the year and launched in early 2024. We have revised our model of a healthy information ecosystem, which now identifies seven elements that we consider essential for strong, independent media to flourish. In addition, we have reviewed the way in which Internews works to support our partners, making sure that all of our internal operations and processes reflect our values, and that we continually learn and apply lessons from working with our partners to improve the impact of our work. The new strategy covers the period 2024 to 2026 and it provides us with a clear framework with which to set priorities and measure progress.



Mark Hannam, Chair

All the funding bodies with whom we work recognise the importance of healthy local media for economic, social, and cultural progress. We have continued to secure funding from a range of governmental agencies, private foundations, and corporate and individual donors, to support our work. We have strong programmes in partnership with local media organisations across Central Europe, the Middle East, Africa, and Asia. This year our income has grown again, with significant new money from the EU for a range of projects.



Meera Selva, CEO

Our ability to operate globally, providing a range of financial, technical, and logistical support to our partners, is made possible by our alliance with Internews US. The sharing of resources, and joint cooperation on a wide range of policy, project design, and operational issues, leverages the impact of both partners. Oversight for these joint activities is provided by an Alliance Committee, which meets regularly to address resource issues and to identify new areas for collaboration. Joint fundraising for our Emergency Fund continues to make steady progress, and there is work in hand to improve the level of our cash reserves, to keep pace with the recent growth in income seen in both organisations.

During the last period, three trustees came to the end of their terms of office. We would like to extend our thanks to Daisy McAndrew, Saleyha Ahsan, and Sach Chandaria for their thoughtful contributions to our work over many years. We welcome Ẹ̀niṣàlá Sójẹmí, who joined the Board in 2023, and Freyan Panthaki and Sarah Chu, who both joined in 2024.

Mark Hannam, Chair of Trustees

Meera Selva, Chief Executive Officer

The trustees present their report and the audited financial statements for the year ended 31 December 2023. Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities SORP FRS 102.

Objectives, Activities and Public Benefit

Internews Europe is an international charity whose mission is to empower people worldwide with the trustworthy, high-quality news and information they need to make informed decisions, participate in their communities, and hold power to account.

The primary objective of the Charity as expressed in the Memorandum of Association is “The promotion of education and vocational training in the field of journalism in all its forms for the benefit of the public, in particular in countries experiencing conflict, civil unrest, or natural disaster.”

Internews Europe is led by the CEO who is accountable to the Board of Trustees. Their work is guided by a Governance Policy Statement and Trustee Terms of Reference which set out statutory and discretionary expectations and which incorporate many aspects of the Charity Governance Code. With regards to organisational purpose, leadership and decision-making, risk and control, the Board holds a minimum of three full board meetings per year. At these meetings, they evaluate and assess proposed activities, geographic presence and expansion, funding relationships, refinements to the business model, the organisation’s financial position and impact for partners against the charity’s strategy and purpose. They also review, set, approve, and monitor annual planning goals, objectives and targets for the organisation and assess risks in close consultation with Executive Leadership. The Board Chair meets monthly with the CEO and has delegated authority from the Board to manage their performance, whilst the Finance and Audit Committee meets annually for the Treasurer to review the audit.

On integrity, the Board of Trustees understand their responsibilities for the safeguarding of Internews’ staff, partners, beneficiaries, and other stakeholders engaged in the delivery of the organisation’s charitable objects, as well as promoting the highest standards of business ethics. The CEO has operational responsibility for applying a suite of global ethics policies including business ethics, whistleblowing, non-discrimination and anti-harassment, prevention of abuse and safeguarding and conflict of interest. On board effectiveness, the Board runs regular skills audits to ensure the right mix of experience and expertise is available, and oversees the integration of equality, diversity and inclusion values and principles through Internews’ Belonging, Dignity and Justice initiative, delivered by the People and Culture Team.

Public Benefit

The Trustees have referred to the guidance contained in the Charity Commission’s general guidance on public benefit when reviewing the charity’s aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Specifically, it is through the provision of our charitable activities that, by way of example:

- In humanitarian disasters, affected communities can access life-saving information to receive emergency health, water, and shelter supplies.
- In fragile states and emerging democracies, all citizens are afforded more and better opportunities to speak truth to power, engage with elected officials regarding critical issues,

holding them and the wider society to account through strengthened local media and investigative journalism; and

- In countries with limited press freedom, our tools and training help citizens access a greater plurality of views and sources of information about the world around them, by protecting credible sources of news and information.

Strategic Report

Achievements and Performance

DEMOCRACY, HUMAN RIGHTS AND GOVERNANCE PROJECTS

Historically we are at a critical moment: democracy, basic rights, and freedoms – and those who defend and uphold them – are under threat in ways not seen since the Cold War. This moment requires Internews to intensify our focus and our efforts to bolster independent, public-interest media and support journalists under attack and in exile; increase ethical, non-partisan reporting that enables inclusive and safe participation in elections; and tackle the corrosive effects of corruption on democracy through quality investigative journalism. We do this work in over 100 countries, each of which requires a unique, multi-pronged approach and tools which are drawn from over 40 years of experience in legal reform, digital and operational security, digital rights and internet freedom, media sustainability and basic journalism. Our new strategy, designed in 2023, will reflect this new reality.

In Moldova, Phase II of the Embassy of the Kingdom of the Netherlands funded “Boosting support to Russian-language” project continued to ensure that young people are consuming media critically to make informed choices by expanding media literacy programmes. Also in 2023, Internews continued to enhance the financial sustainability and editorial content of independent media outlets and strengthen the critical thinking of Moldovan vulnerable groups under the Sida-funded project “Media Literacy Advancement and Support to Moldovan Media”. Internews published the first-ever study of Moldova’s local media landscape with an interactive map revealing that of 113 identified local media outlets, only 68 remained active as of July 2023. **Our sub-grant and mentoring enabled 11 media outlets to diversify** their revenue sources, grow the non-grants revenue share, diversify the media products, improve media content quality, and increase the partners’ community and visibility efforts. A notable result of our work was seen in the fact that the investigative newspaper Ziarul de Garda achieved a **record high of 16,878 print subscribers** - the highest since the outlet started its print edition 18 years ago. To reflect the new social media developments and changes in the media industry, the project supported the review and update of the Media Education textbook that was utilised to teach the elective course to 1,386 Romanian students, and 375 Russian students. The “Supporting Independent Media and Information Resilience (SIMIR) in Moldova” project, funded by the European Commission, closed in November 2023. The project was an emergency response to the dual challenges posed by the COVID-19 pandemic and Russia’s full-scale invasion of Ukraine, which sparked a period of upheaval in Moldova. Internews provided **emergency support to 17 independent media outlets**, ensuring uninterrupted content production, and keeping the Moldovan population well-informed about critical matters, including both local and international topics. In addition to this, Internews supported the efforts of **six organisations** that strengthened the capacities of citizens to navigate and evaluate media information environments through quizzes, interactive games, educational videos, humourist online programmes, and monitoring reports. Finally, the Audiovisual Council of Moldova, a key institution for regulating the information environment in Moldova, was equipped with hardware, IT equipment, security systems, and monitoring software that **increased its technical capacity to counter disinformation and regulate the information space in Moldova**.

In Liberia, the Sida-funded project, 'Improving Citizens' Access to Public Information through Community Radio Content Syndication in Liberia' continues to **enhance the effectiveness and sustainability of a network of Liberian community radios in serving as a conduit for citizen voices and government response**. With Internews' support, the Association of Liberia Community Radios (ALICOR) will set up and operate a multimedia facility for content gathering production, and distribution of high-quality processed radio programmes broadcast through its member radios with nationwide coverage. ALICOR will promote the two-way flow of information (government to people and from people to their government) and serve as the centre for training community radio journalists in basic radio production and broadcasting techniques and skills. Internews will also strengthen ALICOR's governance, business model, and financial sustainability. Its facility and content syndication mechanism will be strengthened to continue and expand its activities and provide media business support to community radio stations.

In Kenya Internews implemented "Protecting Rights, Openness, Transparency, and Enhancing Civic Transformation, (PROTECT)" an FCDO-funded project. PROTECT, which closed-out in 2023, **supported 10 media houses to review and improve their media business viability models**, thus promoting their editorial independence through financial sustainability, and **trained over 60 journalists in data journalism**, to provide a holistic approach of protecting citizens' rights to access information from independent sources. Through this initiative Internews also **supported protection of media freedom and freedom of expression by collaborating with local partners to review and make recommendations for reforming the Kenya Information and Communications Act 1998 (KICA)**, and other media laws.

The European Commission funded REVIVE project in Kyrgyzstan has proven to be extremely timely. Since 2022 the threats to freedom of expression, independent media, journalists, and democracy have been increasing, as has the growing influence of foreign information manipulation and interference threats. REVIVE is strengthening independent voices through the delivery of quality information allowing people to make informed decisions and building audiences that are resilient to propaganda and mis- and disinformation. Thanks to REVIVE Internews has also been able to react promptly to the risks and threats faced by local partners, by providing **legal, digital and physical security, and psychosocial support**. Thanks to the REVIVE project, a new impetus was given to the work of the Media Action Platform in Kyrgyzstan, which **brings together more than 80 representatives of independent media, civil society organizations and civic activists**. This collaboration made it possible to carry out tremendous advocacy work aimed at protecting journalists, independent media and working with media legislation.

In Country A, the Sida-funded project "Empowering Media Actors" is working with **6 local media outlets** to focus on emerging, youth-led and alternative media providing sub-grants, mentoring, Global Tech Hub support, capacity building for women and psycho-social support.

In Country F, our **Closed States Programme is running 3 European funded projects**. Funded by the European commission, "Supporting Effective Advocacy and Media" supports **social, attitudinal and policy integrity towards women, girls and LGBTI+ communities** by empowering media and civil actors to deliver high-quality content related to gender and LGBTI+ rights. Funded by the Open Society Foundation, "Supporting Independent Media in Transition" in 2023 worked to ensure the flow of **pluralistic, public-interest information in the country, particularly in the context of the 2023 national elections**. Empowered Independent Media is funded by the European Endowment for Democracy to **strengthen the security, sustainability and resilience of independent media outlets and news agencies** in the country through a comprehensive capacity building programme.

Our Sida-funded three year programme in the Democratic Republic of Congo, "Reinforcing Rural Radios" project has continued to support 20 community radio stations to help them better meet the information needs of citizens in rural areas, with a specific focus on strengthening the participation

of women and girls and young people in public debates. Also in DRC, we have a 15-month project “Protéger la Liberté d'Informen en RDC (Protect Information Freedom in DR Congo - PROLIR) is a 15-month in partnership with Partenariat pour la Protection Intégrée (PPI) and Observatoire de la Liberté de la Presse en Afrique (OLPA), with funding from the Swiss Agency for Development and Cooperation (SDC). PROLIR's aims include: reinforcing media self-regulatory frameworks; building the capacity of press freedom defenders to monitor press freedom violations and provide legal and financial assistance for journalists during court cases; and building the digital capacity of women journalists.

In Bangladesh, our European Commission “Advancing Local Electoral Reporting (ALERT) drew to an end in 2023 after engaging local and national media journalists across all 68 districts in eight divisions. Leveraging international expertise, Internews empowered independent media, prioritized inclusivity for women, youth, and marginalized groups, and provided digital security training for participant safety. The project also promoted evidence-based journalism standards, boosting journalists' resilience against potential state-sanctioned threats. We also initiated the Journalist Fact-Checking Exchange Network on Facebook to counteract misinformation. This dedicated platform for training participants enables them to exchange tips, dispel rumours, share verified information, and seek advice from both their peers and trainers.

A European Commission funded project to “Improve Access to Quality Information” in Afghanistan had its main implementation year in 2023. It was not without its challenges given the media and civic landscape of the country, but we were able to successfully implement the planned activities and ensure the inclusion of women – both as staff and as voices – and contribute to an increase in the production of news reports, investigative reports, TV segments and special reports addressing the issues of women and girls. We also trained 136 (76 of whom were women) in fact-checking and verification. Also in Afghanistan, The Netherlands Ministry of Foreign Affairs funded “Women in Radio in Afghanistan Project (WRAP)”, a 12-month project to ensure that “Afghan citizens across all provinces have increased access to high-quality, public interest information on radio that amplifies women's voices”. This project is supporting the radio content production and women radio journalism internships and is specifically focusing on promoting women's voices/stories on the radio.

Another European Commission funded project began a comprehensive inception phase in 2023 to “Enhance Indo-Pacific Media Resilience in Lao PDR, Malaysia, Philippines, Sri Lanka and Thailand. In close collaboration with the EC delegation, the project has been designed to strengthen media and societal resilience to adapt to disinformation and other issues in the news and information landscape by increasing the capacity of local media and fostering a network of professional journalists for mutual support and exchange of journalistic best practices, fact-checking, and tackling disinformation.

To highlight the environmental impacts of inequitable socio-cultural practices in the Mekong River Basin, Internews, with funding from Oxfam, launched “Reporting Mekong Water Governance from a Gender and Social Inclusive Lens” to: strengthen journalists' capacity to report on GESI aspects of water governance in the Lower Mekong region; and improve the quality of media stories on water governance issues that focus on the experiences of different genders and marginalized groups. The project trained nine journalists through a three-day workshop and supported them to produce in-depth stories through a story grant and mentorship programme.

In the Maldives, the European Commission funded “Protecting Freedom of Expression” project achieved its objective of enhancing democracy and human rights in the Maldives, through promoting and protecting Freedom of Expression (FoE), with a specific focus on media freedom and development. The project faced some challenges, largely owing to the unavailability of journalists due to the Presidential and parliamentary elections, but achieved great success in countering mis/disinformation and fact-checking, with stories published through the three fact-checking incubators, gaining higher levels of public interest and far more engagement than regular

news stories, driving traffic for the media houses' websites and increasing reach on social media platforms.

In 2023, the Earth Journalism Network wrapped up Phase 2 of our Biodiversity Media Initiative, which over the years has supported over 1,800 journalists in 66 countries, produced over 570 stories and numerous impacts on biodiversity issues. We are happy to say Phase 3 has now begun with funding from Fondation Hans Wilsdorf. Likewise, the Adessium Foundation is supporting the next phase of the Mediterranean Media Initiative, which in 2023 supported numerous ground-breaking investigative reports on marine issues in North Africa and southern Europe, and helped instigate a crackdown on illegal trawling in Tunisia. EJN's Green Recovery project, funded by the Swedish Postcode Lottery Foundation, supported workshops in Stockholm and Nairobi on issues related to a Just Transition and Indigenous Journalism, respectively, while a large general support grant from the Netherlands Postcode Lottery supported a brand-new year-long EJN Reporting Fellowship. We continue to collaborate successfully with Internews' regional Programme Management Units, spearheaded by the Sida-funded EJN Asia-Pacific project, Internews' largest environmental programme. And in 2023, EJN embarked on several research projects on topics including climate misinformation and the global polycrisis. Our latest landmark study, "Covering The Planet", included the largest global survey ever of climate and environmental journalists, and its results were covered in [The Guardian](#), among other outlets.

Internews' health team received funding by the Wellcome Trust to conduct a **OneHealth focused fellowship for five journalists from Kenya, Bangladesh, Peru and Brazil to attend COP28 in Dubai** in late 2022. The fellows along with Internews Health Team staff travelled to COP28 to cover the first ever health day at the COP, and highlighted key areas around the intersection of health and climate. The fellows received financial assistance as well as day to day mentorship from the Internews Health team to ensure they attended relevant sessions, had access to key experts and had support to navigate the large international conference. This was the **first fellowship to COP from the health team and the first award from the Wellcome Trust**. The project continued through April 2023 with mentorship and support continuing to ensure high-quality stories from the fellows.

Financial Review

The detailed results for the year ended 31 December 2023 are set out in the financial statements. The financial statements comply with applicable law, the Memorandum and Articles of Association 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 (FRS102), effective 1 January 2015.

Total income for the financial year ended 31 December 2023 was £16.5m compared to £17.7m in 2022, a decrease of 7%. Total expenditure was £19.0m compared to £17.1m in 2022.

This is indicative of our ability to continue to maximise expenditure of restricted funds following a return to normalised activity levels post pandemic. Revenue forecasts for 2024 indicate the potential for incremental growth in the year.

Reserves Policy

The Board of Trustees reviews the reserves policy on an annual basis. The current minimum target, as reviewed and determined by the Trustees is in the range £700k-£800k equating to approximately three months of overhead operating expenditure.

On 31st December 2023 our unrestricted group reserves showed £40k compared to £65k at the end of 2022. Free reserves, general reserves less fixed assets held, showed a deficit of £21k compared to a deficit of £32k in 2022.

The organisation continues to work towards achieving its reserves target and a new Revenue Strategy is part of the new strategic framework for the period 2024-26. This strategy includes a focused approach on securing unrestricted funding from trusts and

foundations and corporate donors, as well as fully recovering eligible costs on restricted donor funds.

Significant Events

Rapidly closing civic space

A number of the countries in which Internews has been operating for a significant number of years continue to experience severe political turbulence, most notably in Ukraine where we had to evacuate staff and provide crisis support for partners who found themselves operating in wartime conditions. Staff are now returning to Ukraine, but we continue to monitor the situation and can react quickly should conditions worsen again.

External Events

Internews led the Media Freedom Cohort as part of the 2nd Summit for Democracy. We also engaged with a deep exploration of media freedom issues through the official 30 March event by Summit cohort The Netherlands and numerous side events in The Hague and Washington, DC. We highlighted the importance of media freedom in other cohort themes, including anti-corruption, youth, elections, and technology, with panels at official events by Summit co-host Zambia and in Washington, DC. Internews also participated at the 31st Lorenzo Natali Media Prize EU Partnerships event and signed the first Framework Partnership Agreement of its kind to support independent media worldwide.

Principal funding sources

The majority of our income is derived from public donor agencies supporting international development projects. New awards in this category for 2023 comprised 77% of total awards, a reduction from 82% in 2022. This is reflective of our income diversification strategy resulting in 23% of

total awards coming from Institutional Foundations in 2023.

Going Concern Review

No material uncertainties that may cause significant doubt about the ability of the charity to continue as a going concern have been identified by the Trustees. The Trustees consider it appropriate to prepare the accounts on the going concern basis.

Processes of monthly and 12 month rolling forecasts of income and expenditure, including cash management procedures, have ensured the charity maintains strong liquidity with forecasts showing a further strengthened position over the coming 12 months.

Internews continues to further its efforts in pursuing a targeted donor diversification. Our revenue strategy for 2024-26 includes considered measures to promote growing our unrestricted reserves towards the target set by the Trustees.

Our improved financial management structure and supporting processes position us more effectively to deal with our internal reporting and financial monitoring to ensure that the legacy challenges that have emerged previously can be mitigated.

Fundraising Regulation

All Internews fundraising activities are managed in house. Our Development Department manages relationships with governmental, multilateral and NGO donors whilst the Philanthropy Department is responsible for fundraising from individual supporters, private foundations, and corporations.

Internews Europe is registered with the Fundraising Regulator. There were no complaints received during the year and, likewise, no-incidents of non-compliance with the applicable code.

Risk Management

Internews Europe adopts a rigorous approach to risk management which allows the Trustees and Senior Management Team to take a contemporaneous and informed view of the organisation's risk tolerance level.

The Trustees actively review the major risks to which the charity is exposed to ensure that systems are in place to monitor and mitigate those risks. A review of the strategic risk register takes place during all scheduled Trustee Board meetings. The Trustees also determine which areas of risk they wish to review in detail on a standing basis, irrespective of the risk ratings.

Senior managers take operational responsibility for risk mitigation in all areas; for example, by ensuring appropriate internal controls and policies are in place whilst regularly monitoring risks from the external operating environment. Specifically, the management group receives information via a more detailed programme portfolio risk register which identifies specific risks and actions required down to the level of each individual project. In turn, this information feeds the overall strategic risk register as reviewed by the Trustees.

The Trustees believe these actions provide sufficient early warning systems, and the requisite controls and procedures in the event of adverse conditions.

Principal Risks and Uncertainties

Global Economic Instability and Financial Risk: the fundraising environment remains challenging for many organisations and will continue to be in the current global economic environment.

Investment in increased external outreach, through collaboration with our Alliance-wide External Affairs team enables us to identify

potential new sources of support in future, and constant improvement and innovation to our tools and methodologies in response to the needs and realities of our partners enables us to stay competitive.

Our focus and approach to our projects give our development team a compelling funding proposition to take to both potential donors and our generous existing donors.

In addition, Internews continues to focus intensively on a donor diversification strategy to mitigate risks.

Global shocks: Internews continues to work hard in response to the changing geo-political landscape that has continued to unfold around the globe over the last 12 months. We have been highly effective in influencing funder strategies in response, swiftly mobilising resources to increase the digital and operational security of our partners through the provision of specialist expertise and equipment which ensures they are able to continue reporting and setting up humanitarian information operations to support the broader population.

The ongoing conflict in Eastern Europe has meant donors have continued to support and sought out guidance on media and information dynamics in the region. The importance of supporting high quality, accurate information about the conflict is well recognised. Internews has been effective at reinforcing this message across the fora in which we are involved.

Operational Security: There are inherent risks to working in fragile states, those vulnerable to disasters, or countries in the midst of very volatile security environments. As has been seen over the last year, these risks continue to impact all regions of the world. The Trustees periodically and carefully review the organisation's ability to continue to operate programmes in high-risk

environments, and in areas that could be facing shifting security environments, to ensure that we have well developed procedures and protocols for working in such environments. These include a well-established and prepared emergency management structure shared with our allied entity in the US, involving a Global Security Policy, robust travel policy and journey management programme and reserves available for emergencies.

These procedures are managed and overseen by the Field Operations and Security team. This team monitors the security situation for all of Internews' in-country operations around the world to routinely assess for potential risks to personnel, our office, operating locations, posture, and more. The team has significant experience developing business continuity plans for environments at risk of undergoing volatile security situations or shifting landscapes. The Trustees are of the view that maintaining such resources and operational capacity is essential for the organisation to achieve its charitable purposes.

Digital Security: The risk of a cybersecurity attack is ever-present and could result in harm to our staff and partners, pose reputational risk, cause financial harm, create legal liabilities, and affect our ability to operate.

Internews employs next-generation antivirus and endpoint protection software across all devices that connect to our system. Our policies and procedures are regularly reviewed in annual external cybersecurity assessment and our systems undergo yearly penetration testing. Internews' comprehensive set of end-user and internal control policies cover data privacy, privileged access, data storage and retention, account access controls, vendor risk assessment, business continuity, and more.

The risk and frequency of breaches and incidents has increased significantly in recent

years. As such, Internews will continue to focus on and invest in a best-in-class cybersecurity program and capabilities. Our programme will be critical in proactively protecting data while maintaining compliance with best practice and regulatory requirements. Ensuring that the security programme is effectively maintained and adaptable will aid in mitigating potential risks to Internews and assure that the organisation can respond to any incidents quickly.

The Trustees are of the view that maintaining such resources and operational capacity is essential for the organisation to achieve its charitable purposes.

Hostile Environment for Media Partners

and Support to Media: worldwide the number of journalists killed or attacked in the course of their duties continues to remain high. Established norms that protect the fundamental principles of free expression, and the role of media as a fourth pillar of democracy face increasing hostility in many societies. These trends underscore the global need for Internews' work, but also require increasingly careful assessment of risks to partners involved, as well as creativity in responding to attendant challenges such as the inability to move money. Such assessments and adaptations go on to form the method of operation for individual projects, in such a way that impact can still be achieved whilst preserving partner safety and security.

Maintaining Strategic Relevance: Media is a volatile and rapidly changing field. To maintain our reputation and success requires ongoing innovation and adaptation. There are many new and nimble competitors in the field with the increasing attention on mis/disinformation. We mitigate this by reviewing and setting annual strategic priorities in this area with investment in technical expertise and strategic partnership initiatives.

Safeguarding and Serious Incidents

During the year, Internews continued to step up its efforts in ensuring high standards of safeguarding, monitoring, and training of all relevant persons across the globe in line with the Code of Conduct set out in its Governance Policy. This strengthened by a suite of policies in six languages. These include policies on:

- Prevention of Abuse and Safeguarding,
- Non-Discrimination and Anti-Harassment
- Relationships in the Workplace,
- Business Ethics,
- Disclosure, Protection Investigation,
- Conflict of Interest.

The charity maintains its zero-tolerance policy towards abuse or other forms of serious misconduct and sets clear standards and expectations around representatives' behaviour in our international Code of Conduct. Internews' downstream partners are required to give specific assurances that they have their own safeguarding frameworks, consistent with Internews' standards.

All employees and other representatives are required to take part in both induction and recurring annual training on safeguarding and associated policies and controls (through webinars, face to face discussions and consultations). Internews continues to refer to its Safeguarding Framework intended to provide absolute clarity of incident management, simplicity, and accessibility

within our reporting mechanisms. Internews offers various points of internal incident reporting for all UK and international representatives, in addition to an external, multi-lingual reporting and whistleblowing 'hotline' operated by Lighthouse Services.

The Trustees are alive to their obligations to report the most serious misconduct or abuse to relevant authorities in the United Kingdom and other countries of operation, in particular the formal requirements for Serious Incident Reporting to the Charity Commission for England and Wales. This obligation is understood across the broader definitions of Serious Incidents in which the Commission would have an interest.

One Serious Incident Notification was made to the Commission during the period covered by this report. The Charity Commission was satisfied that the Trustees had dealt with the matter appropriately and responsibly.

All reported cases have been closed by the Charities Commission and donors respectively, following in-depth reviews and investigations.

Plans

2023 was the fourth year of implementation of the Internews Alliance five-year strategic framework: Internews 2025. Internews 2025 has the following goal:

*Over the next five years, as the next 3 billion people come online, we will join with allies who share our vision, including journalists and technologists, data scientists and legal specialists, as well as artists, advocates, and storytellers. **Together, we will build healthy information environments in more than 100 countries across the globe.***

The joint focus for Internews Europe (IEU) and the Internews Network (IUS) in 2023 was to drive continued organisational resilience, good progress was made on three overarching goals: **Building on our core organisational strengths, strengthening our ability to deliver the five elements of a healthy information environment, and building a more resilient organisation.**

These overarching goals were broken down into 5 key operational priorities for Internews Europe to deliver on, progress on which is reported below.

Along with the specific overarching goals reported below, the decision was made to reopen our long-term strategy with an eye towards a refresh and shift to a new three-year timeframe that utilizes a more comprehensive strategy framework. The work emphasized changes in the external landscape of our work, both from a mission perspective as well as a market, funder, and competitor perspective.

Detailed Report Annual Plan 2023

1. Expand our Global Impact.

Focus on Democracy Programming: Building from progress in 2022, we continued to focus on deepening our programme approach and thought leadership around our core democracy work.

Our biggest accomplishment toward meeting this goal was in our first quarter with our leadership of the Media Freedom Cohort as part of the 2nd Summit for Democracy. We also engaged with a deep exploration of media freedom issues through the official 30 March event by Summit co-host The Netherlands and numerous side events in The Hague and Washington, DC. We highlighted the importance of media freedom in other cohort themes, including anti-corruption, youth, elections, and technology, with panels at official events by Summit co-host Zambia and in Washington, DC. And perhaps most importantly, we ensured the continuation of our efforts through the Media Freedom Coalition (MFC) which will take the Cohort's work forward to ensure sustained action around our efforts.

Open our Climate Focus: Building from our success with our democracy programming, we pivoted to launch a similar review and refresh of our climate and environmental programming, given the urgency of this work in the world and as we approached our 20th anniversary of our signature program, the Earth Journalism Network (EJN) in 2024. In 2023, we had some important development successes, including a EUR500,000 award from the Dutch Postcode Lottery for EJN general support and renewed funding of roughly \$6million from Swedish Sida for three more years of the EJN Asia-Pacific project.

2. Enhance our Organisational Resiliency.

Develop New Three-Year Strategic Framework: We reopened our long-term strategy and spent 2023 collaborating across the organisation to design a more agile and comprehensive strategy to cover the 2024-2026 time period. The design process involved an in-depth survey, mid-year workshops with participation of over 700 staff, board members and partners, 13 deep dive research papers, and internal

and external validation sessions to ensure we, as an organisation, are able to meet the challenges of this moment in time with innovation and tenacity.

Through this process we redesigned our Elements of a Healthy Information Ecosystem from 5 elements to 7 elements. Information ecosystems include the supply side of a media landscape, such as infrastructure, the regulatory environment, production and dissemination tools, content, producers, and consumer data. Information ecosystems also recognize the demand side, or human behaviour side, of the ecosystem: how people access, trust, source, share, and value information. In our new strategy, we identified 7 key elements that together define the health of any information ecosystem. These elements underpin our theory of change, program design, and thought leadership.

In order to meet our strategic objectives we have designed 5 Pillars which objectives sit under. Pillar's 1-3 are mission-based outcomes, while Pillar's 4-5 are organisational outcomes. Key Performance Indicators and Key Financial Indicators are being developed to monitor, track and report on our progress against our strategic objectives. FYI: Internews Strategy 2024-2026 was officially launched in March 2024.

3. Grow our Funding Capacity.

Create a Revenue Strategy: We spent 2023 building our first ever revenue strategy, which will guide our prioritisation of types of revenue to best advance our mission as a fundamental pillar of our strategy. We formed a joint-board revenue strategy committee to forward this work and are near completion.

Enhance EU Eligibility: Revenue diversification is a key part of the Internews alliance strategy and Europe remains our single most important market for such diversification. We are strengthening our presence within the European Union, by developing Internews International in Paris as an entity that will have access to a wider range of EU funding than Internews Europe has access to, due to Brexit, and we have worked closely with the Alliance Committee to build this out. We have also strengthened relations with the European Union through events, meetings and outreach both in Brussels and at country level. We signed a Framework Partnership Agreement, the first of its kind, with the European Union, to support independent media worldwide and have won an unprecedented number of open calls for funding too.

4. Transform our Business Operations.

Advance Alliance Transformation priorities: We have continued to advance the multi-year Alliance Transformation initiative that has been underway since mid-2021. We are developing a resource and cost allocation model to further improve the independence and compliance across the two legal entities, with the results reviewed by the Alliance Committee. We are continuing to analyse and strengthen the Alliance accounting and finance functions by simplifying Alliance accounting policies and practices, including the reconciliation of inter-company accounts.

5. Strengthen our People & Culture.

Complete implementation of job architecture and compensation benchmarking to include international staff: Phase 1 (HQ-based job architecture and compensation benchmarking) was completed and rolled out in Q1 2023. We are currently completing its implementation to further solidify job positioning and performance-based compensation levels for impacted staff. Simultaneously, we have begun the planning for Phase 2 of this work to include our international staff, with implementation and roll-out expected in 2024.

This will enable greater consistency, equity, and market competitiveness with respect to job bands, compensation, and pay-for-performance principles across the Alliance.

Align core values, BDJ, and culture attributes: A key component of our long-term strategy includes the alignment of our core values, Belonging, Dignity, and Justice principles, and our desired culture attributes with the organisation's mission, vision, and strategy. To that end, and with the feedback solicited from our staff through a series of strategy workshops, we have

compiled, analysed, and updated our existing core values and BDJ principles. Pillar 4 of our new strategy focused on this work of having a People-Centred organisational culture where our people can thrive.

Structure, Governance and Management

Internews Europe is a charitable company limited by guarantee, incorporated in England and Wales on 23 December 2011 and registered as a charity in England and Wales on 1 August 2012.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its articles of association.

The primary objective of the charity as expressed in the Memorandum of Association is "The promotion of education and vocational training in the field of journalism in all its forms for the benefit of the public, in particular in countries experiencing conflict, civil unrest, or natural disaster."

The Trustees and Executive seek to fulfil these objectives through establishing projects in a wide range of countries which focus on media development and information access around several core themes: Democracy, Human Rights & Governance, Humanitarian Information, Health, and the Environment.

The Trustees are responsible for the overall governance of the charity. The Board has constituted a committee for Finance & Audit, and another for Risk & Governance, both of which meet at least twice each year. These committees, review financial reports, annual audits and other risk matters, making recommendations to the main Board as deemed appropriate.

All Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in Note 6 to the accounts. Many Trustees donate travel and other expenses associated with their governance duties.

Group Subsidiaries

Internews International (France)

Since 2018 Internews Europe has had effective overall control of the French Non-Profit Association Internews International (RNA no. W751139592, SIRET no. 425 132 347 000 13 APE 921).

Internews International ended 2023 with a surplus of £316,931 (FRS102).

Internews Media Development Company (Republic of Ireland)

In addition to the above, Internews Europe registered a subsidiary non-profit company in the Republic of Ireland in 2017 (no. 615323). This entity remains dormant on the Irish company register and no further disclosures are required.

Trustee Appointment, Induction and Training

Trustees are proactively selected and appointed to ensure there is a broad range of relevant skills and experience represented across the Trustee Board. Trustee recruitment may take place using open advertisements and/or through more targeted approaches to individuals, agreed by existing Trustees to possess skills and experience that would further strengthen the board. A Trustee Board skills matrix is regularly reviewed to ensure a suitable balance of skills, experience, and Trustee diversity. A comprehensive policy exists for the appointment and approval of new Trustees, in addition to processes for the election of officers such as the Chair, Vice-Chair and Treasurer.

A rolling cycle of training and development of Trustees ensures there are cognizant of their statutory responsibilities and keep up to date on key issues such as development and relief work in addition to exposure to Internews Europe's international programmes.

As part of our Strategic Alliance with Internews Network (see Related Parties, below), the board of our US sister organisation is entitled to select and appoint one of its own members as a Trustee to serve on the Internews Europe Board.

This role is currently fulfilled by **Mr Kevin Delaney**. This is a reciprocal arrangement; therefore, Internews Europe's Trustees also have an entitlement to select one of their number to serve on Internews Network's Board of Directors. This role is currently undertaken by **Ms Chanpreet Arora**.

Organisation of the Charity

Internews Europe's operations are conducted in accordance with the Memorandum and Articles of Association and the policies/strategies approved by the Trustees. Given the international scale and complexity of the organisation, the Trustees delegate all day-to-day responsibilities for running the organisation to the Chief Executive Officer (CEO).

The CEO is supported by the Senior Management Team (SMT, consisting of Key Management Personnel) namely **Ms Ann Lomole**, Senior Finance Director, **Mr Abdurahman Sharif**, Senior Director of Outreach and Partnerships who departed the company in March 2024, **Mrs Claire Page**, Director of Corporate Engagement, **Mr Denis Kovalenko**, Director of Grants, Contracts & Compliance, **Ms Rosie Parkyn**, Global Director of Impact, **Ms Melody Patry**, Senior Director Technology, Media and Democracy who departed the company in August 2023, **Ms Jessica McCarthy**, Director of Global Development, and **Mr Brian Kerr**, Chief

Operating Officer who joined the company in April 2023.

In addition, a larger Corporate Management Group takes responsibility for various operational and support functions. Field programmes are overseen by a range of Regional Directors, Country Directors, and other national support staff.

Related Parties and Relationships with Other Organisations

Internews Network (USA)

Internews Europe operates in a **Strategic Alliance** with Internews Network; a US based non-profit organisation which was the first media development organisation to bear the Internews name and brand. A Memorandum of Understanding to establish a strategic alliance was signed by the Boards of both entities in September 2014. This was subsequently reinforced with a legalised, Strategic Alliance Agreement signed in June 2016.

Through their Alliance, Internews Network (IUS or Internews US) and Internews Europe (IEU) express their joint commitment and intent to create greater programme impact and public benefit than two separate organisations would be able to achieve on their own. The Alliance is particularly intended to ensure seamless delivery of programmes through regional and country offices, and greater sharing and application of effective organisational learning.

The Alliance has shared responsibility for six regional Programme Management Units (PMUs) which, under the leadership of their associated Regional Directors are accountable to both entities for the successful implementation of a diverse body of projects and programmes jointly funded by the Alliance. Given the nature of this arrangement, there are a significant amount of Inter-Alliance financial transactions over the course of the year, which ensure each

field office is equipped with the resources to deliver a blended portfolio of projects and programmes.

Nevertheless, IEU and IUS purposefully maintain separate, independent, governance bodies and each legal entity has its own CEO.

CDAC Network (Limited) (UK)

Internews Europe continues to maintain its membership of the “Communicating with Disaster Affected Communities (CDAC) Network”.

Remuneration Policy and Salary Disclosures for Key Management Personnel

The Trustee Board takes responsibility for the appointment and performance management of the Chief Executive Officer. This includes an annual review of the CEO’s pay and benefits which, in turn, is linked to a detailed and rigorously benchmarked organisational salary scale.

All salary bands are reviewed periodically, both for sector benchmarking and any inflationary increments deemed appropriate and affordable for the overall pay-scale. During annual benchmarking of the organisational salary scale, Internews Europe compares its pay bands for all positions to equivalent posts in the following areas:

- Domestic and international charities with a similar level of income.
- Other relevant international charities of any size; for example, others in the British Government’s Rapid Response Facility (RRF).
- Other charitable organisations working in the specific sectors of media, information and development, freedom of expression and support to independent journalism; and

- Comparable salaries of Internews Network staff.

The Internews Alliance is among the two or three largest organisations working in the media, information, and development sub-sector. Given this scale and complexity, and the need to recruit and retain skilled staff with an unusual blend of experience in both media and international development, our salary scale is set in the middle of the upper quartile of our benchmarking results.

Details of salaries and benefits can be found in Note 6 to the financial statements.

Funds Held as Custodian Trustee

During 2023 there were no funds held as custodian Trustee on behalf of others.

Statement Of Trustee’s Roles and Responsibilities

The Trustees (who are also directors of Internews Europe for the purposes of company law) are responsible for preparing the Trustees’ report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of 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 judgements and estimates that are reasonable and prudent;
 - state whether applicable UK Accounting Standards and statements of recommended practice 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 charity will continue in operation.
- there is no relevant audit information of which the charitable company's auditors are unaware; and
 - the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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. 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 financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The total number of such guarantees on 31 December 2023 was 12 (2022: 13). The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

In so far as the Trustees are aware:

Auditors

Sayer Vincent LLP were re-appointed as the charitable company's auditors during the year.

Approved by the Trustees on 25 July 2024 and signed on their behalf by:

Mark Hannam, Chair of Trustees

Independent Auditor's Report

Opinion

We have audited the financial statements of Internews Europe (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2023 which comprise the consolidated statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the notes to the financial statements, including a summary of 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 group's and of the parent charitable company's affairs as at 31 December 2023 and of the group's 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
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011

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 group financial statements section of our report. We are independent of the group and parent charitable company 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 Internews Europe'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 trustees' annual report, including the strategic report, other than the group 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 group 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 group 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 group 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 Trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements.
- The trustees' annual report, including the strategic report, 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 group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' annual report, including the strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company 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.

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities set out in the Trustees' annual report, the Trustees (who are also the directors of the parent charitable company for the purposes 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 group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent 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

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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 are set out below.

Capability of the audit in detecting irregularities

- In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:
 - We enquired of management and the finance and audit committee, which included obtaining and reviewing supporting documentation, concerning the group's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the group operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the group from our professional and sector experience.

- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: 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 and section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. 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 auditor's 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.

Noelia Serrano (Senior statutory auditor)

DATE 22 August 2024

for and on behalf of Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006.

Internews Europe

Consolidated statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 December 2023

	Note	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Income from:							
Donations and legacies	2	90,812	-	90,812	455,465	-	455,465
Charitable activities							
Democracy, Governance & Human Rights	3	2,597,900	11,548,982	14,146,882	1,582,668	13,482,299	15,064,967
Environment	3	292,219	1,819,475	2,111,694	204,059	1,990,605	2,194,664
Humanitarian	3	19,612	122,111	141,723	7,128	69,538	76,666
Total income		3,000,543	13,490,568	16,491,111	2,249,320	15,542,442	17,791,762
Expenditure on:							
Raising funds	4	478,181	-	478,181	410,817	-	410,817
Charitable activities							
Democracy, Governance & Human Rights	4	2,088,574	13,615,224	15,703,798	1,105,399	12,822,425	13,927,824
Environment	4	384,823	2,184,778	2,569,601	231,617	2,441,168	2,672,785
Humanitarian	4	42,882	210,517	253,399	11,303	45,566	56,869
Total expenditure		2,994,460	16,010,519	19,004,979	1,759,136	15,309,159	17,068,295
Net(expenditure)/income	5	6,083	(2,519,951)	(2,513,868)	490,184	233,283	723,466
Transfer between funds		(31,253)	31,253	-	(598,719)	598,719	-
Net(expenditure)/income and net movement in funds		(25,170)	(2,488,698)	(2,513,868)	(108,535)	832,002	723,466
Reconciliation of funds:							
Total funds brought forward	15	65,499	6,724,574	6,790,073	174,034	5,892,572	6,066,606
Total funds carried forward		40,329	4,235,876	4,276,205	65,499	6,724,574	6,790,073

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 15 to the financial statements

As at 31 December 2023

		The group		The charity	
		2023	2022	2023	2022
	Note				
Fixed assets:					
Tangible assets	10	60,595	97,268	60,595	97,268
		60,595	97,268	60,595	97,268
Current assets:					
Debtors	11	2,144,313	3,030,397	2,136,901	3,136,734
Cash at bank and in hand		3,163,837	5,471,805	2,939,912	5,436,548
		5,308,150	8,502,202	5,076,813	8,573,282
Liabilities:					
Creditors: amounts falling due within one year	12	1,092,540	1,809,397	1,214,488	1,826,084
Net current assets		4,215,610	6,692,805	3,862,325	6,747,198
Total net assets		4,276,205	6,790,073	3,922,920	6,844,466
Funds:					
Restricted income funds	15	4,235,876	6,724,574	4,214,381	6,724,574
Unrestricted income funds:					
General funds		40,329	65,499	(291,461)	119,892
Total funds		4,276,205	6,790,073	3,922,920	6,844,466

Approved by the trustees on 25 July 2024 and signed on their behalf by

Mark Hannam
Chair of Trustees

Internews Europe

Statement of cash flows

For the year ended 31 December 2023

	Note	2023 £	2022 £
Cash flows from operating activities	16	(2,299,420)	(478,339)
Cash flows from investing activities			
Purchase of tangible fixed assets		(8,548)	(36,911)
Change in cash and cash equivalents in the year		(2,307,968)	(515,248)
Cash and cash equivalents at the beginning of the year		5,471,805	5,987,054
Cash and cash equivalents at the end of the year		3,163,837	5,471,805

1 Accounting policies

a) Statutory information

Internews Europe is a charitable company limited by guarantee and is incorporated in England and Wales. The registered office address (and principal place of business), is Second Floor, 13-14 Angel Gate, London, EC1V 2PT. Internews Europe has effective control of two additional entities, the French Non-Profit Association Internews International (RNA no. W751139592, SIRET no. 425 132 347 000 21 APE 913), and an Ireland based entity Internews Media Development Company (A Company Limited by Guarantee) registered in Ireland (company number 615323). Internews Europe remains the parent company, with Internews France and Ireland as subsidiaries and a requirement to consolidate the reports of both Internews Europe and Internews International. Internews Media Development Company remained dormant in 2023.

b) Basis of preparation

The financial statements have been prepared in accordance with 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) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements 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 nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

These financial statements consolidate the results of the charitable company and its wholly-owned subsidiary **Internews International** on a line by line basis. Transactions and balances between the charitable company and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two companies are disclosed in the notes of the charitable company's balance sheet. A separate statement of financial activities, or income and expenditure account, for the charitable company itself is not presented because the charitable company has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

Internews Europe opened in 2023 with an Unrestricted Fund surplus of £65,499. The Charity's in-year deficit for 2023 resulted in a carried forward unrestricted surplus to 2024 of £40,329

Internews Europe is developing a revised Revenue Strategy for the period 2024-25 with the purpose of increasing unrestricted funds, growing reserves and the diversification of funding remaining key priorities. No material uncertainties that may cause significant doubt about the ability of the charity to continue as a going concern have been identified by the Trustees. The Trustees consider it appropriate to prepare the accounts on the going concern basis. In the view of the trustees, there are no other material uncertainties and so they continue to consider IEU to be a going concern.

e) Income

Income is recognised in the statement of financial activities (SoFA) when a transaction or other event results in an increase in the charity's assets or a reduction in its liabilities. Income must only be recognised in the accounts of a charity when all of the following criteria are met.

- Entitlement – control over the rights or other access to the economic benefit has passed to the charity.
- Probability – it is more likely than not that the economic benefits associated with the transaction or gift will flow to the charity.
- Measurement – the monetary value or amount of the income can be measured reliably, and the costs incurred for the transaction and the costs to complete the transaction can be measured reliably.

1 Accounting policies (continued)

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102).

On receipt, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

h) Expenditure and irrecoverable VAT

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 relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering activities undertaken to further the purposes of the charity and their associated support costs.

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

i) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. The cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned to the charity's activities on a proportionate and consistent basis. Governance costs are the costs associated with the governance arrangements of the charity. These costs relate to constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

We have apportioned Support costs to the activities as follows:

Democracy and governance	81%
Environment	17%
Humanitarian	2%

j) Foreign currency transactions

Transactions in foreign currencies are translated at the **Oanda rates** prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate prevailing at the balance sheet date. Any gain or loss for the period is taken to the statement of financial activities.

1 Accounting policies (continued)

k) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Furniture and other equipment directly related to projects are fully expensed to such projects so as to reflect the full costs of implementation. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Office equipment and computers	3 years
Office furniture	5 years
Fixtures & fittings	Life of office lease

m) Debtors

Debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

Advanced payments to partners are recognised as prepayments until expenditure incurs.

n) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

o) Creditors

Creditors are recognised as soon as there is a legal or constructive obligation committing the charity to pay out the resource.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

p) Pensions

Internews Europe maintains a pension scheme where staff are auto-enrolled accordingly. Both Internews Europe and employees make contributions into the scheme in compliance with regulatory requirements.

2 Income from donations

	2023 Unrestricted	2023 Restricted	2023 Total	2022 Unrestricted	2022 Restricted	2022 Total
	£	£	£	£	£	£
Donations	39,512	-	39,512	455,465	-	455,465
Gifts/Services in kind	51,300	-	51,300	-	-	-
	90,812	-	90,812	455,465	-	455,465

The unrestricted donations represent monies received from individuals and foundations. Gifts/Services in-kind are in relation to pro-bono legal support on various tasks and assignments undertaken throughout the year.

3 Income from charitable activities

	2023 Unrestricted	2023 Restricted	2023 Total	2022 Unrestricted	2022 Restricted	2022 Total
	£	£	£	£	£	£
Sigrid Trust	302,830	-	302,830	200,000	-	200,000
The European Endowment for Democracy (EED)	-	86,680	86,680	-	-	-
European Commission	-	4,766,221	4,766,221	-	6,437,065	6,437,065
BBC Global Service	-	-	-	-	10,000	10,000
Swedish International Development Cooperation Agency	-	5,094,707	5,094,707	-	4,606,439	4,606,439
Norwegian Agency for Development Cooperation	-	-	-	-	5,337	5,337
Foreign, Commonwealth and Development Office	-	285,482	285,482	-	397,789	397,789
Resource sharing agreements	1,854,840	-	1,854,840	1,382,668	-	1,382,668
Belgian Department for Foreign Affairs, Foreign Trade and Development Cooperation	-	-	-	-	206,606	206,606
Netherlands Ministry of Foreign Affairs (NMFA)	-	204,062	204,062	-	244,829	244,829
ACTED	-	-	-	-	237,552	237,552
Embassy of the Kingdom of the Netherlands	-	112,024	112,024	-	50,698	50,698
Swiss Ministry of Foreign Affairs	-	333,973	333,973	-	639,623	639,623
Internews Network	-	31,601	31,601	-	8,888	8,888
Open Society Foundation	-	159,674	159,674	-	175,850	175,850
Deutsche Gesellschaft für Internationale Zusammenarbeit	-	394,987	394,987	-	338,358	338,358
	-	-	-	-	-	-
Search for Common Ground	-	(4,806)	(4,806)	-	123,264	123,264
BBC Media Action	-	84,377	84,377	-	-	-
Nationale Postcode Loterij N.V	440,230	-	440,230	-	-	-
Sub-total for Democracy, Human Rights & Governance	2,597,900	11,548,982	14,146,882	1,582,668	13,482,299	15,064,967

3 Income from charitable activities (continued)

	2023 Unrestricted £	2023 Restricted £	2023 Total £	2022 Unrestricted £	2022 Restricted £	2022 Total £
Arcadia Fund	-	-	-	-	192,151	192,151
Swedish International Development Cooperation Agency	-	1,345,840	1,345,840	-	1,278,144	1,278,144
Calouste Gulbenkian Foundation	-	-	-	-	24,000	24,000
Resource sharing agreements	292,219	-	292,219	204,059	-	204,059
Swedish Postcode Lottery Foundation	-	62,975	62,975	-	92,319	92,319
The Commonwealth Foundation	-	3,800	3,800	-	16,000	16,000
Adessium Foundation	-	141,916	141,916	-	204,319	204,319
Robert Bosch Stiftung	-	(241)	(241)	-	82,864	82,864
OXFAM Novib (Netherlands)	-	48,213	48,213	-	51,915	51,915
European Climate Foundation	-	122,035	122,035	-	48,894	48,894
Tara Foundation	-	61,838	61,838	-	-	-
Omega	-	20,795	20,795	-	-	-
Bertarelli Foundation	-	12,304	12,304	-	-	-
Sub-total for Environment & Economic Development	292,219	1,819,475	2,111,694	204,059	1,990,605	2,194,664

	2023 Unrestricted £	2023 Restricted £	2023 Total £	2022 Unrestricted £	2022 Restricted £	2022 Total £
Resource sharing agreements	19,612	-	19,612	7,128	-	7,128
Communicating with Disaster Affected Communities Network	-	-	-	-	2,695	2,695
Swedish International Development Corporation Agency (SIDA)	-	(64,311)	(64,311)	-	-	-
World Health Organisation	-	-	-	-	-	-
UNHCR	-	20,153	20,153	-	46,751	46,751
European Commission	-	(8,111)	(8,111)	-	-	-
Danish Refugee Council	-	73,000	73,000	-	-	-
United Nations World Food Programme	-	101,380	101,380	-	-	-
Mercury Phoenix Trust	-	-	-	-	20,092	20,092
Sub-total for Humanitarian & Health	19,612	122,111	141,723	7,128	69,538	76,667

Total income from charitable activities	3,000,543	13,490,568	16,491,111	2,249,321	15,542,442	17,791,763
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The income from the grants shown above have been aggregated by charitable activity which have been described in note 15 to the financial statements.

* Negative income balances relate primarily to forex adjustments on actual income received and unspent funds payable back to donors.

Notes to the financial statements

For the year ended 31 December 2023

4a Analysis of expenditure (Current year)

	Cost of raising funds	Charitable activities			Governance	Support costs	2023 Total	2022 Total
		Democracy, Governance & Human Rights	Environment/ Economic Development	Humanitarian/ Health				
	£	£	£	£		£	£	£
Staff costs (Note 6)	439,072	6,128,415	1,241,597	138,355	-	1,796,638	9,744,077	8,005,346
Program delivery costs	2,055	6,820,816	702,203	(1,030)	-	(55,056)	7,468,988	7,089,920
Rent	-	152,809	14,089	337	-	96,323	263,558	315,884
Office costs	2,629	58,867	2,002	1,926	-	66,456	131,880	201,802
Utilities	-	20,816	94	7	-	194	21,111	6,905
IT and communications	647	69,870	8,989	23,123	-	89,173	191,802	102,350
Development costs	-	24,204	(462)	4,744	-	15,690	44,176	28,697
Finance Cost	(398)	23,064	274	1,873	-	94,858	119,671	92,253
Legal and Professional fees	-	169,869	13,490	-	69,687	10,909	263,955	219,360
Depreciation and gains/losses on disposals	24	369	-	-	-	44,828	45,221	43,113
Travel costs	34,152	335,247	202,502	41,182	-	97,457	710,540	962,665
	478,181	13,804,346	2,184,778	210,517	69,687	2,257,470	19,004,979	17,068,295
Support and governance costs	-	1,899,452	384,823	42,882	(69,687)	(2,257,470)	-	-
Total expenditure 2023	478,181	15,703,798	2,569,601	253,399	-	-	19,004,979	
Total expenditure 2022	410,817	13,927,824	2,672,785	56,869	-	-		17,068,295

Note:
Negative expenditure in finance costs represents a correction to recognise forex movements in support costs as they cannot be charged to projects.
Program delivery costs shows negative costs allocated to support due to corrections to partner payments for the current and previous years.

4b Analysis of expenditure (Prior year)

	Cost of raising funds £	Charitable activities				Support costs £	2022 Total £	2021 Total £
		Democracy, Governance & Human Rights £	Environment/Economic Development £	Humanitarian/Health £	Governance £			
Staff costs (Note 6)	319,264	5,399,304	1,131,328	41,190	-	1,114,259	8,005,346	7,426,522
Program delivery costs	1,785	6,615,325	925,432	2,696	-	(455,318)	7,089,920	8,444,205
Rent	-	143,874	29,699	9	-	142,303	315,884	313,302
Office costs	43,651	25,752	12,376	6	-	120,016	201,802	260,919
Utilities	-	6,557	278	5	-	64	6,905	12,912
IT and communications	620	41,197	4,066	1	-	56,467	102,350	190,516
Development costs	-	6,478	36,287	786	-	(14,854)	28,697	2,823
Finance Cost	28	(91,393)	(27,082)	(3,881)	-	214,581	92,253	338,062
Legal and Professional fees	-	130,253	22,071	-	30,624	36,412	219,360	346,176
Depreciation and gains/losses on disposals	284	369	-	-	-	42,459	43,113	53,612
Travel costs	45,184	544,709	306,714	4,754	-	61,304	962,665	253,959
	410,817	12,822,425	2,441,168	45,566	30,624	1,317,693	17,068,295	17,643,017
Support and governance costs	-	1,105,399	231,617	11,303	(30,624)	(1,317,693)	-	-
Total expenditure 2022	410,817	13,927,824	2,672,785	56,869	-	-	17,068,295	-
Total expenditure 2021	323,266	13,757,972	1,005,697	2,556,082	-	-		17,643,017

Note:
Negative expenditure in finance costs represents a correction to recognise forex movements in support costs as they cannot be charged to projects.
Program delivery costs shows negative costs allocated to support due to corrections to partner payments for the current and previous years.

Notes to the financial statements

For the year ended 31 December 2023

5 Net (expenditure) / income

This is stated after charging / (crediting):

	2023 £	2022 £
Depreciation	45,221	43,113
Operating lease rentals:		
Property	61,600	61,600
Auditors' remuneration (net of VAT) :		
Audit UK (Statutory Audit)	32,000	28,680
Audit UK (Statutory Audit under accrual previous year)	31,729	-
Other services - donor audits	124,593	138,241
Other services - donor audits non-SV	35,587	8,880
Foreign exchange loss	256,709	30,009

6 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2023 £	2022 £
Salaries and wages	3,507,739	2,800,886
Social security costs	399,264	333,125
Employer's contribution to defined contribution pension schemes	157,068	126,843
Project staff - Internews & other direct contracted staff	5,481,062	4,524,164
Redundancy and termination costs	5,619	22,311
Total emoluments paid to staff were:	9,550,752	7,807,330
Other human resources costs	193,326	198,016
Total staff costs	9,744,078	8,005,346

The Salaries of staff of Internews International (Paris) amounted to £876,482 (2022: £483,872)

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

	2023 No.	2022 No.
£60,000 - £69,999	5	4
£70,000 - £79,999	3	2
£80,000 - £89,999	3	2
£90,000 - £99,999	2	-
£120,000 - £139,999	1	-

The total employee benefits of the key management personnel were £749,629 (2022: £696,202).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £2,817 incurred by two members relating to attendance at meetings of the trustees, (2022: £8,402) incurred by three members relating to attendance at meetings of the trustees.

7 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2023 No.	2022 No.
Charitable Expenditure	51	44
Support & Governance	10	9
Raising Funds	5	5
	<u>66</u>	<u>59</u>

Staff of Internews Network, other contractors and local staff working on Internews Europe's projects were 412 (December 2022: 368). Total staff engaged on Internews Europe's projects by the staff of Internews Network are estimated at 130 (2022: 107)

8 Related party transactions

Internews Europe maintains a formal 'Strategic Alliance' with Internews Network; a US based non-profit organisation which was the first media development organisation to bear the Internews name and brand. A Memorandum of Understanding to firmly establish a strategic alliance was signed by the boards of both entities in September 2014. Through this Memorandum of Understanding (MOU), Internews Network (IUS or Internews US) and Internews Europe (IEU) express their joint commitment and intent to form a Strategic Alliance which aims to create greater programme impact and public benefit than two separate organisations would be able to achieve on their own. The alliance approach is particularly intended to ensure seamless delivery of programmes through regional and country offices, and greater sharing and application of effective organisational learning. Nevertheless, IEU and IUS purposefully maintain separate governance bodies and each legal entity has its own CEO.

One of the trustees of Internews Network, David Hoffman, is on the board of both entities. Kevin J. Delaney is the Internews Network Board representative on the Board of Internews Europe. Chanpreet Arora is the Internews Europe Board representative on the Board of Internews Network. The IEU Chief Executive Officer (Ms. Meera Selva), Director of Grants, Contracts & Compliance (Denis Kovalenko) resigned from the IE Board 15th December 2023, Chief Operating Officer (Brian Kerr), and the company's Treasurer (Mary Trussell), are on the board of Internews International, based in Paris.

At the end-of the financial year 31.12.23 IEU had a net debtor balance with IUS of £364,055 (2022: £1,067,143) All transactions were at an arm's length basis. Internews Europe's subsidiary, Internews International is owed a net total of £153,108 (2022: £126,357) as of the same date. Internews Europe, continued its representation on the Board of Trustees of CDAC (Communication in Disaster Affected Communities) during the year.

Donations amounting to £nil (cash and pledges) from trustees have been recognised during the year, (2022: £12,465). All were unrestricted. Internews Europe maintained its effective control of the French Non-Profit Association, Internews International (RNA no. W751139592, SIRET no. 425 132 347 000 13 APE 913). Internews Media Development, registered as a non-profit entity in Ireland by Internews Europe in 2017, remained dormant.

9 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10 Tangible fixed assets

The group and charity

	Fixtures and fittings £	Office equipment & computers £	Office furniture £	Total £
Cost				
At the start of the year	59,353	112,277	25,590	197,220
Additions in the year	-	8,548	-	8,548
At the end of the year	59,353	120,825	25,590	205,768
Depreciation				
At the start of the year	-	68,515	10,663	99,952
Charge for the year	-	26,953	6,398	45,221
At the end of the year	32,644	95,468	17,061	145,173
Net book value at end of the year	26,709	25,357	8,529	60,595
At the start of the year	38,579	43,762	14,927	97,268

All of the above assets are used for charitable purposes.

11 Debtors

	The group		The charity	
	2023	2022	2023	2022
	£	£	£	£
Accounts receivable	456,758	1,080,046	456,756	1,078,193
Programme advances	761,541	486,191	761,541	486,191
Other debtors	7,506	378,258	7,506	378,262
Balance due from subsidiary/other	-	-	-	126,357
Accrued income	848,776	1,028,917	848,776	1,028,917
Prepayments	69,732	56,985	62,321	38,814
	2,144,313	3,030,397	2,136,901	3,136,734

12 Creditors: amounts falling due within one year

	The group		The charity	
	2023	2022	2023	2022
	£	£	£	£
Trade creditors	603,731	652,148	621,900	652,148
Taxation and social security	111,429	100,944	111,429	100,944
Other/Sundry creditors	102,694	192,915	53,366	209,601
Accruals	274,686	162,695	274,686	162,695
Deferred income (note 13)	-	700,695	-	700,695
	1,092,540	1,809,397	1,214,488	1,826,084

13 Deferred income

Deferred Income shown, relates to pre-financed monies received, unspent and unearned as at the year end.

	The group		The charity	
	2023	2022	2023	2022
	£	£	£	£
Balance at the beginning of the year	700,695	1,280,967	700,695	1,280,967
Amount released to income in the year	(700,695)	(1,280,967)	(700,695)	(1,280,967)
Amount deferred in the year	-	700,695	-	700,695
Balance at the end of the year	-	700,695	-	700,695

14a Analysis of group net assets between funds (current year)

	General unrestricted £	Restricted funds £	Total funds £
Tangible fixed assets	60,595	-	60,595
Net current assets	(20,266)	4,235,876	4,215,610
Net assets at the end of the year	40,329	4,235,876	4,276,205

14b Analysis of group net assets between funds (prior year)

	General unrestricted £	Restricted funds £	Total funds £
Tangible fixed assets	97,268	-	97,268
Net current assets	(31,769)	6,724,574	6,692,805
Net assets at the end of the year	65,499	6,724,574	6,790,073

15a Movements in funds (current year) - Group

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
Democracy and Governance	5,598,006	11,548,982	13,615,224	696,673	4,228,437
Environment	347,477	1,819,475	2,184,778	50,656	32,830
Humanitarian	779,091	122,111	210,517	(716,076)	(25,391)
Total restricted funds	6,724,574	13,490,568	16,010,519	31,253	4,235,876
Unrestricted funds:					
General	65,499	3,000,543	2,994,460	(31,253)	40,329
Total unrestricted funds	65,499	3,000,543	2,994,460	(31,253)	40,329
Total funds	6,790,073	16,491,111	19,004,979	-	4,276,205

15b Movements in funds (prior year)

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
Democracy and Governance	3,402,139	13,482,299	12,822,425	1,535,993	5,598,006
Environment	1,807,170	1,990,605	2,441,168	(1,009,130)	347,477
Humanitarian	683,263	69,538	45,566	71,856	779,091
Total restricted funds	5,892,572	15,542,442	15,309,159	598,719	6,724,574
Unrestricted funds:					
General	174,034	2,249,320	1,759,136	(598,719)	65,499
Total unrestricted funds	174,034	2,249,320	1,759,136	(598,719)	65,499
Total funds	6,066,606	17,791,762	17,068,295	-	6,790,073

Purposes of restricted funds

Democracy, Governance and Human Rights

Democracy and Governance

Media serve a crucial watchdog function, providing citizens with the information they need to keep the public and private sectors accountable. In many countries, however, repressive legal environments inhibit the media's ability to play this role. Moreover, some journalists lack the skills to conduct the in-depth investigative reporting that is essential to accountability.

Internews has trained journalists in investigative reporting, produced television programming to encourage dialogue on corruption, and helped reform media laws, including expanding freedom of information rights.

Human Rights : Internews trains both professional and citizen journalists to analyse and report on human rights issues more effectively. We support independent media to preserve access to information and promote the monitoring of human rights violations.

Conflict and Stabilisation : Projects to support media, community mobilisation, and access to information with the aim of long-term efforts to build trust between governments and the governed and contribute to peace. Internews brings together journalists from diverse media outlets working in different languages to improve their professional standards of news reporting.

Environment

Environment: The Earth Journalism Network (EJN) – established by Internews – creates networks of environmental journalists in countries where they don't exist, and builds their capacity where they do. Through training workshops and development of training materials, support for production and distribution, the provision of small grants, and creation of unique data mapping platforms, EJN works with journalists in developing countries to find innovative solutions to the world's most pressing environmental issues of today.

We support freedom of expression by helping to keep information flows open and connecting human rights defenders with their local media.

Our work also aims to reduce the potential for harm to journalists, writers and other civil society activists in countries where they are most at risk. We also build the independence and credibility of emerging information stakeholders, such as internet bloggers, to allow communities to trust in their most prolific sources of information.

Humanitarian

Humanitarian: In disasters people affected by the unfolding tragedy need more than physical necessities: they also have an urgent need for information. From earthquakes to armed conflicts, survival can depend on knowing the answers to questions such as: is it safe to go back home? Should I stay with my family or go elsewhere for help? What is the extent of the damage? Where can I get clean water and food? What are the symptoms of cholera? Where is the nearest health facility? Internews addresses these questions with a range of ongoing information services.

The CDAC secretariat hosted by IEU, builds the capacity of members to respond to humanitarian disasters, and builds the emergency roster of skilled and experience communication experts.

Transfers between funds

Transfers between funds relate to three main issues:

- Restricted funds had been misallocated between themes in the prior year's accounts. Therefore these have been reclassified via transfers in the year.
- Restricted funds included deficit funds that have been carried forward for a number of years. It is now clear that there is no expectation that further funding will be received to cover these so funds have been transferred from unrestricted to bring these to nil.
- A full review of restricted fund balances was also carried out to ensure any old balances relating to closed projects have been brought to nil. Transfers were also made for these.

16 Reconciliation of net income to net cash flow from operating activities

	2023	2022
		£
Net movements in funds for the reporting period (as per the statement of financial activities)	(2,513,868)	723,467
Depreciation charges	45,221	43,113
Decrease/(increase) in debtors	886,084	(863,224)
Increase in creditors	(716,857)	(381,694)
Net cash (used in)/ operating activities	(2,299,420)	(478,338)

17 Operating lease commitments

	Property		Equipment	
	2023	2022	2023	2022
	£	£	£	£
In one year	61,600	61,600	1,181	1,181
One to five years	79,567	141,167	1,772	2,953
	141,167	202,767	2,953	4,134

18 Capital commitments

At the balance sheet date, the charity had no capital commitments (2022: £nil).

19 Contingent assets or liabilities

At the balance sheet date the charity had no contingent assets or contingent liabilities.

20 Legal status of the charity

The Charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £10

21 Subsidiary undertaking

The charitable company maintains effective control over Internews International, a company registered in France. The company number is 425 132 347 00013 (Numero Siret) and charity (Association) number is RNA W751139592 . The registered office address is 21 bis rue du Simphon, 75018 Paris

The subsidiary is used for charitable activities in Europe. All activities have been consolidated on a line by line basis in the statement of financial activities. Available profits are gift aided to the charitable company.

The Internews Europe's Chief Executive Officer, head of Grants and Contract, Internews Europe's Treasurer (Trustee) and Internews Network's Chief Operating Officer, currently constitute the directors of the subsidiary.

21 Subsidiary undertaking (continued)

A summary of the results of the subsidiary is shown below:

	2023 £	2022 £
Turnover	1,831,535	783,020
Administrative expenses	(1,514,603)	(838,371)
Surplus/(deficit)for the financial year	316,932	(55,351)
Gain(loss) on ordinary activities	316,932	(55,351)
Reserves		
Brought forward	(109,741)	(54,390)
Exchange Adjustment	-	-
Surpuls/(deficit) for the year	316,932	(55,351)
	207,191	(109,741)
The aggregate of the assets, liabilities and funds was:		
Assets	411,135	55,282
Liabilities	(203,945)	(165,023)
Total funds	207,190	(109,741)

During the year, Internews Europe's net costs incurred on behalf of Internews International were £153,108 (2022: £126,357). These costs were stated on the Charity's balance sheet (Intercompany account) - see note 11.

22 Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2023 £	2022 £
Gross income	16,101,602	17,791,762
Result for the year	(2,921,546)	(268,329)

INTERNEWS EUROPE

England & Wales - Charity number 1148404

Accounts



Annual Report & Consolidated Financial Statements

INTERNEWS EUROPE
31 DECEMBER 2022

Company number: 07891107
Charity number: 1148404



Internews Europe
Reference and administrative details
For the year ended 31 December 2022

Company number	07891107																																
Charity number	1148404																																
Registered office and operational address	13-14 Angel Gate, London, EC1V 2PT																																
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:																																
	<table> <tr> <td>Mr Mark Stephens CBE</td><td>Chair (Resigned: 8 June 2023)</td></tr> <tr> <td>Mrs Daisy McAndrew</td><td>Vice-Chair (until 8 June 2023)</td></tr> <tr> <td>Mrs Carolyn Hink</td><td>Treasurer (until 16 March 2023)</td></tr> <tr> <td>Dr Saleyha Ahsan</td><td></td></tr> <tr> <td>Mr Yann Borgstedt</td><td>(Resigned: 17 June 2022)</td></tr> <tr> <td>Mr Sach Chandaria</td><td></td></tr> <tr> <td>Mr Matt Chanoff</td><td>(Resigned: 9 December 2022)</td></tr> <tr> <td>Mrs Kristina Henschen</td><td>Vice-Chair (from 8 June 2023)</td></tr> <tr> <td>Mr David Hoffman</td><td></td></tr> <tr> <td>Ms Meera Selva</td><td>(Resigned: 15 June 2022)</td></tr> <tr> <td>Dr Richard Danbury</td><td>(Appointed: 9 December 2022)</td></tr> <tr> <td>Mr Wolfgang Blau</td><td>(Appointed: 17 June 2022)</td></tr> <tr> <td>Ms Chanpreet Arora</td><td>(Appointed: 17 June 2022)</td></tr> <tr> <td>Mr Kevin Delaney</td><td>(Appointed: 16 March 2023)</td></tr> <tr> <td>Dr Mark Hannam</td><td>(Appointed: 16 March 2023, and Chair from 8 June 2023)</td></tr> <tr> <td>Mrs Mary Trussell</td><td>(Appointed: 16 March 2023, and Treasurer from 16 March 2023)</td></tr> </table>	Mr Mark Stephens CBE	Chair (Resigned: 8 June 2023)	Mrs Daisy McAndrew	Vice-Chair (until 8 June 2023)	Mrs Carolyn Hink	Treasurer (until 16 March 2023)	Dr Saleyha Ahsan		Mr Yann Borgstedt	(Resigned: 17 June 2022)	Mr Sach Chandaria		Mr Matt Chanoff	(Resigned: 9 December 2022)	Mrs Kristina Henschen	Vice-Chair (from 8 June 2023)	Mr David Hoffman		Ms Meera Selva	(Resigned: 15 June 2022)	Dr Richard Danbury	(Appointed: 9 December 2022)	Mr Wolfgang Blau	(Appointed: 17 June 2022)	Ms Chanpreet Arora	(Appointed: 17 June 2022)	Mr Kevin Delaney	(Appointed: 16 March 2023)	Dr Mark Hannam	(Appointed: 16 March 2023, and Chair from 8 June 2023)	Mrs Mary Trussell	(Appointed: 16 March 2023, and Treasurer from 16 March 2023)
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Key Management Personnel	<table> <tr> <td>Ms Jodie Ginsberg</td><td>Chief Executive Officer (resigned 31 March 2022)</td></tr> <tr> <td>Ms Meera Selva</td><td>Chief Executive Officer (from 16 June 2022)</td></tr> <tr> <td>Mr Brian Kerr</td><td>Chief Operating Officer (from 3 April 2023)</td></tr> <tr> <td>Ms Rosie Parkyn</td><td>Global Director of Impact</td></tr> <tr> <td>Ms Ann Lomole</td><td>Senior Finance Director (from 1 September 2022)</td></tr> <tr> <td>Mr Abdurahman Sharif</td><td>Senior Director of Outreach and Partnerships</td></tr> <tr> <td>Mrs Claire Page</td><td>Director of Corporate Engagement</td></tr> <tr> <td>Mr Denis Kovalenko</td><td>Head of Grants, Contracts & Compliance</td></tr> <tr> <td>Ms Melody Patry</td><td>Senior Director Technology, Media and Democracy (from 25 April 2022 until 31 August 2023)</td></tr> <tr> <td>Ms Louise Bennett</td><td>Director of Knowledge and Learning</td></tr> </table>	Ms Jodie Ginsberg	Chief Executive Officer (resigned 31 March 2022)	Ms Meera Selva	Chief Executive Officer (from 16 June 2022)	Mr Brian Kerr	Chief Operating Officer (from 3 April 2023)	Ms Rosie Parkyn	Global Director of Impact	Ms Ann Lomole	Senior Finance Director (from 1 September 2022)	Mr Abdurahman Sharif	Senior Director of Outreach and Partnerships	Mrs Claire Page	Director of Corporate Engagement	Mr Denis Kovalenko	Head of Grants, Contracts & Compliance	Ms Melody Patry	Senior Director Technology, Media and Democracy (from 25 April 2022 until 31 August 2023)	Ms Louise Bennett	Director of Knowledge and Learning												
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Bankers	Barclays Bank PLC 27 Soho Square London W1D 3QR																																

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Foreword

At the conclusion of Meera Selva's first year as CEO of Internews Europe we want to start with a warm thank you to the outgoing Chairman Mark Stephens who has been wise, supportive, and encouraging to both Meera and the whole organization during his tenure. We are delighted he keeps his connection with Internews as a member of our Global Leadership Council. And an equally warm welcome to Mary Trussell, who joins as Treasurer, and Chanpreet Arora, Wolfgang Blau and Richard Danbury who joined the board in 2022.

It has been a year of operational transformation, external representation, and assessments of where to go next.

It is clear that the work Internews Europe does in supporting independent media worldwide is more important than ever. All public bodies now recognize the importance of healthy information environments where citizens have access to accurate, timely, relevant information that enables them to make informed decisions. Media plays a key role in providing this information and in combating disinformation that seeks to sow discord, confusion, and division.

This year we launch a three-year strategy process across Internews. The upheaval of world events including the pandemic, plus geopolitical shocks such as the war in Ukraine and the withdrawal of Allied troops in Afghanistan have made it clear that we need a strategy designed for unpredictability, and a fast-growing understanding of the importance media and information environments in all aspects of our life. As an alliance, Internews has addressed this challenge by creating financial and institutional mechanisms to help us survive unpredictability. Part of this is through the creation of the Emergency Fund, already the money raised through this fund has helped us support staff and partners in volatile situations, most recently in Sudan. We have also continued to focus on deepening our programme approach and thought leadership around our core media and democracy work.

Our biggest accomplishment toward meeting this goal in our first quarter was our leadership of the Media Freedom Cohort as part of the 2nd Summit for Democracy. We also engaged with a deep exploration of media freedom issues through the official 30 March event by Summit co-host The Netherlands and numerous side events in The Hague and Washington, DC.

We highlighted the importance of media freedom in other cohort themes, including anti-corruption, youth, elections, and technology, with panels at official events by Summit co-host Zambia and in Washington, DC. And perhaps most importantly, we ensured the continuation of our efforts through the Media Freedom Coalition (MFC) which will take the Cohort's work forward to ensure sustained action around our efforts.

Building from our success with our democracy programming, we are pivoting to launch a similar review and refresh of our climate and environmental programming, given the urgency of this work in the world and as we approach our 20th anniversary of our signature program, the Earth Journalism Network.



Mark Hannam, Chair



Meera Selva, CEO

We also continue to engage with technology and seek to ensure that new tools and platforms help rather than harm communities worldwide. We are looking closely at the threats and possibilities created by generative Artificial Intelligence tools and ensure policy makers and regulators are aware of the impact these technologies have on media.

Mark Hannam, Chair of Trustees

Meera Selva, Chief Executive Officer

The trustees present their report and the audited financial statements for the year ended 31 December 2022. Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities SORP FRS 102.

Objectives, Activities and Public Benefit

Internews Europe is an international charity whose mission is to empower people worldwide with the trustworthy, high-quality news and information they need to make informed decisions, participate in their communities, and hold power to account.

The primary objective of the Charity as expressed in the Memorandum of Association is “The promotion of education and vocational training in the field of journalism in all its forms for the benefit of the public, in particular in countries experiencing conflict, civil unrest, or natural disaster.”

Internews Europe is led by the CEO who is accountable to the Board of Trustees. Their work is guided by a Governance Policy Statement and Trustee Terms of Reference which set out statutory and discretionary expectations and which incorporate many aspects of the Charity Governance Code. With regards to organisational purpose, leadership and decision-making, risk and control, the Board holds a minimum of three full board meetings per year. At these meetings, they evaluate and assess proposed activities, geographic presence and expansion, funding relationships, refinements to the business model, the organisation's financial position and impact for partners against the charity's strategy and purpose. They also review, set, approve, and monitor annual planning goals, objectives and targets for the organisation and assess risks in close consultation with Executive Leadership. The Board Chair meets monthly with the CEO and has delegated authority from the Board to manage their performance, whilst the Finance and Audit Committee meets annually for the Treasurer to review the audit.

On integrity, the Board of Trustees understand their responsibilities for the safeguarding of Internews' staff, partners, beneficiaries, and other stakeholders engaged in the delivery of the organisation's charitable objects, as well as promoting the highest standards of business ethics. The CEO has operational responsibility for applying a suite of global ethics policies including business ethics, whistleblowing, non-discrimination and anti-harassment, prevention of abuse and safeguarding and conflict of interest. On board effectiveness, the Board runs regular skills audits to ensure the right mix of experience and expertise is available, and oversees the integration of equality, diversity and inclusion values and principles through Internews' Belonging, Dignity and Justice initiative, delivered by the People and Culture Team.

Public Benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Specifically, it is through the provision of our charitable activities that, by way of example:

- In humanitarian disasters, affected communities can access life-saving information to receive emergency health, water, and shelter supplies.
- In fragile states and emerging democracies, all citizens are afforded more and better opportunities to speak truth to power, engage with elected officials regarding critical issues,

holding them and the wider society to account through strengthened local media and investigative journalism; and

- In countries with limited press freedom, our tools and training help citizens access a greater plurality of views and sources of information about the world around them, by protecting credible sources of news and information.

Strategic Report

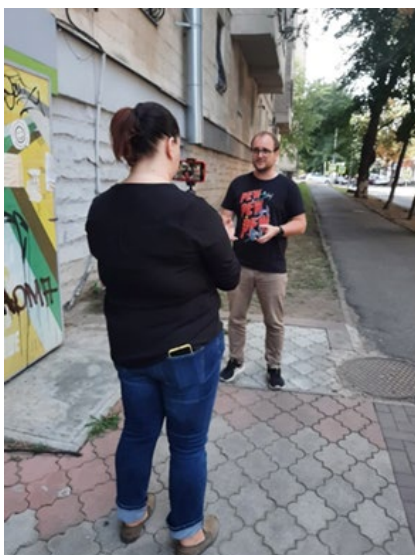
Achievements and Performance

DEMOCRACY, HUMAN RIGHTS AND GOVERNANCE PROJECTS

We are working to support independent media to remain resilient against political, economic and security threats which only increase. We do this work in a broad range of countries and political contexts, each of which necessitates multi-pronged, holistic approaches and bespoke tools and strategies drawn from our expertise in legal reform, digital and operational security from journalists, information providers and media outlets, digital rights and internet freedom, media sustainability and basic journalism.

Our flagship five-year multi-country, multi-donor programming, which is currently being updated with a new strategic review, is designed to support the free flow of information where freedom of expression is most at risk continued to grow. Financial, editorial, managerial, and digital support was provided to 73 media outlets, information providers and civil society groups in eleven countries reaching an estimated 10 million people. 75% of partners supported, reported that Internews had helped them to address one of their key operational issues, whilst 47% reported that Internews support had enabled them to expand their sources of revenue beyond Internews.

In Eastern Europe, the Sida-funded Audience Understanding and Digital Support (AUDS) programme supported human rights and media organisations across Ukraine, Georgia, Armenia, and Moldova and improved their digital security practice as audits, capacity grants, and digital security consultations were provided. AUDS built a long-term partnership with two organisations as key partners for digital security services (the Digital Security Lab Ukraine and the Media Diversity Institute Armenia MDIA), in addition to launching a mini-IT school for training new digital security consultants in Ukraine. AUDS responded to challenges posed by the war in Ukraine by assessing needs and devising equipment lists needed by organisations, activists, and journalists displaced or otherwise affected by the war. AUDS also helped deliver mobile Internet terminals (Starlinks) as well as laptops, smartphones, and power banks to beneficiaries in Ukraine. Through grants and targeted consulting, the project also provided support to a selected group of independent media organisations to better understand, engage, measure, and monetize digital audiences. These media partners produced impactful stories about women, particularly in the context of wartime, in addition to content building awareness of environmental and climate problems. In September 2022, AUDS also organized an international media conference entitled "Information Saves Lives: Media at the Forefront of Events," bringing together journalists and editors from partner outlets to explore the challenges and experiences for media working during wars and crises.



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In Moldova, the Embassy of the Kingdom of the Netherlands funded Phase II of the "Boosting support to Russian-language independent media and media literacy efforts" project. One of the project partners, the independent media outlet Newsmaker, experienced a significant increase in its audience in the early months of Russia's invasion of Ukraine. Its war-related content attracted 75% more unique users and 80% more pageviews in the period from January to March 2022 compared to the previous quarter. From November 2021 to October 2022, more than 5.7 million unique users worldwide visited both the Russian and Romanian versions of Newsmaker, an increase of 38.5% compared with the previous year. Another partner, Spros i Predlojenie, hired an expert for an in-house training session for aspiring journalists. Four attendees were offered internships and four reporters became freelancers. This led to a 14% increase in unique website users compared to the previous year. Their Romanian website was also promoted, doubling their audience in Aug 2022.

In Afghanistan, the European Union (EU) funded **Information Saves Lives: COVID 19** project moved into a second and concluding year of complex implementation in 2022. The project spanned the period before and after the takeover of the country by the Taliban which required great flexibility from Internews and, more critically, commitment from partners to re-launch activities. The worsening humanitarian crisis and economic collapse overshadowed concerns about COVID-19 as it slipped down the priority list for many Afghan citizens. However, the project's media partners were able to pivot to the new, incredibly challenging context of restrictions and high scrutiny, to continue producing valuable health information. The project Evaluation Report noted that ***"Given the existential challenges faced by Afghanistan's media today.... it has demonstrated to a meaningful degree what remains possible for media publishers and journalists, and how critical donor support is at this juncture. It illustrates potential ways and means to support the rights of journalists, and of their audiences, at a time when they are under critical threat."***



In 2022, Internews also commenced a follow-on EU funded project – **Improving Access to Quality Information in Afghanistan**. Despite the increasingly oppressive environment limiting access to information and freedom of expression, the project provides training opportunities and subgrants to media outlets, both in Afghanistan and operating in exile, to disseminate a range of reports and programmes on diverse platforms including radio, TV and online. One of the key objectives of the project is to ensure that information flows to the Afghan public. Media outlets that continue to operate from Afghanistan cover essential information and current affairs topics, while those operating in exile, can take on more critical reporting that raises accountability issues and highlights the situation of women.



In the Maldives, Internews, the Maldives Journalists Association (MJA) and the International Federation of Journalists (IFJ) kicked off the 27-month, EU funded, **Protecting Freedom of Expression in the Maldives** project (PFEM). The project aims to enhance democracy and human rights by promoting and protecting Freedom of Expression (FoE). The approach is designed to address hate speech and disinformation in traditional and social media by increasing access to quality fact-checked information, supporting journalists to be better protected against digital, physical, and psychosocial threats, and improving professionalism and quality in journalism. Internews, MJA and IFJ held capacity building workshops for young Maldivian journalists who have been starved of training opportunities. The 'International Day to End Impunity for Crimes Against Journalists' was marked by MJA calling on the Maldivian government, media, and

other stakeholders to adopt measures to address impunity in crimes against journalists and media workers. An MJA social media video campaign raised awareness on impunity for crimes against journalists in Maldives.

In Malaysia, the EU-funded 'Suara Masyarakat' (Community Voices) project ended. Its aim was to promote good governance, transparency and accountability by empowering information producers and journalists. Internews and local partners delivered workshops and training on investigative, data and mobile journalism, targeting journalists, citizen journalists, and information-poor communities including women, youth, and marginalised groups. In the final year the project supported marginalised indigenous groups in Gua Musang Kelantan, who had never had the opportunity to participate in investigative journalism training before. Internews also led a roundtable with editors to discuss a broader range of voices and perspectives in the media. One of the highlights was an article by Indigenous citizen journalists published by MalaysiaKini titled, ['Loggers with cash in hand divide Kelantan Orang Asli community'](#). A key activity, the MOJO Citizen Media Mentorship Programme, trained more 245 mentees from across the country with 100 hailing from rural communities in Sabah. These citizen journalists went on to produce more than 600 public interest stories. The programme concluded with a series of Town Hall events attended by 300 youth journalists, building networks to establish the future of the media in the country.

In Kenya, the 'PROTECT' consortium-led project bringing together Article 19, ICNL, Internews and HIVOS and funded by FCDO, conducted 7 data journalism trainings, 14 one-day workshops around open data, data journalism skills, elections reporting, and convened 7 media dialogue forums on advertising reforms and media regulation. Internews also partnered with 11 media houses who receive one-one media business training and mentorship and supported the review of media regulation to protect the media environment and promote media business viability.

In Liberia, the EU funded 'Liberia Media Initiative (LMI)' project ended successfully in November 2022. The project had significantly contributed to promoting freedom of expression through quality

journalism and by advocating for the Government to pass specific legislation addressing protection of data and privacy and for the media industry to pass regulations on personal data privacy, by and promoting freedom of information (FOI) through the implementation of FOI Act. Regarding countering fake news, data protection and promoting access to information, the projects were particularly successful with significant achievements and impacts. This is evidenced by important milestones achieved that included the institutionalization of fact checking as part of mainstream journalism in Liberia, the adoption of self-regulation on data protection for journalists and the handover to key stakeholders of a draft standalone legislation as well as the empowerment of state institutions (Independent Information Commission) to perform statutory functions such as the publication of an activity report and many outreach activities that have contributed to more demand on the use of the FOI law.

Internews has also successfully launched a three-year Sida funded project, 'Improving Citizens' Access to Public Information through Community Radio Content Syndication in Liberia'. The project has set-up a state-of-the-art multi-media facility and syndication model to carry out radio productions, hire and capacitate the Association of Liberia Community Radio's studio and secretariat staff. The project is intended to boost the efficiency and viability of the Association of Liberia Community Radio (ALICOR) in serving as a driver of citizens' voices and government response.

In the Democratic Republic of Congo (DRC), several projects closed at the end of 2022. This included the M2I project (Innovative and independent Media in DRC) funded by the European Union where Internews helped strengthen the business plans, digital marketing skills and transition to digital media of 30 outlets (online, radio and print). Through this project, several media outlets were able to increase their income, expand their audiences, improve the quality of online content, and reinforce their online presence.

The Sida funded 'Strengthening Rural Radios for Impartial Information in DRC' also ended. Under this project, 10 local partners were supported to reinforce their institutional and programmatic capacities, contribute to a Strengthened Legal and Regulatory Environment for Media, produce more independent and professional content, and improve income generation and management of resources. The success of this project led to the launch of a second phase of the programme funded by Sida, 'Reinforcing Rural Radios in 3R-DRC'. The project aims to improve the legal framework and the capacity to protect journalists for rural community radios with media reforms and safeguarding mechanisms, enhance the business and financial sustainability of rural radio stations and increase the quantity, quality and reach of rural radio content on democracy and human rights, elections, sexual and gender-based violence (SGBV) and COVID-19. The project will focus on supporting 7 local partners and 20 Community radio stations.

In addition, the 'Liberté de l'Information et Indépendance des médias (LIIM)' project funded by the Swiss Agency for Development and Cooperation (SDC) came to an end with successful results achieved in advocating for media reforms and the protection of journalists through a legal defence fund.

In Lebanon, the Dutch-funded ADVIL (Amplifying Diverse Voices in Lebanon) project culminated and closed with a [vibrant media festival in Beirut](#) that brought together project beneficiaries and stakeholders from the Lebanese information ecosystem to discuss opportunities and challenges for the media in the current multi-layered political and economic crisis.

In Iraq, the Internews team in the Erbil office continued to support women journalists and women rights defenders. The Sida-funded Aswatouna project focuses on the nexus of gender and climate change and aims to foster informed, evidence-based, inclusive public debate on gender equality, environmental policies, and sustainable growth in Iraq. Building the capacity of Iraqi media to

address environmental issues is a priority of Internews' work in Iraq, given that Iraq has been named as the 5th most vulnerable country to climate change impact in the world. The GIZ-funded 'PoWER' project meanwhile aims at empowering women human rights defenders and women journalists to advocate for their rights more efficiently and to ensure that the Iraqi government applies gender-responsive principles in its budgetary processes.

ENVIRONMENT PROJECTS

2022 saw the full return of in-person programming for the Earth Journalism Network (EJN), as postponed conferences and events from the pandemic were rescheduled. The environment programming in 2022 supported the production of 795 stories and provided training and other support to 684 journalists.

2022 was an important year for EJN's ocean media work, with a new 2-year project launched to build marine reporting capacity in the Mediterranean. The [Mediterranean Media Initiative](#) project has supported 23 stories in Arabic, French, English, Spanish and Italian. Project-funded investigations have shed a light on a number of issues which have not been covered before in Tunisia, such as the illegal catch of protected species of sharks in the Mediterranean; illegal and unregistered bottom trawlers operating in Tunisia; the culling of dolphins who attack fishermen's catch; and the impact of offshore oil and gas exploration on fisheries and coastal communities. A transnational investigation on the [red coral trade](#) between Algeria, Tunisia and Italy is the most in-depth investigation produced to date exposing the key cities involved in the trade, which is one of the key traceability issues highlighted by the General Fisheries Commission for the Mediterranean (GFCM) Red Coral working group.

EJN also [awarded nine fellowships](#) to journalists to attend and report from the UN Ocean Conference, which took place in Lisbon, Portugal in June 2022. This conference, only the second United Nations convening focused on the ocean, brought together stakeholders and representatives from various parties who gathered to make progress towards UN Sustainable Development Goal (SDG) 14: Life Below Water. The fellowship brought together both Anglophone and Lusophone journalists, making connections between reporters from across the globe who share a common language. Other ocean media work carried out by EJN included [a workshop for 15 journalists](#) from the Indian Ocean region on marine science, held in the Maldives in September. This workshop was led by senior journalists from EJN as well as marine scientists from the Bertarelli Foundation and gave journalists the opportunity to improve their understanding of ocean issues facing the Indian Ocean region, including marine protected areas, conservation of reef and open ocean species, ocean governance, climate impacts, and under-reported scientific solutions for ocean conservation, amongst other topics.



15 journalists from the Indian Ocean region gather in the Maldives for a workshop.

In April 2022, EJV trialled its [first ever virtual fellowship](#), a programme that can be used to provide access for journalists to events in challenging locations, or where resources are limited for in-person programming. Over the year, EJV carried out 3 virtual fellowships to 3 UN conferences – the Convention to Combat Desertification COP15, the UN Climate Change conference COP27, and the UN Biodiversity Conference COP15. These programmes supported 21 journalists who produced a total of 64 stories on these important convenings.

As part of EJV's flagship Climate Change Media Partnership (CCMP) project, which celebrated its 15th fellowship programme in 2022, EJV brought [a cohort of promising environmental journalists](#) from across the globe to travel to and report from the UN Climate Change Conference of Parties, in Sharm El-Sheikh, Egypt, in November 2022. The call for applications attracted more responses than ever before, with over 550 reporters applying to participate. The 20 journalists selected for the opportunity produced almost 300 stories for their home media outlets on the progress of the conference and related issues. At the COP several of the fellows and EJV Executive Director James Fahn were invited to speak at an event titled "Earth Journalists: Media as the Change Maker" where they discussed climate change stories in a creative exchange about crafting compelling narratives to communicate the climate emergency.



EJN CCMP Fellows speak at a side event at UNFCCC COP27 in Sharm El-Sheikh, Egypt.

EJN's largest project, the 3-year Sida-funded [Asia-Pacific programme](#), completed the first year of its second phase of programming in 2022. 'EJN AP 2' builds on the successful model of the Earth Journalism Network in Asia-Pacific project (EJN AP 1) and works to achieve the aim of advancing public understanding of the serious state of the environment and climate crises to drive changes that can effectively address these challenges through strengthened environmental reporting across media in the Asia-Pacific region. In Year 1, EJN AP 2 directly supported 121 individual journalists, including journalists from vulnerable groups, to produce 609 original stories that highlight and expose environmental injustice as well as issues relating to One Health and a wide range of environmental topics. We conducted 40 training courses and workshops that trained 982 journalists in environmental reporting, provided grants to 13 organisations to implement projects that strengthened local and regional environmental coverage, and supported 20 Asian-Pacific journalists to report from three global conferences. These activities, combined, have resulted in the dissemination of 1476 stories – original and reposted – which recorded more than 1.4 million pageviews in total on EJN-supported websites. They provided high quality, evidence-based and engaging information on the environmental and climate crises to the public, including those people who are most vulnerable to their impacts, and policy makers responsible for making the changes needed to address these challenges. Furthermore, a significant impact was documented in 2022: an EJN-supported sandmining story was [cited in Governmental letter](#) to call for stricter adherence to regulations on sand minding in the Mekong Delta.

In 2022 EJN launched two new self-paced e-learning courses for journalists to improve their knowledge of biodiversity, green recovery and just transition – [From Microbes to Rainforests](#) and [Newly Green](#). Other work in biodiversity media included a fellowship programme for 10 journalists to attend the UN Convention on Biodiversity Conference COP15, which took place in Montreal, Canada in 2023. EJN had the largest media cohort present at the conference, and the 10 fellows produced a total of 26 stories from the summit.



EFN Fellows attend the UN Biodiversity COP15 in Montreal, Canada

Financial Review

The detailed results for the year and the state of affairs on 31 December 2022 are set out in the financial statements. The financial statements comply with applicable law, the Memorandum and Articles of Association 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 (FRS102), effective 1 January 2015.

Total income for the financial year ended 31 December 2022 was £17.7m compared to £14.1m in 2021, an increase of 25%. Total expenditure was £17.1m compared to £17.6m in 2021.

This is indicative of our ability to continue to maximise expenditure of restricted funds following a return to normalised activity levels post pandemic. 2022 saw further progress in securing new funding income streams and forecasts for 2023 indicate the potential for further, incremental growth.

Reserves Policy

The Board of Trustees reviews the reserves policy on an annual basis. The current minimum target, as reviewed and determined by the Trustees remains three months of overhead operating expenditure, approximately £550k.

On 31st December 2022 our unrestricted group reserves showed £65k compared to £174k at the end of 2021. Free reserves, general reserves less fixed assets held, showed a deficit of £32k compared to a surplus of £71k in 2021.

The organisation continues to work towards achieving its reserves target and a new Revenue Strategy is part of the overall strategic review process underway in 2023. This strategy includes a focused approach on

securing unrestricted funding from trusts and foundations and corporate donors, as well as fully recovering eligible costs on restricted donor funds.

Significant Events

COVID – 19 Developments

With the relaxation of travel restrictions in 2022 we restarted international travel to reconnect with partners, colleagues, and other key stakeholders to work directly in person. We have permanently transitioned to a hybrid working model bringing both the benefits of flexibility and adaptability to how we work, as well as promoting productivity and staff well-being.

Rapidly closing civic space

A number of the countries in which Internews has been operating for a significant number of years continue to experience severe political turbulence, most notably in Ukraine where we had to evacuate staff and provide crisis support for partners who found themselves operating in wartime conditions. Staff are now returning to Ukraine, but we continue to monitor the situation and can react quickly should conditions worsen again.

External Events

Internews participated in the High-Level conference on the Safety of Journalists on 4 November 2022 hosted in Vienna by the Government of Austria in cooperation with the [UN Educational, Scientific and Cultural Organization](#) (UNESCO) and the Office of the [UN High Commissioner for Human Rights](#) (OHCHR) to mark tenth anniversary of the [UN Plan of Action](#) on the Safety of Journalists. The event brought together more than 400 participants, including Ministers of Foreign Affairs and Media, key stakeholders from international organisations, civil society, and academia.

Principal funding sources

The majority of our income is derived from public donor agencies supporting international development projects. New awards in this category for 2022 comprised 82% of total awards, a reduction from 95% in 2021. This is reflective of our income diversification strategy resulting in 17% of total awards coming from Institutional

Foundations in 2022.

Going Concern Review

No material uncertainties that may cause significant doubt about the ability of the charity to continue as a going concern have been identified by the Trustees. The Trustees consider it appropriate to prepare the accounts on the going concern basis.

Processes of monthly and 12 month rolling forecasts of income and expenditure, including cash management procedures, have ensured the charity maintains strong liquidity with forecasts showing a further strengthened position over the coming 12 months.

Internews continues to further its efforts in its pursuing a targeted donor diversification strategy which reduces over-reliance on any one donor. In addition, we continue to develop strategies to build unrestricted income.

Fundraising Regulation

All Internews fundraising activities are managed in house. Our development department manages relationships with governmental, multilateral and NGO donors whilst the Philanthropy Department is responsible for fundraising from individual supporters, private foundations, and corporations.

Internews Europe is registered with the Fundraising Regulator. There were no complaints received during the year and, likewise, no-incidents of non-compliance with the applicable code.

Risk Management

Internews Europe adopts a rigorous approach to risk management which allows the Trustees and Senior Management Team to take a contemporaneous and informed view of the organisation's risk tolerance level.

The Trustees actively review the major risks to which the charity is exposed to ensure that systems are in place to monitor and mitigate those risks. A review of the strategic risk register takes place during all scheduled Trustee Board meetings. The Trustees also determine which areas of risk they wish to review in detail on a standing basis, irrespective of the risk ratings.

Senior managers take operational responsibility for risk mitigation in all areas; for example, by ensuring appropriate internal controls and policies are in place whilst regularly monitoring risks from the external operating environment. Specifically, the management group receives information via a more detailed programme portfolio risk register which identifies specific risks and actions required down to the level of each individual project. In turn, this information feeds the overall strategic risk register as reviewed by the Trustees.

The Trustees believe these actions provide sufficient early warning systems, and the requisite controls and procedures in the event of adverse conditions.

Principal Risks and Uncertainties

Global Economic Instability and Financial Risk: growth has continued on an upward trajectory for Internews, but the fundraising environment remains challenging for many organisations and will continue to be in the current global economic environment. Investment in increased external outreach, through collaboration with our Alliance-wide

External Affairs team enables us to identify potential new sources of support in future, and constant improvement and innovation to our tools and methodologies in response to the needs and realities of our partners enables us to stay competitive.

Our focus and approach to our projects give our development team a compelling funding proposition to take to both potential donors and our generous existing donors.

In addition, Internews continues to focus intensively on a donor diversification strategy to mitigate risks.

On-going volatility in the currency markets affecting multi-currency operations and programme budgets is mitigated through a well-managed treasury function and foreign currency planning mechanisms.

Global shocks: Internews continues to work hard in response to the many crises that have continued to unfold around the globe over the last 12 months. In some countries Internews has changed its working locations and/or closed offices and some programmes have moved to alternate locations as well.

We have been highly effective in influencing funder strategies in response to these crisis, swiftly mobilising resources to increase the digital and operational security of our partners through the provision of specialist expertise and equipment which ensures they are able to continue reporting and setting up humanitarian information operations to support the broader population.

Russia's invasion of Ukraine and the conflict arising is still ongoing and donors have continued to support and sought out guidance on media and information dynamics in the region. The importance of supporting high quality, accurate information about the conflict is well recognised. Internews has been effective at reinforcing this message across the fora in which we are involved.

Operational Security: There are inherent risks to working in fragile states, those vulnerable to disasters, or countries in the midst of very volatile security environments. As has been seen over the last year, these risks continue to impact all regions of the world. The Trustees periodically and carefully review the organisation's ability to continue to operate programmes in high-risk environments, and in areas that could be facing shifting security environments, to ensure that we have well developed procedures and protocols for working in such environments. These include a well-established and prepared emergency management structure shared with our allied entity in the US, involving a Global Security Policy, robust travel policy and journey management programme and reserves available for emergencies.

These procedures are managed and overseen by the Field Operations and Security team. This team monitors the security situation for all of Internews' in-country operations around the world to routinely assess for potential risks to personnel, our office, operating locations, posture, and more. The team has significant experience developing business continuity plans for environments at risk of undergoing volatile security situations or shifting landscapes. The Trustees are of the view that maintaining such resources and operational capacity is essential for the organisation to achieve its charitable purposes.

Digital Security: The risk of a cybersecurity attack is ever-present and could result in harm to our staff and partners, pose reputational risk, cause financial harm, create legal liabilities, and affect our ability to operate.

Internews employs next-generation antivirus and endpoint protection software across all devices that connect to our system. Our policies and procedures are regularly reviewed in annual external cybersecurity assessment and our systems undergo yearly penetration testing. Internews' comprehensive set of end-user and internal control policies cover data privacy, privileged access, data storage and retention, account

access controls, vendor risk assessment, business continuity, and more.

The risk and frequency of breaches and incidents has increased significantly in recent years. As such, Internews will continue to focus on and invest in a best-in-class cybersecurity program and capabilities. Our programme will be critical in proactively protecting data while maintaining compliance with best practice and regulatory requirements. Ensuring that the security programme is effectively maintained and adaptable will aid in mitigating potential risks to Internews and assure that the organisation can respond to any incidents quickly.

The Trustees are of the view that maintaining such resources and operational capacity is essential for the organisation to achieve its charitable purposes.

Hostile Environment for Media Partners and Support to Media: worldwide the number of journalists killed or attacked in the course of their duties continues to remain high. Established norms that protect the fundamental principles of free expression, and the role of media as a fourth pillar of democracy face increasing hostility in all societies. These trends underscore the global need for Internews' work, but also require increasingly careful assessment of risks to partners involved, as well as creativity in responding to attendant challenges such as the inability to move money. Such assessments and adaptations go on to form the method of operation for individual projects, in such a way that impact can still be achieved whilst preserving partner safety and security.

Maintaining Strategic Relevance: Media is a volatile and rapidly changing field. To maintain our reputation and success requires ongoing innovation and adaptation. There are many new and nimble competitors in the field with the increasing attention on mis/disinformation. We mitigate this by reviewing and setting annual strategic priorities in this area with investment in technical expertise and strategic partnership initiatives.

Safeguarding and Serious Incidents

During the year, Internews continued to step up its efforts in ensuring high standards of safeguarding, monitoring, and training of all relevant persons across the globe in line with the Code of Conduct set out in its Governance Policy. This strengthened by a suite of policies in six languages. These include policies on:

- Prevention of Abuse and Safeguarding,
- Non-Discrimination and Anti-Harassment
- Relationships in the Workplace,
- Business Ethics,
- Disclosure, Protection Investigation,
- Conflict of Interest.

The charity maintains its zero-tolerance policy towards abuse or other forms of serious misconduct and sets clear standards and expectations around representatives' behaviour in our international Code of Conduct. Internews' downstream partners are required to give specific assurances that they have their own safeguarding frameworks, consistent with Internews' standards.

All employees and other representatives are required to take part in both induction and recurring annual training on safeguarding and associated policies and controls (through webinars, face to face discussions and consultations). Internews continued to refer to its Safeguarding Framework intended to provide absolute clarity of incident management, simplicity, and accessibility

within our reporting mechanisms. Internews offers various points of internal incident reporting for all UK and international representatives, in addition to an external, multi-lingual reporting and whistleblowing 'hotline' operated by Lighthouse Services.

The Trustees are alive to their obligations to report the most serious misconduct or abuse to relevant authorities in the United Kingdom and other countries of operation, in particular the formal requirements for Serious Incident Reporting to the Charity Commission for England and Wales. In broader terms, this obligation is understood across the broader definitions of Serious Incidents in which the Commission would have an interest.

One Serious Incident Notification was made to the Commission during the period covered by this report. The Charity Commission was satisfied that the Trustees had dealt with the matter appropriately and responsibly.

All reported cases have been closed by the Charities Commission and donors respectively, following in-depth reviews and investigations.

Plans

2022 was the third year of implementation of the Internews Alliance five-year strategic framework: Internews 2025. Internews 2025 has the following goal:

*Over the next five years, as the next 3 billion people come online, we will join with allies who share our vision, including journalists and technologists, data scientists and legal specialists, as well as artists, advocates, and storytellers. **Together, we will build healthy information environments in more than 100 countries across the globe.***

The joint focus for Internews Europe (IEU) and the Internews Network (IUS) in 2022 was to drive organisational resilience. This was prioritised in recognition of the need to allow staffing, systems, and processes to keep pace with significant financial growth and programmatic expansion, as well as prepare for a more uncertain world with increasingly complex operating environments.

Good progress was made on three overarching goals: **Building on our core organisational strengths, strengthening our ability to deliver the five elements of a healthy information environment, and building a more resilient organisation.** Despite the continued impact of Covid-19 and the crisis situation in Ukraine.

These overarching goals were broken down into 4 key operational priorities for Internews Europe to deliver on, progress on which is reported below.

Detailed Report Annual Plan 2022

1. Enhance Programmes Delivery through our commitment to our partners.

In 2021 we experienced sharp and dramatic backsliding in countries that were previously moving towards greater democracy, especially in Afghanistan and Myanmar. This flagged an urgent need for a more consistent and clear approach to rapidly closing spaces in 2022. We invested in enhancing key areas of our operations, based on lessons learned over the 18 months of multiple crisis, from Myanmar to Afghanistan to Ukraine. These include: 1) establishing a system for location-specific business continuity plans, coupled with staff personal preparedness education, which is triggered at the first evidence of the potential onset of an emergency situation; 2) training our response teams on the types of emergencies that are specific to Internews and our work around the world; and 3) strengthening our ability to support this work when there are multiple or large-scale crises, through staff training and through building regional support expertise. In the coming year, we will continue to build on our expertise, focusing on large-scale emergencies and our ability to keep critical business functions operational, supporting staff and partners, and reestablishing operations.

Additionally, our Knowledge and Learning Team supported on the URGENT Report (Understanding and Reporting to Global Emerging News Threats) in collaboration with Dr. Courtney Radsch which was published in March 2023.

Via an Annual Partner Survey, we also identified areas for improvement to services which included hiring a Partnerships Manager and implementing, in collaboration with our Grants, Contracts and Compliance Team, an update to our existing grants policy which introduced grant modality as an additional tool in our toolkit which, when used, will minimize the administrative burden on partners during implementation with simplified financial reporting and audit

requirements. Our grants agreement has been revised into a shorter and clearer document. Training will follow in 2023.

2. Build our capacity to deliver by investing in our people.

Our aim to build capacity of our staff moved ahead in 2022 with new positions hired across multiple business operations departments, better labour analysis was needed to ascertain back office and other staffing and resource needs to support projects and staffing resources and will be part of the budget planning moving forward.

The international hiring review is still ongoing, but a UK based International People & Culture Manager was hired to address this issue and to ensure communication has been improved to contracted staff.

Our most important work in investing in our people this year is the project to establish an Alliance-wide job architecture and compensation philosophy for all of our IEU and IUS HQ employment positions. This work includes aspects such as a review of all job descriptions, titles, levels of authority, and salary banding and benchmarking. The job architecture is designed to build clarity about our performance expectations, how work is categorised, internal levelling of positions, and streamlining the use of titles going forward so that they are more representative of the correct level of each position. The compensation philosophy is designed to reduce bias/inconsistencies and increase transparency across salaries and positions. This work began roll-out in December 2022.

Professional training for Managers was put in place in 2022 through the Leadership Development Course which ensured that all Managers, no matter their level within the wider organisation, had the tools needed to manage and develop their staff.

Our continued investment in Belonging, Dignity and Justice work has been ongoing, the 2022 mid-year workshops focussed on building community and reflected on our organisational Core Values and if they still felt appropriate which has led to an adjustment of the Core Values in 2023.

3. Ease operations through simplification and leveraging technology.

Following the long-awaited adoption by Internews Europe of the accounting and finance software, ERP, 2022 focussed on embedding its use within the organisation with rollout complete in London.

The 40th Anniversary campaign appeal successfully raised over half the \$4 million Emergency Fund for Independent Media which gives both IEU and IUS access to emergency funds during crisis situations to act immediately to serve our staff and partners, building the flexible resources we need to take risk and innovate at scale.

A task force has been created to look at EU funding eligibility and to build a track record for Internews International, this work is ongoing and lead by the Head of Grants, Contracts and Compliance.

4. Build One Internews with unified and distributed operational services.

Our significant growth across the Alliance has led to growing operational challenges and inefficiencies, due to the complexity of our processes and structures. Over the past two years we have been exploring what it will take to streamline these processes, in what is now called the Alliance Transformation Project. In 2022, with the new leadership of Meera Selva, coupled with the creation of an Alliance Transformation team we have been able to advance core elements of this work, including deepening our legal and regulatory expertise across the legal entities, beginning to develop a more transparent and efficient cost-structure, clarifying our “matrix” organisational model, consolidating our technology

strategy across the Alliance, recommending an international hiring systems, and our evergreen work at simplifying operations.

Over the course of 2022 we have also relaunched the Alliance Committee with new Trustees on board to ensure both Boards are in alignment with the work envisioned.

Structure, Governance and Management

Internews Europe is a charitable company limited by guarantee, incorporated in England and Wales on 23 December 2011 and registered as a charity in England and Wales on 1 August 2012.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its articles of association.

The primary objective of the charity as expressed in the Memorandum of Association is "The promotion of education and vocational training in the field of journalism in all its forms for the benefit of the public, in particular in countries experiencing conflict, civil unrest, or natural disaster."

The Trustees and Executive seek to fulfil these objectives through establishing projects in a wide range of countries which focus on media development and information access around several core themes: Democracy, Human Rights & Governance, Humanitarian Information, Health, and the Environment.

The Trustees are responsible for the overall governance of the charity. The Board has constituted a committee for Finance & Audit, and Risk & Governance which meets two to three times a year. These committees, review financial reports, annual audits and other risk matters, making recommendations to the main Board as deemed appropriate.

All Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in Note 6 to the accounts. Most Trustees donate travel and other expenses associated with their governance duties.

Group Subsidiaries

Internews International (France)

Since 2018 Internews Europe has had effective overall control of the French Non-Profit Association Internews International (RNA no. W751139592, SIRET no. 425 132 347 000 13 APE 921).

Internews International ended 2022 with a deficit of £55,531. There were no restricted operations during the year and the deficit is primarily due to provisions required as at the end of the financial year.

Internews Media Development Company (Republic of Ireland)

In addition to the above, Internews Europe registered a subsidiary non-profit company in the Republic of Ireland in 2017 (no. 615323). This entity remains dormant on the Irish company register and no further disclosures are required.

Trustee Appointment, Induction and Training

Trustees are proactively selected and appointed to ensure there is a broad range of relevant skills and experience represented across the Trustee Board. Trustee recruitment may take place using open advertisements and/or through more targeted approaches to individuals, agreed by existing Trustees to possess skills and experience that would further strengthen the board. A Trustee Board skills matrix is regularly reviewed to ensure a suitable balance of skills, experience, and Trustee diversity. A comprehensive policy exists for the appointment and approval of new Trustees, in addition to processes for the election of

officers such as the Chair, Vice-Chair and Treasurer.

A rolling cycle of training and development of Trustees ensures there are cognizant of their statutory responsibilities and keep up to date on key issues such as development and relief work in addition to exposure to Internews Europe's international programmes.

As part of our Strategic Alliance with Internews Network (see Related Parties, below), the board of our US sister organisation is entitled to select and appoint one of its own members as a Trustee to serve on the Internews Europe Board.

This role is currently fulfilled by **Mr Kevin Delaney**. This is a reciprocal arrangement; therefore, Internews Europe's Trustees also have an entitlement to select one of their number to serve on Internews Network's Board of Directors. This role is currently undertaken by **Ms Chanpreet Arora**.

Organisation of the Charity

Internews Europe's operations are conducted in accordance with the Memorandum and Articles of Association and the policies/strategies approved by the Trustees. Given the international scale and complexity of the organisation, the Trustees delegate all day-to-day responsibilities for running the organisation to the Chief Executive Officer (CEO).

The CEO is supported by the Senior Management Team (SMT, consisting of Key Management Personnel) namely **Ms Ann Lomole**, Senior Finance Director who joined the company in September 2022, **Mr Abdurahman Sharif**, Senior Director of Outreach and Partnerships, **Mrs Claire Page**, Director of Corporate Engagement, **Mr Denis Kovalenko**, Head of Grants, Contracts & Compliance, **Ms Rosie Parkyn**, Global Director of Impact, **Ms Melody Patry**, Senior Director Technology, Media and Democracy who joined the company in April 2022, **Ms**

Louise Bennett, Director of Knowledge and Learning who joined the company in September 2022, and **Mr Brian Kerr**, Chief Operating Officer who joined the company in April 2023.

In addition, a larger Corporate Management Group takes responsibility for various operational and support functions. Field programmes are overseen by a range of Regional Directors, Country Directors, and other national support staff.

Related Parties and Relationships with Other Organisations

Internews Network (USA)

Internews Europe operates in a **Strategic Alliance** with Internews Network; a US based non-profit organisation which was the first media development organisation to bear the Internews name and brand. A Memorandum of Understanding to establish a strategic alliance was signed by the Boards of both entities in September 2014. This was subsequently reinforced with a legalised, Strategic Alliance Agreement signed in June 2016.

Through their Alliance, Internews Network (IUS or Internews US) and Internews Europe (IEU) express their joint commitment and intent to create greater programme impact and public benefit than two separate organisations would be able to achieve on their own. The Alliance is particularly intended to ensure seamless delivery of programmes through regional and country offices, and greater sharing and application of effective organisational learning.

The Alliance has shared responsibility for six regional Programme Management Units (PMUs) which, under the leadership of their associated Regional Directors are accountable to both entities for the successful implementation of a diverse body of projects and programmes jointly funded by the Alliance. Given the nature of this

arrangement, there are a significant amount of Inter-Alliance financial transactions over the course of the year, which ensure each field office is equipped with the resources to deliver a blended portfolio of projects and programmes.

Nevertheless, IEU and IUS purposefully maintain separate, independent, governance bodies and each legal entity has its own CEO.

CDAC Network (Limited) (UK)

Internews Europe continues to maintain its membership of the “Communicating with Disaster Affected Communities (CDAC) Network”.

Remuneration Policy and Salary Disclosures for Key Management Personnel

The Trustee Board takes responsibility for the appointment and performance management of the Chief Executive Officer. This includes an annual review of the CEO’s pay and benefits which, in turn, is linked to a detailed and rigorously benchmarked organisational salary scale.

All salary bands are reviewed periodically, both for sector benchmarking and any inflationary increments deemed appropriate and affordable for the overall pay-scale. During annual benchmarking of the organisational salary scale, Internews Europe compares its pay bands for all positions to equivalent posts in the following areas:

- Domestic and international charities with a similar level of income.
- Other relevant international charities of any size; for example, others in the British Government’s Rapid Response Facility (RRF).
- Other charitable organisations working in the specific sectors of media, information and development, freedom

of expression and support to independent journalism; and

- Comparable salaries of Internews Network staff.

The Internews Alliance is among the two or three largest organisations working in the media, information, and development sub-sector. Given this scale and complexity, and the need to recruit and retain skilled staff with an unusual blend of experience in both media and international development, our salary scale is set in the middle of the upper quartile of our benchmarking results.

Details of salaries and benefits can be found in Note 6 to the financial statements.

Funds Held as Custodian Trustee

During 2022 there were no funds held as custodian Trustee on behalf of others.

Statement Of Trustee’s Roles and Responsibilities

The Trustees (who are also directors of Internews Europe for the purposes of company law) are responsible for preparing the Trustees’ report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of 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 judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards and statements of recommended practice 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 charity 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. 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.

In so far as the Trustees are aware:

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

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 financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The total number of such guarantees on 31 December 2022 was 13 (2021: 10). The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Auditors

Sayer Vincent LLP were re-appointed as the charitable company's auditors during the year.

Approved by the Trustees on 31 October 2023 and signed on their behalf by:

Mark Hannam, Chair of Trustees

Opinion

We have audited the financial statements of Internews Europe (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2022 which comprise the consolidated statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the notes to the financial statements, including a summary of 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 group's and of the parent charitable company's affairs as at 31 December 2022 and of the group's 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
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011

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 group financial statements section of our report. We are independent of the group and parent charitable company 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 Internews Europe'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 trustees' annual report, including the strategic report, other than the group 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 group 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 group 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 group 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 Trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements.
- The trustees' annual report, including the strategic report, 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 group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' annual report, including the strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company 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.
- Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities set out in the Trustees' annual report, the Trustees (who are also the directors of the parent charitable company for the purposes 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 group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent 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

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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 are set out below.

Capability of the audit in detecting irregularities

- In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:
 - We enquired of management and the finance and audit committee, which included obtaining and reviewing supporting documentation, concerning the group's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the group operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the group from our professional and sector experience.

- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: 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 and section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. 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 auditor's 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.

Noelia Serrano (Senior statutory auditor)

31 October 2023

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006.

Internews Europe

Consolidated statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 December 2022

	Note	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Income from:							
Donations and legacies	2	455,465	-	455,465	180,573	-	180,573
Charitable activities							
Democracy, Governance & Human Rights	3	1,582,668	13,482,299	15,064,967	833,601	10,741,436	11,575,037
Environment	3	204,059	1,990,605	2,194,664	56,940	886,036	942,976
Humanitarian	3	7,128	69,538	76,666	86,178	1,341,011	1,427,189
Total income		2,249,320	15,542,442	17,791,762	1,157,292	12,968,483	14,125,775
Expenditure on:							
Raising funds	4	410,817	-	410,817	323,266	-	323,266
Charitable activities							
Democracy, Governance & Human Rights	4	1,105,399	12,822,425	13,927,824	772,552	12,985,420	13,757,972
Environment	4	231,617	2,441,168	2,672,785	93,620	912,077	1,005,697
Humanitarian	4	11,303	45,566	56,869	127,771	2,428,311	2,556,082
Total expenditure		1,759,136	15,309,159	17,068,295	1,317,209	16,325,808	17,643,017
Net income / (expenditure) for the year	5	490,184	233,283	723,467	(159,917)	(3,357,325)	(3,517,242)
Transfer between funds		(598,719)	598,719	-	-	-	-
Net income / (expenditure) for the year and net movement in funds		(108,535)	832,002	723,467	(159,917)	(3,357,325)	(3,517,242)
Reconciliation of funds:							
Total funds brought forward	15	174,034	5,892,572	6,066,606	333,951	9,249,897	9,583,848
Total funds carried forward		65,499	6,724,574	6,790,073	174,034	5,892,572	6,066,606

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note financial statements.

As at 31 December 2022

	Note	The group 2022	2021	The charity 2022	2021
Fixed assets:					
Tangible assets	10	97,268	103,471	97,268	103,471
		<u>97,268</u>	<u>103,471</u>	<u>97,268</u>	<u>103,471</u>
Current assets:					
Debtors	11	3,030,397	2,167,173	3,136,734	2,228,310
Cash at bank and in hand		5,471,805	5,987,054	5,436,548	5,972,351
		<u>8,502,202</u>	<u>8,154,227</u>	<u>8,573,282</u>	<u>8,205,611</u>
Liabilities:					
Creditors: amounts falling due within one year	12	1,809,398	2,191,092	1,826,084	2,188,086
		<u>1,809,398</u>	<u>2,191,092</u>	<u>1,826,084</u>	<u>2,188,086</u>
Net current assets		<u>6,692,805</u>	<u>5,963,135</u>	<u>6,747,198</u>	<u>6,017,525</u>
Total net assets		<u>6,790,073</u>	<u>6,066,606</u>	<u>6,844,466</u>	<u>6,120,996</u>
Funds:					
Restricted income funds	15	6,724,574	5,892,572	6,724,574	5,932,005
Unrestricted income funds:					
General funds		65,499	174,034	119,892	188,991
		<u>65,499</u>	<u>174,034</u>	<u>119,892</u>	<u>188,991</u>
Total funds		<u>6,790,073</u>	<u>6,066,606</u>	<u>6,844,466</u>	<u>6,120,996</u>

Approved by the trustees on 31 October 2023 and signed on their behalf by

Mark Hannam
Chair of Trustees

Internews Europe

Statement of cash flows

For the year ended 31 December 2022

	Note	2022 £	2021 £
Cash flows from operating activities	16	(478,338)	(1,992,800)
Cash flows from investing activities			
Purchase of tangible fixed assets		(36,911)	(109,305)
Change in cash and cash equivalents in the year		(515,249)	(2,102,105)
Cash and cash equivalents at the beginning of the year		5,987,054	8,089,159
Cash and cash equivalents at the end of the year		5,471,805	5,987,054

1 Accounting policies

a) Statutory information

Internews Europe is a charitable company limited by guarantee and is incorporated in England and Wales. The registered office address (and principal place of business), is Second Floor, 13-14 Angel Gate, London, EC1V 2PT. In 2018, Internews Europe initiated the process of acquiring effective control of the French Non-Profit Association Internews International (RNA no. W751139592, SIRET no. 425 132 347 000 21 APE 913). As of 15 November, 2017, Internews Europe had successfully registered a new entity in Ireland - Internews Media Development Company (A Company Limited by Guarantee) with registered Company number 615323. Under the new structure, Internews Europe remains the Parent Company, with Internews France and Ireland as Subsidiaries. As December 2018, there is a requirement to consolidate the reports of both Internews Europe and Internews International, as control of the latter was achieved in February 2018. Internews Media Development Company (registered in November 2017 in the Republic of Ireland), remained dormant in 2022.

b) Basis of preparation

The financial statements have been prepared in accordance with 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) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements 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 nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

These financial statements consolidate the results of the charitable company and its wholly-owned subsidiary **Internews International** on a line by line basis. Transactions and balances between the charitable company and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two companies are disclosed in the notes of the charitable company's balance sheet. A separate statement of financial activities, or income and expenditure account, for the charitable company itself is not presented because the charitable company has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

Internews Europe opened in 2022 with an Unrestricted Fund surplus of £174,035. The Charity's in-year deficit for 2022 resulted in a carried forward unrestricted surplus to 2023 of £65,499.

Internews Europe is developing a revised Revenue Strategy for the period 2024-25 with the purpose of increasing unrestricted funds, growing reserves and the diversification of funding remaining key priorities. No material uncertainties that may cause significant doubt about the ability of the charity to continue as a going concern have been identified by the Trustees. The Trustees consider it appropriate to prepare the accounts on the going concern basis. In the view of the trustees, there are no other material uncertainties and so they continue to consider IEU to be a going concern.

e) Income

Income is recognised in the statement of financial activities (SoFA) when a transaction or other event results in an increase in the charity's assets or a reduction in its liabilities. Income must only be recognised in the accounts of a charity when all of the following criteria are met.

- Entitlement – control over the rights or other access to the economic benefit has passed to the charity.
- Probability – it is more likely than not that the economic benefits associated with the transaction or gift will flow to the charity.
- Measurement – the monetary value or amount of the income can be measured reliably, and the costs incurred for the transaction and the costs to complete the transaction can be measured reliably.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102).

On receipt, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

h) Expenditure and irrecoverable VAT

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 relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering activities undertaken to further the purposes of the charity and their associated support costs.

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

i) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. The cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned to the charity's activities on a proportionate and consistent basis. Governance costs are the costs associated with the governance arrangements of the charity. These costs relate to constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

We have apportioned Support costs to the activities as follows:

Democracy and governance	82%
Environment	17%
Humanitarian	1%

j) Foreign currency transactions

Transactions in foreign currencies are translated at the **Oanda rates** prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate prevailing at the balance sheet date. Any gain or loss for the period is taken to the statement of financial activities.

Notes to the financial statements

For the year ended 31 December 2022

1 Accounting policies (continued)

k) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Furniture and other equipment directly related to projects are fully expensed to such projects so as to reflect the full costs of implementation. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Office equipment and computers	3 years
Office furniture	5 years
Fixtures & fittings	Life of office lease

m) Debtors

Debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

Advanced payments to partners are recognised as prepayments until expenditure incurs.

n) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

o) Creditors

Creditors are recognised as soon as there is a legal or constructive obligation committing the charity to pay out the resource.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

p) Pensions

Internews Europe maintains a pension scheme where staff are auto-enrolled accordingly. Both Internews Europe and employees make contributions into the scheme in compliance with regulatory requirements.

2 Income from donations

	Unrestricted	Restricted	2022 Total	2021 Unrestricted	2021 Restricted	2021 Total
	£	£	£	£	£	£
Donations	455,465	-	455,465	104,279	-	104,279
Gifts/Services in kind	-	-	-	76,294	-	76,294
	455,465	-	455,465	180,573	-	180,573

The unrestricted donations represent monies received from individuals and foundations. Gifts/Services in-kind are in relation to pro-bono legal support on various tasks and assignments undertaken throughout the year.

3 Income from charitable activities

	Unrestricted	Restricted	2022 Total	2021 Unrestricted	2021 Restricted	2021 Total
	£	£	£	£	£	£
Sigrid Rausing Trust	200,000	-	200,000	-	-	-
European Commission	-	6,437,065	6,437,065	-	2,445,180	2,445,180
Department for International Development (UK)	-	-	-	-	421,441	421,441
BBC Global Service	-	10,000	10,000	-	190,000	190,000
Swedish International Development Cooperation Agency	-	4,606,439	4,606,439	-	6,392,302	6,392,302
Norwegian Agency for Development Cooperation	-	5,337	5,337	-	91,250	91,250
Foreign, Commonwealth and Development Office	-	397,789	397,789	-	300,738	300,738
Resource sharing agreements	1,382,668	-	1,382,668	690,285	-	690,285
KPMG Advisory Limited	-	-	-	-	(15,299)	(15,299)
Belgian Department for Foreign Affairs, Foreign Trade and Development Cooperation	-	206,606	206,606	-	-	-
Netherlands Ministry of Foreign Affairs (NMFA)	-	244,829	244,829	-	448,117	448,117
ACTED	-	237,552	237,552	-	44,061	44,061
Embassy of the Kingdom of the Netherlands	-	50,698	50,698	-	52,733	52,733
Swiss Ministry of Foreign Affairs	-	639,623	639,623	-	370,913	370,913
Internews Network	-	8,888	8,888	-	-	-
Open Society Foundation	-	175,850	175,850	143,316	-	143,316
Deutsche Gesellschaft für Internationale Zusammenarbeit	-	338,358	338,358	-	-	-
Search for Common Ground	-	123,264	123,264	-	-	-
Sub-total for Democracy, Human Rights & Governance	1,582,668	13,482,299	15,064,967	833,601	10,741,436	11,575,037

3 Income from charitable activities (continued)

	Unrestricted £	Restricted £	2022 Total £	2021 Unrestricted £	2021 Restricted £	2021 Total £
Arcadia Fund	-	192,151	192,151	-	192,317	192,317
Swedish International Development Cooperation Agency	-	1,278,144	1,278,144	-	588,363	588,363
Calouste Gulbenkian Foundation	-	24,000	24,000	-	13,000	13,000
Resource sharing agreements	204,059	-	204,059	56,940	-	56,940
Swedish Postcode Lottery Foundation	-	92,319	92,319	-	83,556	83,556
The Commonwealth Foundation	-	16,000	16,000	-	8,800	8,800
Adessium Foundation	-	204,319	204,319	-	-	-
Robert Bosch Stiftung	-	82,864	82,864	-	-	-
OXFAM Novib (Netherlands)	-	51,915	51,915	-	-	-
European Climate Foundation	-	48,894	48,894	-	-	-
Sub-total for Environment & Economic Development	204,059	1,990,605	2,194,664	56,940	886,036	942,976

	Unrestricted £	Restricted £	2022 Total £	2021 Unrestricted £	2021 Restricted £	2021 Total £
Resource sharing agreements	7,128	-	7,128	86,178	-	86,178
Communicating with Disaster Affected Communities Network	-	2,695	2,695	-	-	-
Netherlands Ministry of Foreign Affairs (NMFA)	-	-	-	-	40,659	40,659
Swedish International Development Corporation Agency (SIDA)	-	-	-	-	1,033,623	1,033,623
World Health Organisation	-	-	-	-	37,040	37,040
UNHCR	-	46,751	46,751	-	-	-
FCDO - IPPF	-	-	-	-	173,826	173,826
ECHO - BBC Media Action	-	-	-	-	45,863	45,863
Mercury Phoenix Trust	-	20,092	20,092	-	10,000	10,000
Sub-total for Humanitarian & Health	7,128	69,538	76,666	86,178	1,341,011	1,427,189
Total income from charitable activities	2,249,320	15,542,442	17,791,762	1,157,292	12,968,483	14,125,775

The income from the grants shown above have been aggregated by charitable activity which have been described in note 15 to the financial statements.

* Negative income balances relate primarily to forex adjustments on actual income received and unspent funds payable back to donors.

4 Analysis of expenditure (Current year)

	Charitable activities						2022	Total	2021	Total
	Cost of raising funds	Democracy, Governance & Human Rights	Environment/Economic Development	Humanitarian/Health	Governance	Support costs				
	£	£	£	£	£	£	£	£	£	£
Staff costs (Note 6)	319,264	5,399,304	1,131,328	41,190	-	1,114,259	8,005,346		7,426,522	
Program delivery costs	1,785	6,615,325	925,432	2,696	-	(455,318)	7,089,920		8,444,205	
Rent	-	143,874	29,699	9	-	142,303	315,884		313,302	
Office costs	43,651	25,752	12,376	6	-	120,016	201,802		260,919	
Utilities	-	6,557	278	5	-	64	6,905		12,912	
IT and communications	620	41,197	4,066	1	-	56,467	102,350		190,516	
Development costs	-	6,478	36,287	786	-	(14,854)	28,697		2,823	
Finance Cost	28	(91,393)	(27,082)	(3,881)	-	214,581	92,253		338,062	
Legal and Professional fees	-	130,253	22,071	-	30,624	36,412	219,360		346,176	
Depreciation and gains/losses on disposals	284	369	-	-	-	42,459	43,113		53,612	
Travel costs	45,184	544,709	306,714	4,754	-	61,304	962,665		253,959	
	410,817	12,822,425	2,441,168	45,566	30,624	1,317,693	17,068,295		17,643,017	
Support and governance costs	-	1,105,399	231,617	11,303	(30,624)	(1,317,693)	-		-	
Total expenditure 2022	410,817	13,927,824	2,672,785	56,869	-	-	17,068,295		-	
Total expenditure 2021	323,266	13,757,972	1,005,697	2,556,082	-	-			17,643,017	

Note:

Negative expenditure in finance costs represents a correction to recognise forex movements in support costs as they cannot be charged to projects.

Program delivery costs shows negative costs allocated to support due to corrections to partner payments for the current and previous years.

4 Analysis of expenditure (Current year)

	Cost of raising funds	Charitable activities				Governance costs	Support costs	2021	Total
		Democracy, Governance & Human Rights	Environment	Humanitarian					
	£	£	£	£	£	£	£		£
Staff costs (Note 6)	294,396	4,627,253	560,742	765,295	-	-	1,178,836	7,426,522	
Project delivery costs	4,130	6,556,654	183,690	1,348,894	-	-	350,837	8,444,205	
Rent	-	146,441	15,138	85,175	-	-	66,548	313,302	
Office costs	3,922	158,589	2,830	8,611	-	-	86,976	260,928	
Utilities	-	12,900	-	12	-	-	-	12,912	
IT and communications	129	113,805	2,902	6,283	-	-	67,397	190,516	
Development costs	535	-	2,000	-	-	-	288	2,823	
Finance costs	652	248,947	54,219	27,101	-	-	7,143	338,062	
Legal and Professional fees	13,104	141,709	223	1,987	31,084	-	158,069	346,176	
Depreciation and gains/losses on disposals	-	-	-	-	-	-	53,612	53,612	
Travel costs	6,398	221,351	6,060	8,187	-	-	11,963	253,959	
	323,266	12,227,649	827,804	2,251,545	31,084	-	1,981,669	17,643,017	
Support and governance costs	-	1,530,323	177,893	304,537	(31,084)	-	(1,981,669)	-	
Total expenditure 2021	323,266	13,757,972	1,005,697	2,556,082	-	-	-	17,643,017	

Notes to the financial statements

For the year ended 31 December 2022

5 Net income/(expenditure) for the year

This is stated after charging / (crediting):

	2022 £	2021 £
Depreciation	43,113	28,312
Losses on disposals of tangible fixed assets	-	25,297
Operating lease rentals:		
Property	61,600	61,600
Auditors' remuneration (net of VAT) :		
Audit UK (Statutory Audit)	28,680	21,700
Other services - donor audits	138,241	59,000
Other services - donor audits non-SV	8,880	-
Foreign exchange gains	30,009	274,919

The reduction in forex gains is due to the correction to recognise forex movements in support costs as they cannot be charged to projects.

6 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2022 £	2021 £
Salaries and wages	2,800,886	2,112,735
Social security costs	333,125	233,254
Employer's contribution to defined contribution pension schemes	126,843	95,624
Project staff - Internews & other direct contracted staff**	4,524,164	4,795,320
Redundancy and termination costs	22,311	4,227
Total emoluments paid to staff were:	7,807,330	7,241,160
Other human resources costs	198,016	185,362
Total staff costs	8,005,346	7,426,522

**The Salaries of staff of Internews International (Paris) amounted to £483,872 (2021: £370,465)

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

	2022 No.	2021 No.
£60,000 - £69,999	4	2
£70,000 - £79,999	2	1
£80,000 - £89,999	2	3
£90,000 - £99,999	-	-
£100,000 - £109,000	-	-
£110,000 - £119,999	-	1
	8	7

The total employee benefits of the key management personnel were £696,202 (2021: £522,726).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £8,402 (2021: £nil) incurred by three (2021: nil) members relating to attendance at meetings of the trustees.

7 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2022 No.	2021 No.
Charitable Expenditure	44	36
Support & Governance	9	7
Raising Funds	5	5
	<u>59</u>	<u>48</u>

Staff of Internews Network, other contractors and local staff working on Internews Europe's projects were 368 (December 2021: 280). Total staff engaged on Internews Europe's projects by the staff of Internews Network are estimated at 107 (2021: 152)

8 Related party transactions

Internews Europe maintains a formal 'Strategic Alliance' with Internews Network; a US based non-profit organisation which was the first media development organisation to bear the Internews name and brand. A Memorandum of Understanding to firmly establish a strategic alliance was signed by the boards of both entities in September 2014. Through this Memorandum of Understanding (MOU), Internews Network (IUS or Internews US) and Internews Europe (IEU) express their joint commitment and intent to form a Strategic Alliance which aims to create greater programme impact and public benefit than two separate organisations would be able to achieve on their own. The alliance approach is particularly intended to ensure seamless delivery of programmes through regional and country offices, and greater sharing and application of effective organisational learning. Nevertheless, IEU and IUS purposefully maintain separate governance bodies and each legal entity has its own CEO.

One of the trustees of Internews Network, David Hoffman, is on the board of both entities. Matt Chanoff is the Internews Network Board representative on the Board of Internews Europe. Ms. Meera Selva (CEO of Internews Europe) is the Internews Europe Board representative on the Board of Internews Network. The IEU Chief Executive Officer (Ms. Meera Selva), Head of Grants and Contracts (Denis Kovalenko) and the company's Treasurer (Mary Trussell), are on the board of Internews International, based in Paris.

At the end-of the financial year 31.12.22 IEU had a net debtor balance with IUS of £1,067,143 (2021: £576,134) All transactions were at an arm's length basis. Internews Europe's subsidiary, Internews International also owed a net total of £126,357 (2021: £68,367) as of the same date. Internews Europe, continued its representation on the Board of Trustees of CDAC (Communication in Disaster Affected Communities) during the year.

Donations amounting to £12,465 (cash and pledges) from trustees have been recognised during the year, (2021: £4,592). All were unrestricted. Internews Europe maintained its effective control of the French Non-Profit Association, Internews International (RNA no. W751139592, SIRET no. 425 132 347 000 13 APE 913). Internews Media Development, registered as a non-profit entity in Ireland by Internews Europe in 2017, remained dormant.

9 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Notes to the financial statements

For the year ended 31 December 2022

10 Tangible fixed assets

The group and charity

	Fixtures and fittings £	Office equipment & computers £	Office furniture £	Total £
Cost				
At the start of the year	59,353	75,366	25,590	160,310
Additions in the year	-	36,911	-	36,911
At the end of the year	59,353	112,277	25,590	197,220
Depreciation				
At the start of the year	8,904	43,670	4,265	56,839
Charge for the year	11,870	24,845	6,398	43,113
At the end of the year	20,774	68,515	10,663	99,952
Net book value at end of the year	38,579	43,762	14,927	97,268
At the start of the year	50,450	31,696	21,325	103,472

All of the above assets are used for charitable purposes.

11 Debtors

	The group		The charity	
	2022 £	2021 £	2022 £	2021 £
Accounts receivable	1,080,046	576,134	1,078,193	576,134
Programme advances	486,191	469,817	486,191	469,817
Other debtors	378,258	110,127	378,262	102,896
Balance due from subsidiary/other	-	-	126,357	68,367
Accrued income	1,028,917	987,248	1,028,917	987,248
Prepayments	56,985	23,847	38,814	23,848
	3,030,397	2,167,173	3,136,734	2,228,310

12 Creditors: amounts falling due within one year

	The group		The charity	
	2022 £	2021 £	2022 £	2021 £
Trade creditors	652,148	489,300	652,148	489,300
Taxation and social security	100,944	101,044	100,944	101,044
Other/Sundry creditors	192,915	19,994	209,601	19,994
Accruals	162,695	299,787	162,695	296,781
Deferred income (note 13)	700,695	1,280,967	700,695	1,280,967
	1,809,398	2,191,092	1,826,084	2,188,086

Notes to the financial statements

For the year ended 31 December 2022

13 Deferred income

Deferred Income shown, relates to pre-financed monies received, unspent and unearned as at the year end.

	The group		The charity	
	2022	2021	2022	2021
	£	£	£	£
Balance at the beginning of the year	1,280,967	-	1,280,967	-
Amount released to income in the year	(1,280,967)	-	(1,280,967)	-
Amount deferred in the year	700,695	1,280,967	700,695	1,280,967
Balance at the end of the year	700,695	1,280,967	700,695	1,280,967

14a Analysis of group net assets between funds (current year)

	General unrestricted £	Restricted funds £	Total funds £
Tangible fixed assets	97,268	-	97,268
Net current assets	(31,769)	6,724,574	6,692,805
Net assets at the end of the year	65,499	6,724,574	6,790,073

14b Analysis of group net assets between funds (prior year)

	General unrestricted £	Restricted funds £	Total funds £
Tangible fixed assets	103,471	-	103,471
Net current assets	70,563	5,892,572	5,963,135
Net assets at the end of the year	174,034	5,892,572	6,066,606

15a Movements in funds (current year) - Group

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
Democracy and Governance	3,402,139	13,482,299	12,822,425	1,535,993	5,598,006
Environment	1,807,170	1,990,605	2,441,168	(1,009,130)	347,477
Humanitarian	683,263	69,538	45,566	71,856	779,091
Total restricted funds	5,892,572	15,542,442	15,309,159	598,719	6,724,574
Unrestricted funds:					
General	174,034	2,249,320	1,759,136	(598,719)	65,499
Total unrestricted funds	174,034	2,249,320	1,759,136	(598,719)	65,499
Total funds	6,066,606	17,791,762	17,068,295	-	6,790,073

15b Movements in funds (prior year)

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
Democracy and Governance	5,646,123	10,741,436	12,985,420	-	3,402,139
Environment	1,833,211	886,036	912,077	-	1,807,170
Humanitarian	1,770,563	1,341,011	2,428,311	-	683,263
Total restricted funds	9,249,897	12,968,483	16,325,808	-	5,892,572
Unrestricted funds:					
General	333,951	1,157,292	1,317,209	-	174,034
Total unrestricted funds	333,951	1,157,292	1,317,209	-	174,034
Total funds	9,583,848	14,125,775	17,643,017	-	6,066,606

Purposes of restricted funds

Democracy, Governance and Human Rights

Democracy and Governance

Media serve a crucial watchdog function, providing citizens with the information they need to keep the public and private sectors accountable. In many countries, however, repressive legal environments inhibit the media's ability to play this role. Moreover, some journalists lack the skills to conduct the in-depth investigative reporting that is essential to accountability.

Internews has trained journalists in investigative reporting, produced television programming to encourage dialogue on corruption, and helped reform media laws, including expanding freedom of information rights.

Human Rights : Internews trains both professional and citizen journalists to analyse and report on human rights issues more effectively. We support independent media to preserve access to information and promote the monitoring of human rights violations.

Conflict and Stabilisation : Projects to support media, community mobilisation, and access to information with the aim of long-term efforts to build trust between governments and the governed and contribute to peace. Internews brings together journalists from diverse media outlets working in different languages to improve their professional standards of news reporting.

Environment

Environment: The Earth Journalism Network (EJN) – established by Internews – creates networks of environmental journalists in countries where they don't exist, and builds their capacity where they do. Through training workshops and development of training materials, support for production and distribution, the provision of small grants, and creation of unique data mapping platforms, EJN works with journalists in developing countries to find innovative solutions to the world's most pressing environmental issues of today.

We support freedom of expression by helping to keep information flows open and connecting human rights defenders with their local media.

Our work also aims to reduce the potential for harm to journalists, writers and other civil society activists in countries where they are most at risk. We also build the independence and credibility of emerging information stakeholders, such as internet bloggers, to allow communities to trust in their most prolific sources of information.

Notes to the financial statements

For the year ended 31 December 2022

15b Movements in funds (prior year) Continued

Humanitarian

Humanitarian: In disasters people affected by the unfolding tragedy need more than physical necessities: they also have an urgent need for information. From earthquakes to armed conflicts, survival can depend on knowing the answers to questions such as: is it safe to go back home? Should I stay with my family or go elsewhere for help? What is the extent of the damage? Where can I get clean water and food? What are the symptoms of cholera? Where is the nearest health facility? Internews addresses these questions with a range of ongoing information services.

The CDAC secretariat hosted by IEU, builds the capacity of members to respond to humanitarian disasters, and builds the emergency roster of skilled and experience communication experts.

Transfers between funds

Transfers between funds relate to three main issues:

- Restricted funds had been misallocated between themes in the prior year's accounts. Therefore these have been reclassified via transfers in
- Restricted funds included deficit funds that have been carried forward for a number of years. It is now clear that there is no expectation that further funding will be received to cover these so funds have been transferred from unrestricted to bring these to nil.
- A full review of restricted fund balances was also carried out to ensure any old balances relating to closed projects have been brought to nil. Transfers were also made for these.

16 Reconciliation of net income to net cash flow from operating activities

	2022	2021
		£
Net movements in funds for the reporting period (as per the statement of financial activities)	723,467	(3,517,242)
Depreciation charges	43,113	28,312
Losses on disposals of tangible fixed assets	-	25,297
(Increase)/decrease in debtors	(863,224)	(112,560)
Increase in creditors	(381,694)	1,583,393
Net cash (used in)/provided by operating activities	(478,338)	(1,992,800)

17 Operating lease commitments

	Property		Equipment	
	2022	2021	2022	2021
	£	£	£	£
In one year	61,600	61,600	1,181	1,464
One to five years	141,167	205,000	2,953	5,670
	202,767	266,600	4,134	7,133

18 Capital commitments

At the balance sheet date, the charity had no capital commitments (2021: £nil).

19 Contingent assets or liabilities

At the balance sheet date the charity had no contingent assets or contingent liabilities.

20 Legal status of the charity

The Charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £10

Internews Europe

Notes to the financial statements

For the year ended 31 December 2022

21 Subsidiary undertaking

The charitable company maintains effective control over Internews International, a company registered in France. The company number is 425 132 347 00013 (Numero Siret) and charity (Association) number is RNA W751139592 . The registered office address is 21 bis rue du Simplon, 75018 Paris

The subsidiary is used for charitable activities in Europe. All activities have been consolidated on a line by line basis in the statement of financial activities. Available profits are gift aided to the charitable company.

The Internews Europe's Chief Executive Officer, head of Grants and Contract, Internews Europe's Treasurer (Trustee) and Internews Network's Chief Operating Officer, currently constitute the directors of the subsidiary.

21 Subsidiary undertaking (continued)

A summary of the results of the subsidiary is shown below:

	2022 £	2021 £
Turnover	783,020	501,018
Administrative expenses	(838,371)	(524,267)
(Deficit) for the financial year	(55,351)	(23,249)
(Loss) on ordinary activities	(55,351)	(23,249)
Reserves		
Brought forward	(54,390)	(32,947)
Exchange Adjustment	-	1,806
(Deficit) for the year	(55,351)	(23,249)
	(109,741)	(54,390)
The aggregate of the assets, liabilities and funds was:		
Assets	55,282	65,966
Liabilities	(165,023)	(120,356)
Total funds	(109,741)	(54,390)

During the year, Internews Europe's net costs incurred on behalf of Internews International were **£126,357 (2021: £68,367)**. These costs were stated on the Charity's balance sheet (Intercompany account) - see note 11.

22 Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2022 £	2021 £
Gross income	17,791,762	14,086,148
Result for the year	(268,329)	(3,495,799)

INTERNEWS EUROPE

England & Wales - Charity number 1148404

Accounts



Annual Report & Consolidated Financial Statements

INTERNEWS EUROPE
31 DECEMBER 2021

Company number: 07891107
Charity number: 1148404



Internews Europe
Reference and administrative details
For the year ended 31 December 2021

Company number	07891107	
Charity number	1148404	
Registered office and operational address	13-14 Angel Gate, London, EC1V 2PT	
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:	
	Mr Mark Stephens CBE	Chair
	Mrs Daisy McAndrew	Vice-Chair
	Mrs Carolyn Hink	Treasurer
	Dr Saleyha Ahsan	
	Mr Yann Borgstedt	
	Mr Sach Chandaria	
	Mr Matt Chanoff	
	Mrs Kristina Henschen	
	Mr David Hoffman	
	Ms Meera Selva	(Appointed: 25 th May 2021)
Key Management Personnel	Ms Jodie Ginsberg	Chief Executive Officer (resigned March 31 2022)
	Ms Rosie Parkyn	Acting Chief Executive Officer and Global Director of Impact (from 01 April 2022)
	Mrs Foluke Mogaji	Senior Director of Finance & Resources (resigned 5 th May 2022)
	Mr Abdurahman Sharif	Senior Director of Outreach and Partnerships (from 25 th January 2021)
	Mrs Claire Palmer	Director of Philanthropy
	Mr Denis Kovalenko	Head of Grants, Contracts & Compliance
Bankers	Barclays Bank PLC 27 Soho Square London W1D 3QR	
Solicitors	Bates, Wells and Braithwaite 10 Queen Street Place London EC4R 1BE	
Auditor	Sayer Vincent LLP Chartered accountants and statutory auditors Invicta House 108-114 Golden Lane London, EC1Y 0TL	

Foreword

This year was another one of dramatic global change. The effects of the global pandemic continued to be felt, with major health and economic impacts experienced globally. That was coupled with major upheaval in a number of the countries in which Internews has worked for many years, notably Myanmar and Afghanistan.

While total income remained at similar levels to 2020, Internews Europe experienced increased visibility in 2021, reflecting the continued importance the organisation's mission to support accurate and trustworthy information at all times, including crisis. We secured funding to deliver our Afghanistan response, saw increased funding from Foundations, and built new funding relationships with the Belgian Department for Foreign Affairs and the World Health Organization. We continued the Rapid Response Fund for Latin America and the Caribbean launched in 2020, in addition to tackling COVID 19 mis- and disinformation in the African Great Lakes region and expanding our work in countries where freedom of expression is highly restricted. Along with our sister organisation the Internews Network, we worked in 106 countries, supporting the provision of high quality information in 135 languages.

Staff continued to adjust to remote working and a number of systems were rolled out during the year to support this, including the Internews Studio, which develops and hosts online training. Our 'One Internews' initiative, which aims to improve the efficiency of collaboration between Internews Europe and the Internews Network, shifted up a gear as we transitioned to an Enterprise Resource Planning system. This was a major internal project that will deliver greatly enhanced support for all our teams and much needed increased efficiencies. An internal database dubbed Program Source was also launched during the period to better and more systematically capture the impact of our work. We are confident this will help us hone and improve our delivery, and continue to develop innovative responses to emerging global challenges.

Our **Health Journalism Network** grew during the year, bringing together hundreds of local journalists and editors worldwide to share knowledge and expertise on reporting on health, and now has 1300 members

While health dominated the headlines in 2021, climate change remains the pressing issue of our time. Our **Environment Journalism Network** is mobilising its hundreds of members worldwide to meet the urgent task of communicating these stories, and we were particularly pleased to bring 22 fellows to Glasgow for the UN Climate Change conference in November 2021 as part of our Climate Change Media Partnership programme. These fellows brought a much needed local perspective to these global issues and a partnership with The Scotsman newspaper brought their stories to a UK audience and we hosted an official side panel attended by hundreds in person and over livestream.



Mark Stephens CBE, Chair



Rosie Parkyn, Interim CEO, Europe

We brought the insights and experiences of our partners in over 80 countries to the policy agenda on issues related to media freedom and freedom of expression, including online – where we have a wealth of expertise derived from years of work with local digital rights groups and activists. Internews Europe submitted a number of submissions to UK parliamentary inquiries in 2021, including on climate change, Afghanistan and foreign aid.

Internews' technology knowledge, combined with our media business expertise, allows us to provide bespoke, flexible and rapid support to partner media outlets that addresses the specific risks they face and the contexts in which they operate. We consider these dual offerings – technology support and business advisory services – some of the most important services that we have developed. They are increasingly in demand as civic space shrinks globally and financial burdens for media outlets increase.

Internews Europe enters 2022 working in many countries with an approved budget of £18.31m. We do so firm in the knowledge that providing access to accurate and trustworthy information is more important than ever and with renewed hope and energy that we are building the networks, expertise and advocacy skills to make this happen.

Mark Stephens CBE, Chair of Trustees

Rosie Parkyn, Interim Chief Executive Officer (from 01 April, 2022 to 16th June, 2022)

The trustees present their report and the audited financial statements for the year ended 31 December 2021. Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities SORP FRS 102.

Objectives, Activities and Public Benefit

Internews Europe is an international charity whose mission is to empower people worldwide with the trustworthy, high-quality news and information they need to make informed decisions, participate in their communities, and hold power to account.

The primary objective of the Charity as expressed in the Memorandum of Association is “The promotion of education and vocational training in the field of journalism in all its forms for the benefit of the public, in particular in countries experiencing conflict, civil unrest, or natural disaster.”

Internews Europe is led by the CEO who is accountable to the Board of Trustees. Their work is guided by a Governance Policy Statement and Trustee Terms of Reference which set out statutory and discretionary expectations and which incorporate many aspects of the Charity Governance Code. With regards to organisational purpose, leadership and decision-making, risk and control, the Board holds a minimum of three full board meetings per year. At these meetings, they evaluate and assess proposed activities, geographic presence and expansion, funding relationships, refinements to the business model, the organisation's financial position and impact for partners against the charity's strategy and purpose. They also review, set, approve and monitor annual planning goals, objectives and targets for the organisation and assess risks in close consultation with Executive Leadership. The Board Chair meets monthly with the CEO and has delegated authority from the Board to manage their performance, whilst the Finance and Audit Committee meets annually for the Treasurer to review the audit.

On integrity, the Board of Trustees understand their responsibilities for the safeguarding of Internews' staff, partners, beneficiaries and other stakeholders engaged in the delivery of the organisations charitable objects, as well as promoting the highest standards of business ethics. The CEO has operational responsibility for applying a suite of global ethics policies including business ethics, whistleblowing, non-discrimination and anti-harassment, prevention of abuse and safeguarding and conflict of interest. On board effectiveness, the Board runs regular skills audits to ensure the right mix of experience and expertise is available, and oversees the integration of equality, diversity and inclusion values and principles through Internews' Belonging, Dignity and Justice initiative, delivered by the People and Culture Team.

Public Benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Specifically, it is through the provision of our charitable activities that, by way of example:

- In humanitarian disasters, affected communities can access life-saving information to receive emergency health, water and shelter supplies.
- In fragile states and emerging democracies, all citizens are afforded more and better opportunities to speak truth to power, engage with elected officials regarding critical issues,

- holding them and the wider society to account through strengthened local media and investigative journalism; and
- In countries with limited press freedom, our tools and training help citizens access a greater plurality of views and sources of information about the world around them, by protecting credible sources of news and information.

Strategic report

Achievements and Performance

DEMOCRACY, HUMAN RIGHTS AND GOVERNANCE PROJECTS

We are working to support independent media to remain resilient against political, economic and security threats which only increase. We do this work in a broad range of countries and political contexts, each of which necessitates multi-pronged, holistic approaches and bespoke tools and strategies drawn from our expertise in legal reform, digital and operational security from journalists, information providers and media outlets, digital rights and internet freedom, media sustainability and basic journalism.

Our flagship 5 year multi-country, multi-donor programming designed to support the free flow of information where freedom of expression is most at risk continued to grow, with a 20% increase in income. Editorial, managerial and digital security support was provided to 58 media outlets, information providers and civil society groups in eleven countries – an increase from nine in 2020 - reaching an estimated 17 million people. 39% of individuals who received training and support were women. In addition, 74% of outlets supported reported that Internews had helped them to address one of their key operational issues, whilst 56% reported that Internews support had enabled them to expand their sources of revenue beyond Internews.

In Eastern Europe, the Sida-funded Audience Understanding and Digital Support (AUDS) programme supported improved digital and organisational security for over 100 outlets in Armenia, Moldova, Georgia and Ukraine, whilst also building a community of digital security specialists and auditors in the region for the longer term, facilitating connections between this group and the donor and wider internet freedom community. 21 outlets received small grants and targeted consultancy to improve understanding of their audience's needs, improve the quality of content, increase audience reach and improve financial sustainability.

Media partners produced impactful reporting on a range of issues in the public domain, including gender, health, environment, education, rural depopulation, migration, and conflicts. Some of these stories provided critically important information about health, while others helped connect communities divided by conflicts. For example, CivilNet in Armenia launched a Russian-language digest, which attracted users from neighbouring Azerbaijan despite that country remaining in the state of conflict with Armenia over Nagorno -Karabakh. Azerbaijanis now make up the third largest segment of CivilNet's followers on YouTube and Facebook. Ukrainian partner Rubryka's '[despite everything #the non-indifferent can](#)' project produced a series of stories about women who overcame difficulties in various facets of their own lives, building successful careers, managing to balance their home and work life, as well as contributing to socially significant and charitable initiatives. The stories, accompanied by the promotional social media campaign and the launch of the outlet's sticker-packs on Telegram, earned Rubryka a record number of daily website visits of over 96 thousand and contributed to the 173 percent average daily audience growth in the period covered by the AUDS grant. The combined audience of partner media grew in all countries except Armenia, which suffered the continued turmoil in the aftermath of the Nagorno-Karabakh conflict.

And despite the COVID-19 crisis, the combined online revenues of media partners grew in all countries thanks to bold experimentation with innovative business approaches, such as crowdfunding and reader support. Rubryka's popular product, '[despite everything #the non-indifferent can](#)' campaign about successful women helped *the outlet* in Ukraine to attract 63 new advertisers, which, in turn, contributed to 280 percent growth of its revenues from online sales. An investigative outlet Hetq in Armenia teamed up with IT company to launch its first crowdfunding campaign on the [web](#) and across social media [platforms](#), and earned reader donations. Hetq launched its first investigation paid entirely through reader donations. The readers have also collectively proposed the issue of labour rights violations for the investigation and provided a dozen of leads on various instances of infringement of labour rights.

In Moldova, Sida funded the Support to Moldovan Media and Innovative Media Literacy Efforts project, which published research into subscription and donation models for Moldovan media based partly on the experience of key project partners, all of whom developed their first business plans in 2021. The project also supported the development of a code of conduct for social media use by Moldovan journalists. Internews awarded six Media Information Gaps Grants (MIGG) out of 54 applications while prioritising projects outside Chisinau that support media literacy and consumption of quality media. launched a transformational media literacy board game called Media Jungle, which was initially developed by Internews in Central Asia with the support of the European Union. The game helps young people develop critical thinking skills and the ability to identify fake news.

In Malaysia, our European Commission (EC) funded project 'Suara Masyarakat' (Community Voices) continued into its second year. The project's goal is to promote good governance, transparency and accountability by empowering information producers and journalists, and a number of activities were delivered to this end in 2021. These included the publication of Malaysia's first [Information Ecosystem Assessment](#), gaining insight into local information needs, especially among youth and marginalised communities, and training in mobile data and investigative journalism for hundreds of journalists, citizen journalists, activists and content producers, including those representing indigenous and rural communities. It should be noted that Malaysia has dropped 18 ranks in the World Press Freedom Index from 101 in 2020, to 119 in 2021. Towards the end of 2021, there was a surge in police harassment of journalists, activists and protesters, with free speech under increasing threat.

Seven stories covering local environmental issues were published in December 2021 by trainees. Their stories were in Mandarin and English and highlighted [e-waste management](#), [coal usage's impact on local and Indigenous communities](#), and the [Reimagine Plastic recycling project](#). These stories have been published on notable media such as the Oriental Daily and Macaranga (an online news portal specialising in environmental journalism).

In India, Internews partnered with the BBC World Service and DataLeads to bring BBC initiatives the Young Reporter programme and BBC Beyond Fake News to the country. This co-created initiative to build media and digital literacy and community resilience to mis and disinformation reached 8000 students in 160 schools in 27 states.

Under the Sida-funded Zimbabwe Media Development Project (ZMD), a growing number of rural media organisations have been able to meet an acute gap in information provision through citizen-based, participatory reporting. According to the project's evaluation, 93 percent of surveyed journalists reported gaining new skills and knowledge in digital media production and social media news generation and dissemination because of the training they received. The evaluation

concluded that the project has contributed towards better-informed communities in the south of Zimbabwe, who are increasingly included in the national dialogue and empowered to hold authorities to account. Several stories produced by partners has resulted in actions taken by local authorities and communities.



Community Radio in Bulawayo, Zimbabwe

In Democratic Republic of Congo, support from the European Union for the Independent and Innovative Media Project has resulted in many media outlets expanding their presence online, increasing their audience share and developing new sources of revenue. Sida-funded advocacy activities are helping to promote legal reform granting legal status for community radios which will include tax exemption.

In Iraq, Internews entered the third year of the Aswatouna (Our Voices) programme, funded by Sida and focussed on empowering women to participate equally as citizens and decision-makers by strengthening and expanding their voices in the public sphere. Over 470 journalists and human rights defenders received support to improve their communication, advocacy, and managerial skills, basic digital and physical security, psychosocial care and stress management, mobile journalism skills, as well as gender-sensitive, political and economic reporting.



Women's Media Festival, Iraq

In Lebanon, Internews Europe collaborated with Maharat Foundation to deliver the first year of the Netherlands Ministry of Foreign Affairs-funded project Advancing Diverse Voices in Lebanon (ADVIL). Through increased and improved understanding of the media landscape in Lebanon and by enhancing citizen journalists' abilities to understand and address information gaps in their communities, the project is intended to increase the inclusion of diverse voices and rights-based reporting in local media. A baseline study conducted with the URIKA Agency sought to establish the existing information consumption habits and preferences of audiences - particularly women and youth - as well as the role of new and emerging media outlets in the country.

ENVIRONMENT PROJECTS

The Earth Journalism Network (EJN's) Biodiversity Media Initiative, now in its second phase after its conception in 2016, is working to highlight the biodiversity crisis worldwide through its partner organisations and journalists. We have delivered Biodiversity Media Grants to strengthen journalism networks and media organisations to report on biodiversity and conservation issues. One grantee recipient, Open Knowledge Brazil, delivered data journalism training to 323 journalists, with a focus on how this can be used to investigate deforestation and other pressing issues facing the Amazon rainforest. Through these grants we have also supported the creation of the first national journalism networks focused on biodiversity reporting in Mongolia, Mexico and Côte d'Ivoire. The project has also provided funding and editorial support to 25 journalists to report on the pressing biodiversity concerns of the day, covering everything from bushmeat trade in Cameroon to fair access and benefit sharing for snake venom harvesters Chennai, India. 2022 will see the launch of one of EJN's first self-paced e-learning courses for biodiversity reporters – 'From Microbes to Rainforests' – providing journalists with the fundamental knowledge of biodiversity science and governance needed to report effectively on these issues.



A resident of Sokokembang Hamlet shows good quality red coffee cherries picked from the forest to be processed for sale as 'Gibbon Coffee', Indonesia. Credit: Hartatik via suaramerdeka.com.

EJN's UN Ocean Project has supported a suite of activities to complement the launch of the UN Decade of Ocean Science (2021-2030) and the 2nd UN Ocean Conference. This has included webinars and story grant funding for journalists writing on the theme of Sustainable Development Goal 14: Life Below Water. EJN will also bring a cohort of fellows to the UN Ocean Conference when it takes place in Lisbon, Portugal, in 2022.



EJN Fellows interview a fishmonger about sustainable fishing practices in Lisbon, Portugal.

2021 also saw the launch of a new project, funded by the Swedish Postcode Lottery Foundation, on the highly topical issue of “green recovery” from the Covid-19 pandemic – a touted win-win situation where Covid-19 recovery packages are invested into green initiatives that work towards a sustainable future. This is a critical time to ensure that governments are kept accountable for their green commitments, and a cohort of grantees will be reporting on the green, or not-so-green, spending in their countries worldwide.

After a year’s delay due to the Covid-19 pandemic, Glasgow finally hosted the UN Climate Change conference COP26 in November 2021. Despite facing many logistical challenges due to the ongoing Covid-19 crisis, EJN succeeded in bringing a cohort of 22 fellows to the conference as part of its flagship Climate Change Media Partnership programme, which was started in 2007. These fellows represented countries from all over the world, and for many this was the first time they were able to attend and report from such an event. They published an incredible 226 stories between them on the conference proceedings, and the CCMP programme, EJN and Internews were highlighted in an official EJN-led COP26 side panel event – ‘Journalism in a Changing World: Improving Climate Coverage and Including More Voices’, attended by a packed-out audience at the COP as well as hundreds more over livestream.



COP26 panel: 'Journalism in a Changing World: Improving Climate Coverage and Including More Voices'.

HEALTH PROJECTS

In Latin America and the Caribbean, Internews continued to coordinate the provision of financial and technical support to media and communicators impacted by the Covid-19 pandemic in the region through the Rapid Response Fund. Seventy-six media and communicators in 17 countries benefitted from small grants to cover their operational costs and invest in the production of content on the pandemic with a focus on priority audiences, including indigenous people, afro-descendants, migrants, women and the LGBTQ+ community.

To date, the Rapid Response Fund has supported the production of over 350 pieces of dedicated content in 29 languages, including radio spots and programmes, podcasts, audio-visual materials, newspapers, brochures, special investigations, and multimedia campaigns. This content has ensured that the most vulnerable communities across Latin America and the Caribbean have sustained access to trustworthy, needs-driven information on Covid-19 infections, prevention, and vaccines, and raised the visibility of the differentiated effects of the pandemic on certain groups in relation to gender-based violence, education, employment, food security, mental health and sexual and reproductive rights, among others.

In addition, over 80 media and communicators have received technical support under the programme, through trainings and mentorships in administration, finance, and investigative journalism with a focus on health journalism, fact-checking, gender and new formats. The programme has also promoted the emergence of support networks, including through the creation of the Red de Defensores de la Libertad de Expresión en América Latina (Network of Freedom of Expression Defenders in Latin America), joined by media and communicators interested in strengthening their professional skills and giving visibility to aggressions against the press in their

locality. Thus the project has supported the provision of desperately needed information about covid as well as strengthening the media sector as a whole for future crisis.



Residents of Vichada and Guanía in Colombia read the December 2021 issue of Rapid Response Fund grantee El Morichal, which includes content on COVID-19 prevention and vaccines in Sikuani and Puniave languages. Credit: El Morichal

Information Saves Lives: Covid-19 in Afghanistan, funded by the EC, completed its first year in 2021. The project was designed to ensure that accurate, timely, and contextualized information about the COVID-19 epidemic reaches citizens across Afghanistan to allow people to make informed decisions for themselves, their families, and their communities and to mitigate the impacts of misinformation. It continued despite the deteriorating security situation and the political uncertainty linked to the decision by the US to withdraw troops. The fall of many provinces in June and July to the Taliban which culminated in the takeover of Kabul in August, saw the suspension of activities until November.

Partner broadcasters have significant reach across the country: Salam Watandar broadcasts to over two million people, whilst ToloTV has a 60% audience share and is watched across Afghanistan. 250 pieces of TV and audio content were produced and aired, including features, investigative reports, public service announcements and roundtable discussions.

In Democratic Republic of Congo, the Sida-funded project Communicating with Communities to Support the COVID-19 Vaccine Rollout in DRC launched in 2021. Internews is working closely with the Ministry of Health to develop staff capacity to monitor and respond to misinformation in anticipation of future disease outbreaks and public health crisis through application of Internews rumour tracking methodology.



Session with Community radio staff, DRC

ACCESS, the FCDO-funded programme focussed on Sexual and Reproductive Health and Rights closed towards the end of 2021. Initially designed to provide SRHR information to residents of the Kyangwali Refugee Settlement in Uganda with partner radio station Spice FM, we broadened the scope during the final months to providing webinars and resources on SRHR in multiple languages for a global community of health reporters, as well as story grants to support stories on SRHR, so often a taboo subject that journalists are increasingly discouraged from covering.

Financial Review

The detailed results for the year and the state of affairs on 31 December 2021 are set out in the financial statements. The Trustees confirm that, in their opinion, applicable accounting standards and statements of recommended practice have been followed.

Total expenditure for the year was **£17.64m** and income was **£14.13m**. It is to be noted that the higher expenditure amounts are a result of delivering activities postponed in 2020 because of the pandemic. Getting programme implementation back on track has been a success. Compared to previous years, Internews Europe's activities experienced stable growth in 2021, which along with its rapid year on year growth trajectory is commendable. 2021 saw further progress in securing new funding income streams and forecasts for 2022 indicate the potential for further, incremental growth.

Reserves Policy

The board of trustees reviews the reserves policy on an annual basis. The current minimum target, as reviewed and determined by the trustees remains three months of overhead operating expenditure. On 31st December 2021 our unrestricted group reserves showed **£174k compared with £333k at the end of 2020**.

While the reported reserves are at lower levels this year, we can expect these to rise in accordance with Internews continued fundraising efforts and focus on unrestricted giving around our 40th anniversary. This has taken Internews Europe into a new phase compared to previous years where it showed an unrestricted deficit. The origins of the unrestricted fund deficit lay in 2012/13 when Internews Europe's headquarters was relocated from Paris to London. From the accounting year of 2015 onwards, the charity has enjoyed in-year surpluses on unrestricted funds, which have gradually reduced the

unrestricted deficit and aid foundations for a reserve.

The organisation continues to work towards its reserves target through a focused approach to securing unrestricted funding, from trusts and foundations and corporate donors.

Significant Events

COVID – 19 Developments

COVID-19 continued to impact globally throughout 2021. Internews Europe programmes remained focussed on the need to provide high quality, impartial information, reduce the prevalence of mis and disinformation and support media to weather the economic and political fallout. In collaboration with the Internews Network, we continued to prioritise the health and wellbeing of staff and retain robust health protocols, with many Internews offices continuing to work in a 'flexible first' fashion, meaning staff are able to work from home or from offices as desired.

During the period, Internews moved its London offices from Old Street to Angel, and is adopting a hybrid work approach that allows simultaneous in-person and virtual meetings.

Rapidly closing civic space

A number of the countries in which Internews has been operating for a significant number of years experienced severe political turbulence during the period, most notably Myanmar and Afghanistan. Internews was able to rapidly adjust its approach to programming in both countries and hired an emergency response coordinator specifically for Afghanistan. We were able to evacuate a number of staff members and their families as well as high risk partners and continue to

offer remote support to individuals seeking support.

Brexit

Whilst the UK has officially left the European Union, UK-based INGOs can still access some funding streams as a third country, although there have been changes to funding eligibility and processes. Internews Europe won two competitive funding bids in 2021.

Internews International, the French entity registered in 1999 and in which leadership for the Freedom of Expression programme sits, remains a key element of Internews Europe's ability to maintain a broad donor base and distributed programmatic expertise and operations. Work is currently underway to further enhance Internews International's role in the diversification of our funding.

Internews Europe's subsidiary in Dublin remained dormant through 2021. Further financial details on the group can be observed from the consolidated financial statements for the year ending 31 December 2021.

External Events

The UK hosted in June 2021 the first in-person G7 summit in almost two years. Jodie Ginsberg, former CEO of Internews Europe, was among 99 Civil Society participants from the United Kingdom, G7 countries and across the world selected to participate in the Civil Society 7 Summit. Internews contributed to a note on Civic Space and Open Societies and contributed to the [Civil Society 7 Communique](#), successfully lobbying to incorporate a section on *'providing long term, flexible funding for civil society and media organisations to enable them to become more effective and resilient in the face of increased restrictions'*.

Internews participated in the first Vaccine Confidence Summit hosted by the UK on 2nd

June 2021, and continued to play a key role in the Media Freedom Coalition as a member of the Advisory Network and trusted advisor helping to shape the agenda for the Media Freedom Conference in Tallin, Estonia in February 2022.

Belonging, Dignity & Justice

Internews' Belonging, Dignity & Justice (BDJ) program came into being in 2020. We have worked with consultancy Decolonize Design to ensure Internews is a place where everyone can thrive with three working groups created to address the opportunities surfaced by our organisational climate assessment. These focused on pathways for progression, the review of policies and procedures including our code of conduct and recruitment policy, and the creation of an Inclusive Language Guide to help staff find the right words when speaking to and of others. Elsewhere, many recruitment and compensation process improvements were made to increase diversity and equity, including running all job descriptions through a Gender Decoder to find and remove bias and increased transparency around pay and promotion. Additionally, Internews launched two affinity (employee resource) groups in 2021 to create spaces for staff to be themselves, connect with other Internewsers and develop professionally: our "Alphabet Alliance" for LGBTQIA+ staff members, and our "Beginnings" group for early career staff member.

Principal funding sources

Most of our income is derived from public donor agencies supporting international development. Wins from such entities comprised 95% of total new awards secured in 2021 vs in 2020 where it stood at 92.5%. Thematic diversification in 2021 continues to be a key IEU strength: Democracy & Human Rights funding comprised 53% of total wins (at par with 2020), followed by Environment at 31% (significant increase from 2020), Health at 9% (significant decrease from 2020)

where it stood at over 40%) and other sectors making up the rest.

This year also saw the continuation of much-valued in-kind support and unrestricted support from corporate partners: Sky News; Slaughter & May; Ropes & Gray and News UK.

We were also delighted to continue projects funded the following foundations: Bertarelli; Calouste Gulbenkian; Arcadia; and OSF and begin new projects funded by: The Mercury Phoenix Trust; Swedish Postcode Foundation; Commonwealth Foundation and Adessium.

The trustees are additionally grateful to the contributions of Slaughter & May, Ropes & Gray, Mayer Brown and Howard Kennedy for a range of pro-bono legal and other facilitation support this year.

Going Concern Review

For the reasons set out above, and outlined further in accounting policy 1(d), the Trustees consider it appropriate to prepare the accounts on the going concern basis.

At the end of the 2021 financial year, Internews Europe had been awarded new donations and contracts with a total value of US\$21.99m over the next 3 years in addition to existing work/income, with a strong and growing pipeline of other income developing in 2021 through subsequent years.

Processes of monthly and 12 month rolling forecasts of income and expenditure, including cash management procedures, have ensured the charity maintains strong liquidity with forecasts showing a further strengthened position over the coming 12 months.

Internews continues to further its efforts in its pursuing an aggressive donor diversification strategy which reduces over-reliance on any one donor. In addition, we continue to develop strategies to build unrestricted income.

We expect disruption to the donor landscape as a result of the Russian invasion of Ukraine, with donor agencies revising their development strategies in order to increase support to Ukraine, improve defence, enable refugee resettlement and address food security issues arising globally. However, we are engaging extensively with this community to underscore the importance of continued support to high quality, accurate information in the region and beyond, including - but not limited to - bolstering independent Russian-language media, supporting digital and physical security for journalists and media outlets under threat, and addressing mis and disinformation related to the conflict.

Fundraising Regulation

All Internews fundraising activities are managed in house. Our development department manages relationships with governmental, multilateral and NGO donors whilst the Philanthropy Department is responsible for fundraising from individual supporters, private foundations and corporations.

Internews Europe is registered with the Fundraising Regulator. There were no complaints received during the year and, likewise, no-incidents of non-compliance with the applicable code.

Risk Management

Internews Europe adopts a rigorous approach to risk management which allows the trustees and Senior Management Team to take a contemporaneous and informed view of the organisation's risk tolerance level. They are supported in doing so by an Enterprise Risk Management Team who flag urgent concerns and provide a monthly overview of top risks and trends.

Such an approach is necessary for Internews to implement complex programmes, with success and well-managed risk, in a range of the most fragile states in the world and in view of increased unpredictability

The trustees actively review the major risks to which the charity is exposed to ensure that systems are in place to monitor and mitigate those risks. A review of the strategic risk register takes place during all scheduled trustee board meetings and on an ad-hoc basis if and when risks are re-graded to the higher levels in the register. The trustees also determine which areas of risk they wish to review in detail on a standing basis, irrespective of the risk ratings.

Senior managers take operational responsibility for risk mitigation in all areas; for example, by ensuring appropriate internal controls and policies are in place whilst regularly monitoring risks from the external operating environment. Specifically, the management group receives information via a more detailed programme portfolio risk register which identifies specific risks and actions required down to the level of each individual project. In turn, this information feeds the overall strategic risk register as reviewed by the trustees.

The trustees believe these actions provide sufficient early warning systems, and the

requisite controls and procedures in the event of adverse conditions.

Principal Risks and Uncertainties

Increased Growth: Increased demand for Internews Europe's expertise and programming creates pressure on the operating model, with pressure on workloads and staff wellbeing and potential dilution of programmatic quality. Recruitment of new staff, increased investment in key operational roles, efforts to align more closely with the Internews Network to reduce inefficiencies and improved risk management reduce this strain.

Global shocks: 2021 saw the continued aftershocks of the global pandemic. Internews implemented robust operational security protocols which enabled swift and decisive action to mitigate the health risk to staff across the organisation, and deeply embedded tools and practices for distributed working which meant a smooth transition to remote working. Over the last two years, the Field Operations & Security team has routinely monitored the global impacts and developments of COVID-19 on a country-by-country basis and adapted protocols related to events and travel accordingly.

Internews has also been working hard in response to the many crises that have unfolded around the globe – including in Myanmar, Afghanistan and Ukraine – over the last 12 months. In some locations Internews has shifted its working strategies and/or closed offices out of an abundance of staff security concerns. Some programs have moved to programming out of alternate locations as well.

We have been highly effective in influencing funder strategies in response to these crisis,

swiftly mobilising resources to increase the digital and operational security of our partners through the provision of specialist expertise and equipment which ensures they are able to continue reporting, and setting up humanitarian information operations to support the broader population.

At the time of writing, Russia's invasion of Ukraine has been underway for three months. Immediate steps were taken to ensure the safety of staff and partners, whilst donors have proven supportive of Internews' response and have turned to Internews for guidance on media and information dynamics in the region. Access to a diverse donor base across the Alliance has enabled Internews to marshal the necessary resources to act quickly. Whilst we expect some European donors to reallocate human rights and democracy funding to support refugee resettlement, the importance of supporting high quality, accurate information about the conflict is well recognised. Internews has been effective at reinforcing this message across the fora in which we are involved.

Operational Security: There are inherent risks to working in fragile states, those vulnerable to disasters, or countries in the midst of very volatile security environments. As has been seen over the last year, these risks are impacting all regions of the world and can impact countries that are already considered elevated risk or may happen in countries that are not classified as such generally. The trustees periodically and carefully review the organisation's ability to continue to operate programmes in high-risk environments, and in areas that could be facing shifting security environments, to ensure that we have well developed procedures and protocols for working in such environments. These include a well-established and prepared emergency management structure shared with our allied entity in the US, involving a Global Security Policy, robust travel policy and journey management programme and reserves available for emergencies.-

These procedures are managed and overseen by the Field Operations and Security team. This team monitors the security situation for all of Internews' in-country operations around the world to routinely assess for potential risks to personnel, our office, operating locations, posture, and more. The team has significant experience developing business continuity plans for environments at risk of undergoing volatile security situations or shifting landscapes.-The trustees are of the view that maintaining such resources and operational capacity is essential for the organisation to achieve its charitable purposes.

Digital Security: The risk of a cybersecurity attack is ever-present and could result in harm to our staff and partners, pose reputational risk, cause financial harm, create legal liabilities and affect our ability to operate.

Internews employs next-generation antivirus and endpoint protection software across all devices that connect to our system. Our policies and procedures are regularly reviewed in annual external cybersecurity assessment and our systems undergo yearly penetration testing. Internews' comprehensive set of end-user and internal control policies cover data privacy, privileged access, data storage and retention, account access controls, vendor risk assessment, business continuity, and more.

The risk and frequency of breaches and incidents has increased significantly in recent years. As such, Internews will continue to focus on and invest in a best-in-class cybersecurity program and capabilities. Our program will be critical in proactively protecting data while maintaining compliance with best practice and regulatory requirements. Ensuring that the security program is effectively maintained and adaptable will aid in mitigating potential risks to Internews and assure that the organisation can respond to any incidents quickly.

The trustees are of the view that maintaining such resources and operational capacity is essential for the organisation to achieve its charitable purposes.

Hostile Environment for Media Partners and Support to Media: worldwide the number of journalists killed or attacked in the course of their duties continues to remain high. Established norms that protect the fundamental principles of free expression, and the role of media as a fourth pillar of democracy face increasing hostility in all societies. These trends underscore the global need for Internews' work, but also require increasingly careful assessment of risks to partners involved, as well as creativity in responding to attendant challenges such as the inability to move money. Such assessments and adaptations go on to form the method of operation for individual projects, in such a way that impact can still be achieved whilst preserving partner safety and security.

External/Government Policy: like many UK registered international charities, Internews has developed an extensive mitigation strategy to insulate the organisation from the effects of the UK leaving the European Union and changes in the policies of any institutional donor from which we receive funds. The former further described in 'Significant Events' above, whilst the latter is dealt with through an ongoing strategy of donor diversification.

Financial: on-going volatility in the currency markets affecting multi-currency operations and programme budgets continued in 2021. This is mitigated through a well-managed treasury function and highly effective currency planning.

In addition, Internews continues to focus intensively on a donor diversification strategy to mitigate risks. Internews appointed a new Senior Director of Outreach and Partnerships to focus on building relationships with a diverse set of institutional funders. In addition, Internews has appointed a new Trusts and Foundations Officer to support the work of Director of Philanthropy, Claire Palmer.

Investment in increased external outreach, through collaboration with our newly created Alliance-wide External Affairs team will also enable us to identify potential new sources of support in future, and constant improvement and innovation to our tools and methodologies in response to the needs and realities of our partners will enable us to stay competitive.

Safeguarding and Serious Incidents

During the year, Internews continued to step up its efforts in ensuring high standards of safeguarding, monitoring and training of all relevant persons across the globe in line with the Code of Conduct set out in its Governance Policy. This strengthened by a suite of policies in six languages. These include policies on :

- Prevention of Abuse and Safeguarding,
- Non-Discrimination and Anti-Harassment
- Relationships in the Workplace,
- Business Ethics,
- Disclosure, Protection Investigation,
- Conflict of Interest.

One of such stepped up measures included the appointment of skilled consultants to review reported cases where it was felt that there was insufficient in-house expertise to deal with the matter at hand as well as a safeguarding review conducted by an external consultant.

The charity maintains its zero-tolerance policy towards abuse or other forms of serious misconduct and sets clear standards and expectations around representatives' behaviour in our international Code of Conduct. Internews' downstream partners are required to give specific assurances that they have their own safeguarding frameworks, consistent with Internews' standards.

All employees and other representatives are required to take part in both induction and recurring annual training on safeguarding and associated policies and controls (through webinars, face to face discussions and consultations) Internews continued to refer to its Safeguarding framework intended to provide absolute clarity of incident management, simplicity and accessibility within our reporting mechanisms. Internews offers various points of internal incident reporting for all UK and international representatives, in addition to an external, multi-lingual reporting and whistleblowing 'hotline' operated by Lighthouse Services.

The trustees are alive to their obligations to report the most serious misconduct or abuse to relevant authorities in the United Kingdom and other countries of operation, in particular the formal requirements for Serious Incident Reporting to the Charity Commission for England and Wales. In broader terms, this obligation is understood across the broader definitions of Serious Incidents in which the Commission would have an interest.

One Serious Incident Notifications was made to the Commission during the period covered by this report. The Charity Commission was satisfied that the trustees had dealt with the matter appropriately and responsibly.

All reported cases have been closed by the Charities Commission and donors respectively, following in-depth reviews and investigations.

An initial review of Internews Europe's safeguarding policies and practices in 2020 and in 2021 was launched during the year where Internews engaged an external consultant to advise on the organisation's current policies, processes, and practices.

We are in the process of implementing the recommendations from that report.

Plans

2021 was the second year of implementation of the Internews Alliance five-year strategic framework: Internews 2025. Internews 2025 has the following goal:

*Over the next five years, as the next 3 billion people come online, we will join with allies who share our vision, including journalists and technologists, data scientists and legal specialists, as well as artists, advocates, and storytellers. **Together, we will build healthy information environments in more than 100 countries across the globe.***

The joint focus for Internews Europe and the Internews Network in 2021 was to drive organisational resilience. This was prioritised in recognition of the need to allow staffing, systems and processes to keep pace with significant financial growth and programmatic expansion, as well as prepare for a more uncertain world with increasingly complex operating environments. Good progress was made on three overarching goals below, despite the continued impact of covid and crisis situations in Afghanistan and Myanmar. These overarching goals were broken down into objectives and key performance indicators for Internews Europe to deliver on, progress on which is reported in the matrix in the next section.

1. Building the best organisation

A Chief Operating Officer was hired to lead business operations with a remit to reduce inefficiencies and promote cost-effectiveness, strengthen enterprise risk management and improve strategic and operational planning and budgeting.

New staff were recruited to support Finance and regional teams, and the People and Culture Team focussed on increasing the provision of continuous professional development opportunities and continuing to embed Belonging, Dignity and Justice approaches, including inclusive hiring and talent development practices.

2. Building the best Alliance

2021 saw the appointment of a Global Director of Corporate Integration leading increased integration with the US entity Internews Network, resulting in the creation of global People and Culture, Technology Solutions and Services, Strategic Planning and Enterprise Risk and Field Operations teams. The roll out of finance software ERP across the organisation will improve financial management and reporting.

Whilst Internews Europe and Internews Network remain independent and have separate Boards, the intention is to minimise friction for project teams seeking support from distributed services. They can now access support across all time zones and be confident that they are engaging with a single, unified set of processes.

3. Building a better world

Internews has made investments in external affairs capacity to raise our profile and enable thought leadership, including website redesign and a focused external outreach strategy. A new events series entitled 'Turn the Mic Around' has provided a platform for Internews partners to showcase their work and amplify the issues they're affected by, and has received a positive reception. We also partnered with the Scotsman during COP26, which resulted in the publication of multiple articles by Internews' grantees reflecting the reality of climate change in some of the most acutely affected communities in the world.

Detailed Report Annual Plan 2021

Goals	Objectives	Key Performance Indicators	Assessment
1. Lead, service and support effective programmes in support of Internews' global strategy	Objective 1.1: Sustain EU- funded programmes in service of the strategic plans developed by regional Program Management Units and global teams.	1.1.1: Internews regional strategies for 2021 reflect and incorporate thematic and geographic opportunities identified by SMT.	Whilst country level engagement was challenged by restrictions on travel and in-person meetings, donor support remains high and focussed on Internews strategic priorities, resulting in £17,494 in net new awards secured in 2021, a 2.9% increase on 2020.
		1.1.2: London and Paris-based teams continue to build programmatic expertise whilst ensuring growth is operationally supported.	Specialist expertise in digital security and technology support for media outlets and activists, operation in restricted political spaces, impact measurement and health programming sit in London and Paris. These teams continued to expand in 2021, attracting more financial support for their work and enabling them to provide services directly to partners and across the wider Internews Alliance. These teams were able to grow and remain effective thanks to the commensurate expansion of support teams, including Business Operations, Finance, HR and Grants and Contracts.
		1.1.3: EU-funded projects are well designed, achieve full cost recovery and are launched according to clear start up protocols, laying the foundation for effectiveness and impact.	A robust and flexible cost recovery model has been developed and applied across all business development activities, whilst project start up processes are uniform and seek to ensure each project receives the appropriate level of support from different teams of experts across the organisation.

Goals	Objectives	Key Performance Indicators	Assessment
		1.1.4: Better promote and integrate GlobalTech Hub into Alliance and proposal processes	This was not achieved in 2021 and remains a focus for 2022 when the Global Tech Hub will be integrated within the Technical Leadership Unit.
		1.1.5: Build Internews practice and external reputation in key areas related to the strategy, including media sustainability, disinformation, technology, humanitarian, health and the environment.	Internews continued to provide technical and thought leadership within the sector. Examples include the official endorsement of the multi-lingual health journalism training course Let's Talk Vaccines by the World Health Organisation and Internews leadership on multiple country-based and regional Communicating with Communities coordination groups during the most acute stages of the pandemic, an official partnership with Meta including research funding to explore the impacts of mis and disinformation available on platforms in minority language contexts, the extensive presence of the Earth Journalism Network at COP26 and the development of a media viability accelerator, a multi-stakeholder initiative designed to transform the market for independent media globally.
2. Increase financial sustainability	Objective 2.1: Increase private income, unrestricted income and reserves	2.1.1: Year on year growth in unrestricted donations.	The unrestricted target of £100k was not met, although we achieved £50k in loosely restricted donations.
		2.1.2: Net new awards, private restricted	The private restricted target was exceeded with a total of £590,252 in net new awards secured in 2021.
	Objective 2.2: Maintain EU market share of major institutional, public grant income	2.2.1 : Net new awards (all years)	Net new awards totalled £17,494, a 2.9% increase on 2020.
		2.2.2: Technical area expansion.	Environment funding totalled 31%, whilst health funding decreased from 40% in 2020 to 9%. Democracy and human rights funding totalled 53% of total wins.

Goals	Objectives	Key Performance Indicators	Assessment
	Objective 2.3: External Communications activities provide effective support to all fundraising and policy influence efforts, including the Global Change agenda.	2.3.1: Global communication strategy implemented to support strategy and all other external engagement.	A new Director of Communications gave us a stronger presence internationally, whilst our partnership with the Scotsman for COP26 coverage offered coverage for our partners and attention to the impacts of climate change in the countries which they represent.
		2.3.2: Local/expert insights feed into Global Change Agenda.	We use our access to global for a to ensure our partners needs are reflected. In 2021, this included attendance as part of group of civil society organisations at the G7 and a contribution focussed on support to independent media to a G7 communique on civil society.
3. Develop the operational capacity and resilience of the organisation	Objective 3.1: Reform Alliance agreements and processes to improve cost effectiveness and create efficiencies across organisation	3.1.1: CFAO hired with remit to address Alliance pain points. Organisational plan devised and implemented that includes proposals to address Alliance structural inefficiencies.	A new Chief Operating Officer joined in July, followed in December by a Director of Corporate Integration to work on resolving structural inefficiencies. A Regional Programme Accountant was also recruited to minimise friction between IEU and IUS accounting. We also recruited an external company to align job descriptions, titles and relative pay and benefits across the two organisations in 2022.
		3.1.2: Maintain situational awareness and contingency planning around Brexit.	Ongoing engagement continued with EC to retain access to key funding streams.
	Objective 3.2: Increase culture of longer-term financial planning, efficient management reporting and inter-company transactions	3.2.1: Existence of tools and processes to ensure effective management of resources in the near and longer term.	The roll out of the Enterprise Resource Planning system commenced in 2021 and will be completed in 2022.
		3.2.2: Effective global implementation of Alliance Accounting	A Regional Programme Analyst was hired in 2021 to support intercompany accounting.

Goals	Objectives	Key Performance Indicators	Assessment
	Objective 3.3: Increased support to personal professional development of all staff and culture of employee well-being	3.3.1: Staff motivated and equipped to achieve at least their expected level of performance	We continue to evolve our performance appraisal process to ensure all staff have clear objectives aligned with the organisation's objectives, and that progress is monitored on a quarterly basis. The Belonging, Dignity and Justice initiative continued to take root across the organisation, with a series of initiatives designed to foster and embed an inclusive culture. Significant numbers of staff will undertake management training in 2022.
		3.3.2: Measures to ensure Internews is a safe, compliant and efficient place to work are reviewed and improved.	Travel procedures have been modified with the rollout of a new Environmental Policy and centralised decision-making.
		3.3.3: Improved Admin and Compliance systems.	We have strengthened our internal controls to improve donor compliance, including improved teaming agreement procedures to support productive partnerships and consortia working.

The priorities addressed above will continue to shape the way we work in 2022 and engage with the world, providing us with a firmer foundation from which to listen more closely to our partners, advocate more loudly on their behalf, work harder to find and support effective media business models, understand the threats and opportunities created by digital transformation and be more demanding in the pursuit of quality and excellence - and in proving that we have achieved it – as well as finding new partners and avenues to deliver our mission. At the heart of the strategy is to ensure we are delivering the most effective, relevant support to our partners.

We expect continued unpredictability and turbulence in many of the regions in which we work in 2022, but remain confident of our ability to serve our partners no matter their circumstances through improved enterprise risk management and continued innovation of within our core technology services, as well as proactive advocacy within our diverse and engaged donor community. This will allow us to continue to ensure resources are directed where they are most needed and ensure attention remains focussed on democratic erosion worldwide.

Structure, Governance and Management

Internews Europe is a charitable company limited by guarantee, incorporated in England and Wales on 23 December 2011 and registered as a charity in England and Wales on 1 August 2012. Internews Europe (UK) is the legal successor to Internews Europe (France), originally established in 1995, having been the beneficiary entity of an assignment agreement whereby contracts, grants and assets were transferred to full control of Internews Europe (UK) as of 1 April 2013. The resulting subsidiary, Internews France, was disposed of after winding up operations on the 1 January 2015.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its articles of association.

The primary objective of the charity as expressed in the Memorandum of Association is "The promotion of education and vocational training in the field of journalism in all its forms for the benefit of the public, in particular in countries experiencing conflict, civil unrest, or natural disaster."

The trustees and executive seek to fulfil these objectives through establishing projects in a wide range of countries which focus on media development and information access around several core themes: Democracy, Human Rights & Governance, Humanitarian Information, Health and the Environment.

The trustees are responsible for the overall governance of the charity. The Board has constituted a committee for Audit, Risk and Governance which meets two to three times a year. The committee, reviews financial reports, annual audits and other risk matters

making recommendations to the main board as deemed appropriate.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in Note 6 to the accounts. Most trustees donate travel and other expenses associated with their governance duties.

GROUP SUBSIDIARIES

Internews International (France)

Since 2018 Internews Europe has enjoyed effective overall control of the French Non-Profit Association Internews International (RNA no. W751139592, SIRET no. 425 132 347 000 13 APE 921).

Internews International was originally established in Paris, France in 1995 as a coordination and membership body for both Internews Europe (by extension including the former Internews France), Internews Network (USA) and a range of national media development organisations in Eastern Europe Central and South Asia. Whilst practical cooperation continued, the legal vehicle itself had become somewhat redundant in more recent years.

For good order, and as part of measures to sustain a continental European legal identity after the UK leaves the European Union Internews Europe agreed to the measures necessary for it to assume overall control with all other members. The transfer of control was confirmed at an Extraordinary General Meeting of Internews International in February 2018. A principal measure of control is that Internews Europe UK, as a corporate member of the French Association, has the sole authority to appoint the officers of President, General Secretary and Treasurer.

The revised articles of Internews International make provision for these officers to be members of the Key Management Personnel of Internews Europe UK.

Internews International closed its third year of operations (31 December 2021) with a deficit of £23,249. There were no restricted operations during the year and the deficit is primarily due to provisions required as at the end of the financial year.

Internews Media Development Company (Republic of Ireland)

In addition to the above, Internews Europe registered a subsidiary non-profit company in the Republic of Ireland in 2017 (no. 615323). This entity remains dormant on the Irish company register and no further disclosures are required.

TRUSTEE APPOINTMENT, INDUCTION AND TRAINING

Trustees are proactively selected and appointed to ensure there is a broad range of relevant skills and experience represented across the trustee board. Trustee recruitment may take place using open advertisements and/or through more targeted approaches to individuals, agreed by existing trustees to possess skills and experience that would further strengthen the board. A trustee board skills matrix is regularly reviewed to ensure a suitable balance of skills, experience and trustee diversity. A comprehensive policy exists for the appointment and approval of new trustees, in addition to processes for the election of officers such as the Chair, Vice-Chair and Treasurer.

A rolling cycle of training and development of trustees ensures there are cognizant of their statutory responsibilities and keep up to date on key issues such as development and relief work in addition to exposure to Internews Europe's international programmes.

As part of our Strategic Alliance with Internews Network (see Related Parties, below), the board of our US sister organisation is entitled to select and appoint one of its own number as a trustee to serve on the Internews Europe board.

This role is currently fulfilled by **Mr Matt Chanoff**. This is a reciprocal arrangement; therefore, Internews Europe's trustees also have an entitlement to select one of their number to serve on Internews Network's Board of Directors. This role is currently undertaken by **Ms Meera Selva**.

ORGANISATION OF THE CHARITY

Internews Europe's operations are conducted in accordance with the Memorandum and Articles of Association and the policies/strategies approved by the Trustees. Given the international scale and complexity of the organisation, the trustees delegate all day-to-day responsibilities for running the organisation to the Chief Executive Officer (CEO)..

The CEO is supported by the Senior Management Team (SMT, consisting of Key Management Personnel) namely **Mrs Foluke Mogaji**, Senior Director of Finance and Resources, **Mr Abdurahman Sharif**, Senior Director of Outreach and Partnerships who joined the company in January, 2021, **Mrs Claire Palmer**, Director of Philanthropy, **Mr Denis Kovalenko**, Head of Grants and Contracts, and **Ms Rosie Parkyn**, Global Director of Impact, for the period when she was not acting as CEO.

In addition, a larger Corporate Management Group takes responsibility for various operational and support functions. Field programmes are overseen by a range of Regional Directors, Country Directors and other national support staff.

RELATED PARTIES AND RELATIONSHIPS WITH OTHER ORGANISATIONS

Internews Network (USA)

Internews Europe operates in a **Strategic Alliance** with Internews Network; a US based non-profit organisation which was the first media development organisation to bear the Internews name and brand. A Memorandum of Understanding to establish a strategic alliance was signed by the boards of both entities in September 2014. This was subsequently reinforced with a legalised, Strategic Alliance Agreement signed in June 2016.

Through their Alliance, Internews Network (IUS or Internews US) and Internews Europe (IEU) express their joint commitment and intent to create greater programme impact and public benefit than two separate organisations would be able to achieve on their own. The Alliance is particularly intended to ensure seamless delivery of programmes through regional and country offices, and greater sharing and application of effective organisational learning.

The Alliance has shared responsibility for five regional Programme Management Units (PMUs) which, under the leadership of their associated Regional Directors are accountable to both entities for the successful implementation of a diverse body of projects and programmes jointly funded by the Alliance. Given the nature of this arrangement, there are a significant amount of Inter-Alliance financial transactions over the course of the year, which ensure each field office is equipped with the resources to deliver a blended portfolio of projects and programmes.

Nevertheless, IEU and IUS purposefully maintain separate, independent, governance bodies and each legal entity has its own CEO.

CDAC Network (Limited) (UK)

Internews Europe continues to maintain its membership of the “Communicating with Disaster Affected Communities (CDAC) Network”. During the year, Internews has been represented on the CDAC board by **Ms Rosie Parkyn**.

REMUNERATION POLICY AND SALARY DISCLOSURES FOR KEY MANAGEMENT PERSONNEL

The trustee board takes responsibility for the appointment and performance management of the Chief Executive Officer. This includes an annual review of the CEO’s pay and benefits which, in turn, is linked to a detailed and rigorously benchmarked organisational salary scale.

In broad terms, all salary bands are reviewed periodically, both for sector benchmarking and any inflationary increments deemed appropriate and affordable for the overall pay-scale. During annual benchmarking of the organisational salary scale, Internews Europe compares its pay bands for all positions to equivalent posts in the following areas:

- Domestic and international charities with a similar level of income.
- Other relevant international charities of any size; for example, others in the British Government’s Rapid Response Facility (RRF).
- Other charitable organisations working in the specific sectors of media, information and development, freedom of expression and support to independent journalism; and
- Comparable salaries of Internews Network staff.

Taken as a whole, the Internews Alliance is among the two or three largest, if not the largest organisation working in the media, information and development sub-sector. Given this scale and complexity, and the

need to recruit and retain skilled staff with an unusual blend of experience in both media and international development, our salary scale is set in the middle of the upper quartile of our benchmarking results.

In setting the pay and benefits of the Chief Executive Officer, the trustees work from a minimum floor figure in the salary scales, which is currently £ £95,500 up to an in principle pay multiple ratios of five (relative to the lowest pay scale).

In turn, the CEO sets the pay and benefits of the other senior directors using the scale points immediately below the CEO floor. Details of all salaries and benefits exceeding £60,000 for the year can be found in Note 6 to the financial statements.

For 2021, the Senior Pay disclosures include the CEO, Senior Director of Finance and Resources, Senior Director of Outreach and Partnerships, Director of Philanthropy, Global Director of Impact and Head of Grants and Contracts. The aggregated actual pay for this group in 2021 was £522,726.

FUNDS HELD AS CUSTODIAN TRUSTEE

During 2021 there were no funds held as custodian trustee on behalf of others.

STATEMENT OF TRUSTEE'S ROLES AND RESPONSIBILITIES

The trustees (who are also directors of Internews Europe for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of

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 judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards and statements of recommended practice 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 charity 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. 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information

and to establish that the auditors are aware of that information.

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 financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The total number of such guarantees on 31 December 2021 was 10 (2020: 10). The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Sayer Vincent LLP were re-appointed as the charitable company's auditors during the year.

Approved by the trustees on 17 June 2022 and signed on their behalf by:

Jul 12, 2022

Mark Stephens, CBE, Chair of Trustees

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Internews (pg. 8), Internews (pg. 9), FCEM (pg 10), ASFEV (pg 11)

Independent Auditor's Report

Opinion

We have audited the financial statements of Internews Europe (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2021 which comprise the consolidated statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the notes to the financial statements, including a summary of 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 group's and of the parent charitable company's affairs as at 31 December 2021 and of the group's 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
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011

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 group financial statements section of our report. We are independent of the group and parent charitable company 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 Internews Europe'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 trustees' annual report, including the strategic report, other than the group 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 group 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 group 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 group 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 trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements

The trustees' annual report, including the strategic report, 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 group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report, including the strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company 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.
- Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the parent charitable company for the purposes 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 group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent 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

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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 are set out below.

Capability of the audit in detecting irregularities

- In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:
 - We enquired of management and the finance and audit committee, which included obtaining and reviewing supporting documentation, concerning the group's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
 - We inspected the minutes of meetings of those charged with governance.
 - We obtained an understanding of the legal and regulatory framework that the group operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the group from our professional and sector experience.
 - We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.

- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: 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 and section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. 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 auditor's 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.

Noelia Serrano (Senior statutory auditor)

14 July 2022

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006.

Consolidated statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 December 2021

		Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
	Note						
Income from:							
Donations and legacies	2	180,573	–	180,573	94,400	–	94,400
Charitable activities							
Democracy, Governance & Human Rights	3	833,601	10,741,436	11,575,037	601,932	10,748,890	11,350,822
Environment	3	56,940	886,036	942,976	84,272	1,177,012	1,261,284
Humanitarian	3	86,178	1,341,011	1,427,189	116,300	2,839,746	2,956,046
Total income		1,157,292	12,968,483	14,125,775	896,904	14,765,648	15,662,552
Expenditure on:							
Raising funds	4	323,266	–	323,266	184,873	–	184,873
Charitable activities							
Democracy, Governance & Human Rights	4	772,552	12,985,420	13,757,972	275,599	9,710,795	9,986,394
Environment	4	93,620	912,077	1,005,697	40,551	1,140,642	1,181,193
Humanitarian	4	127,771	2,428,311	2,556,082	57,243	1,484,328	1,541,571
Total expenditure		1,317,209	16,325,808	17,643,017	558,266	12,335,765	12,894,031
Net movement in funds		(159,917)	(3,357,325)	(3,517,242)	338,638	2,429,883	2,768,521
Reconciliation of funds:							
Total funds brought forward	15	333,951	9,249,897	9,583,848	(4,687)	6,820,014	6,815,327
Total funds carried forward		174,034	5,892,572	6,066,606	333,951	9,249,897	9,583,848

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 15 to the financial statements.

As at 31 December 2021

	Note	The group 2021	2020 £	The charity 2021	2020 £
Fixed assets:					
Tangible assets	10	103,471	47,775	103,471	47,775
		<u>103,471</u>	<u>47,775</u>	<u>103,471</u>	<u>47,775</u>
Current assets:					
Debtors	11	2,167,173	2,054,613	2,228,310	2,231,722
Cash at bank and in hand		5,987,054	8,089,159	5,977,301	8,064,099
		<u>8,154,227</u>	<u>10,143,772</u>	<u>8,205,611</u>	<u>10,295,821</u>
Liabilities:					
Creditors: amounts falling due within one year	12	2,191,092	607,699	2,188,086	726,801
		<u>5,963,135</u>	<u>9,536,073</u>	<u>6,017,525</u>	<u>9,569,020</u>
Net current assets		<u>5,963,135</u>	<u>9,536,073</u>	<u>6,017,525</u>	<u>9,569,020</u>
Total net assets		<u>6,066,606</u>	<u>9,583,848</u>	<u>6,120,996</u>	<u>9,616,795</u>
Funds:					
Restricted income funds	15	5,892,572	9,249,897	5,932,005	9,254,864
Unrestricted income funds:					
General funds		174,034	333,951	188,991	361,931
Total funds		<u>6,066,606</u>	<u>9,583,848</u>	<u>6,120,996</u>	<u>9,616,795</u>

Approved by the trustees on 17 June 2022 and signed on their behalf by

Jul 12, 2022

Mark Stephens CBE
Chair of Trustees

Internews Europe

Statement of cash flows

For the year ended 31 December 2021

	Note	2021 £	2020 £
Cash flows from operating activities	16	(1,992,800)	2,621,190
Cash flows from investing activities			
Purchase of tangible fixed assets		(109,305)	(15,621)
Change in cash and cash equivalents in the year		(2,102,105)	2,605,569
Cash and cash equivalents at the beginning of the year		8,089,159	5,483,590
Cash and cash equivalents at the end of the year		5,987,054	8,089,159

1 Accounting policies

a) Statutory information

Internews Europe is a charitable company limited by guarantee and is incorporated in England and Wales. The registered office address (and principal place of business), is Second Floor, 13–14 Angel Gate, London, EC1V 2PT. In 2018, Internews Europe initiated the process of acquiring effective control of the French Non-Profit Association Internews International (RNA no. W751139592, SIRET no. 425 132 347 000 21 APE 913). As of 15 November, 2017, Internews Europe had successfully registered a new entity in Ireland – Internews Media Development (A Company Limited by Guarantee) with registered Company number 615323. Under the new structure, Internews Europe remains the Parent Company, with Internews France and Ireland as Subsidiaries. As December 2018, there is a requirement to consolidate the reports of both Internews Europe and Internews International, as control of the latter was achieved in February 2018. Internews Media Development Company (registered in November 2017 in the Republic of Ireland), remained dormant in 2021.

b) Basis of preparation

The financial statements have been prepared in accordance with 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) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements 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 nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

These financial statements consolidate the results of the charitable company and its wholly-owned subsidiary **Internews International** on a line by line basis. Transactions and balances between the charitable company and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two companies are disclosed in the notes of the charitable company's balance sheet. A separate statement of financial activities, or income and expenditure account, for the charitable company itself is not presented because the charitable company has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

Internews Europe opened in 2021 with an Unrestricted Fund surplus of £333,951. The Charity's in-year deficit for 2021 however resulted in a carried forward surplus to 2022 of £174,035.

In light of the COVID 19 pandemic, new Country crises during 2021 (Afghanistan, Myanmar) and other increased potential exposure, the Internews senior management team has conducted a series of stress tests and scenario plans for the coming year to ensure the organisation is able to continue business operations including its support to partners worldwide. This includes a review of possible different possibilities or scenarios that could impact budget income in the current year and corresponding mitigation measures within the company's reach and abilities. Such scenarios considered included the reduction of key donor funding as a result of new donor strategy or priorities and drop in budgeted expenditure. Internews through costs controls and budget recodes, informed by robust monthly management reporting and forecasting, will be able to keep these emerging situations in full view and respond accordingly. The raising of unrestricted funds and subsequent enhancement of reserves and diversification of funding continue to remain Internews Europe's key priority further boosted by a robust strategy in place working closely with its sister company Internews Network. In the view of the trustees, there are no other material uncertainties and so they continue to consider IEU to be a going concern.

e) Income

Revenue grants are credited to the statement of financial activities when received or receivable whichever is earlier.

Where unconditional entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met. Where there is uncertainty as to whether the charity can meet such conditions the incoming resource is deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Notes to the financial statements

For the year ended 31 December 2021

1 Accounting policies (continued)

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102).

On receipt, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

h) Expenditure and irrecoverable VAT

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 relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering activities undertaken to further the purposes of the charity and their associated support costs.

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

i) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned to the charities activities on a proportionate and consistent basis. Governance costs are the costs associated with the governance arrangements of the charity. These costs relate to constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

We have apportioned Support costs to the activities as follows:

Democracy and governance	77.73%
Environment	9.42%
Humanitarian	12.85%

j) Foreign currency transactions

Transactions in foreign currencies are translated at the **Infocure rates** prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate prevailing at the balance sheet date. Any gain or loss for the period is taken to the statement of financial activities.

k) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Furniture and other equipment directly related to projects are fully expensed to such projects so as to reflect the full costs of implementation. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Office equipment and computers	3 years
Office furniture	5 years
Fixtures & fittings	Life of office lease

m) Debtors

Debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

Advanced payments to partners are recognised as prepayments until expenditure incurs.

Notes to the financial statements

For the year ended 31 December 2021

1 Accounting policies (continued)

n) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

o) Creditors

Creditors are recognised as soon as there is a legal or constructive obligation committing the charity to pay out the resource.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

p) Pensions

Internews Europe maintains a pension scheme where staff are auto-enrolled accordingly. Both Internews Europe and employees make contributions into the scheme in compliance with regulatory requirements.

2 Income from donations

	Unrestricted	Restricted	2021 Total	Unrestricted	Restricted	2020 Total
	£	£	£	£	£	£
Donations	104,279	–	104,279	63,250	–	63,250
Gifts/Services in kind	76,294	–	76,294	31,150	–	31,150
	180,573	–	180,573	94,400	–	94,400

The unrestricted donations represent monies received from individuals and foundations. Gifts/Services in-kind are in relation to pro-bono legal support on various tasks and assignments undertaken throughout the year.

3 Income from charitable activities

	Unrestricted	Restricted	2021 Total	Unrestricted	Restricted	2020 Total
	£	£	£	£	£	£
UK Department for International Development (FCDO) – OPTIONS	–	421,441	421,441	–	312,219	312,219
European Commission	–	1,031,317	1,031,317	–	4,085,452	4,085,452
European Commission – DG Devco	–	180,600	180,600	–	191,083	191,083
European Commission – ICSP	–	1,172,140	1,172,140	–	3,060	3,060
European Commission – EIDHR	–	61,123	61,123	–	368,614	368,614
Swedish International Development Corporation Agency (SIDA)	–	6,392,302	6,392,302	–	4,129,298	4,129,298
Norwegian Agency for Development Cooperation	–	91,250	91,250	–	231,916	231,916
Ministry for Foreign Affairs of the Netherlands	–	448,117	448,117	–	676,937	676,937
Resource sharing agreements	690,285	–	690,285	559,933	–	559,933
Joseph Rowntree Reform Trust	–	–	–	42,000	18,000	60,000
Luminate US Services, LLC	–	–	–	–	407,254	407,254
FCDO (KPMG Advisory)	–	(15,299)	(15,299)	–	72,692	72,692
Swiss MFA (le département fédéral des affaires	–	370,913	370,913	–	96,964	96,964
Open Society Foundation	143,316	–	143,316	–	82,525	82,525
Foreign, Commonwealth and Development Office – A19	–	298,749	298,749	–	15,437	15,437
Foreign, Commonwealth and Development Office – other	–	1,989	1,989	–	–	–
BBC Global Service	–	190,000	190,000	–	–	–
ACTED	–	44,061	44,061	–	–	–
Embassy of the Kingdom of the Netherlands	–	52,733	52,733	–	–	–
Ministry of Foreign Affairs, Sweden	–	–	–	–	(2,600)	(2,600)
Foundation to Promote Civil Society	–	–	–	–	60,039	60,039
Sub-total for Democracy, Human Rights & Governance	833,601	10,741,436	11,575,037	601,932	10,748,890	11,293,383

Notes to the financial statements

For the year ended 31 December 2021

3 Income from charitable activities (continued)

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Swedish International Development Corporation Agency (SIDA)	-	588,363	588,363	1,885	933,078	934,963
Calouste Gulbenkian Foundation	-	13,000	13,000	-	25,000	25,000
Resource sharing agreements	56,940	-	56,940	82,387	-	82,387
Arcadia Philanthropic Trust	-	192,317	192,317	-	192,175	192,175
Swedish Post-Code Lottery	-	83,556	83,556	-	-	-
Commonwealth Foundation	-	8,800	8,800	-	-	-
European Commission	-	-	-	-	32,319	32,319
European Climate Foundation	-	-	-	-	(8,403)	(8,403)
The Bertarelli Foundation	-	-	-	-	(976)	(976)
Oxfam	-	-	-	-	3,819	3,819
Sub-total for Environment	56,940	886,036	942,976	84,272	1,177,012	1,261,284
	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Resource sharing agreements	86,178	-	86,178	116,300	-	116,300
FCDO – IPPF	-	173,826	173,826	-	15,764	15,764
Ministry for Foreign Affairs of the Netherlands	-	40,659	40,659	-	649,275	649,275
Swedish International Development Corporation Agency (SIDA)	-	1,033,623	1,033,623	-	-	-
The Mercury Phoenix	-	10,000	10,000	-	-	-
World Health Organisation	-	37,040	37,040	-	-	-
ECHO – BBC Media Action	-	45,863	45,863	-	-	-
Danish Refugee Council (FCDO)	-	-	-	-	202,756	202,756
UK Department for International Development	-	-	-	-	74,997	74,997
International Planned Parenthood Federation (IPPF)	-	-	-	-	-	-
UK Department for International Development (FCDO) – OXFAM	-	-	-	-	32,705	32,705
Rockefeller Foundation – OXFAM	-	-	-	-	72,755	72,755
Oxfam	-	-	-	-	7,563	7,563
European Commission	-	-	-	-	1,783,931	1,783,931
Sub-total for Humanitarian	86,178	1,341,011	1,427,189	116,300	2,839,746	2,956,046
Total income from charitable activities	1,157,292	12,968,483	14,125,775	802,504	14,765,648	15,510,713

The income from the grants shown above have been aggregated by charitable activity which have been described in note 15 to the financial statements.

* Negative income balances relate primarily to forex adjustments on actual income received and unspent funds payable back to donors.

4 Analysis of expenditure (Current year)

		Charitable activities							
	Cost of raising funds £	Democracy, Governance & Human Rights £	Environment £	Humanitarian £	Governance costs £	Support costs £	2021 Total £	2020 Total £	
Staff costs (Note 6)	294,396	4,627,253	560,742	765,295	–	1,178,836	7,426,522	5,445,646	
Project delivery costs	4,130	6,556,654	183,690	1,348,894	–	350,837	8,444,205	6,310,409	
Rent	–	146,441	15,138	85,175	–	66,548	313,302	321,955	
Office costs	3,922	158,589	2,830	8,611	–	86,976	260,928	179,218	
Utilities	–	12,900	–	12	–	–	12,912	8,070	
IT and communications	129	113,805	2,902	6,283	–	67,397	190,516	123,237	
Development costs	535	–	2,000	–	–	288	2,823	25,585	
Finance costs	652	248,947	54,219	27,101	–	7,143	338,062	58,417	
Legal and Professional fees	13,104	141,709	223	1,987	31,084	158,069	346,176	257,520	
Depreciation and gains/losses on disposals	–	–	–	–	–	53,612	53,612	29,136	
Travel costs	6,398	221,351	6,060	8,187	–	11,963	253,959	134,838	
	323,266	12,227,649	827,804	2,251,545	31,084	1,981,669	17,643,017	12,894,031	
Support and governance costs	–	1,530,323	177,893	304,537	(31,084)	(1,981,669)	–		
Total expenditure 2021	323,266	13,757,972	1,005,697	2,556,082	–	–	17,643,017		

4 Analysis of expenditure (Prior year)

	Cost of raising funds £	Charitable activities					2020 Total £
		Democracy, Governance & Human Rights £	Environment £	Humanitarian £	Governance costs £	Support costs £	
Staff costs (Note 6)	136,935	3,411,724	501,991	708,625	–	686,371	5,445,646
Project delivery costs	–	5,102,326	505,193	570,081	–	132,809	6,310,409
Rent	–	123,885	22,447	70,754	–	104,869	321,955
Office costs	5,685	133,544	3,636	6,858	–	29,495	179,218
Utilities	–	8,055	–	24	–	(9)	8,070
IT and communications	851	75,217	2,886	2,518	–	41,765	123,237
Development costs	25,417	–	–	–	–	168	25,585
Finance costs	109	49,585	2,100	1,764	–	4,859	58,417
Legal and Professional fees	11,530	117,458	662	6,510	35,941	85,419	257,520
Depreciation	–	–	–	–	–	29,136	29,136
Travel costs	4,346	102,830	9,941	18,801	–	(1,080)	134,838
	184,873	9,124,624	1,048,856	1,385,935	35,941	1,113,802	12,894,031
Support and governance costs	–	861,770	132,337	155,636	(35,941)	(1,113,802)	
Total expenditure 2020	184,873	9,986,394	1,181,193	1,541,571	–	–	12,894,031

Notes to the financial statements

For the year ended 31 December 2021

5 Net income/(expenditure) for the year

This is stated after charging / (crediting):

	2021 £	2020 £
Depreciation	28,312	29,137
Losses on disposals of tangible fixed assets	25,297	
Operating lease rentals:		
Property	61,600	41,273
Auditors' remuneration (net of VAT) :		
Audit UK (Statutory Audit)	21,700	20,700
Other services – donor audits	59,000	64,350
Foreign exchange gains or losses	274,919	(11,943)

6 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2021 £	2020 £
Salaries and wages	2,112,735	1,582,528
Social security costs	233,254	176,235
Employer's contribution to defined contribution pension schemes	95,624	70,817
Project staff – Internews & other direct contracted staff**	4,795,320	3,576,443
Redundancy and termination costs	4,227	–
Total emoluments paid to staff were:	7,241,160	5,406,023
Other human resources costs	185,362	39,623
Total staff costs	7,426,522	5,445,646

**The Salaries of staff of Internews International (Paris) amounted to £370,465.

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

Approved by the trustees on DATE and signed on their behalf by	2021 No.	2020 No.
£60,000 – £69,999	1	3
£70,000 – £79,999	2	–
£80,000 – £89,999	2	–
£90,000 – £99,999	–	3
£100,000 – £109,000	–	–
£110,000 – £119,999	1	–

The total employee benefits of the key management personnel were £522,726 (2020: £457,784).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2020: £nil).
No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £nil (2020: £nil) incurred by nil (2020: nil) members relating to attendance at meetings of the trustees.

7 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2021 No.	2020 No.
Charitable Expenditure	36	21
Support & Governance	7	10
Raising Funds	5	5
	48	36

Staff of Internews Network, other contractors and local staff working on Internews Europe's projects were 280 (December 2020: 260). Total staff engaged on Internews Europe's projects by the staff of Internews Network are estimated at 152.

8 Related party transactions

Internews Europe maintains a formal 'Strategic Alliance' with Internews Network; a US based non-profit organisation which was the first media development organisation to bear the Internews name and brand. A Memorandum of Understanding to firmly establish a strategic alliance was signed by the boards of both entities in September 2014. Through this Memorandum of Understanding (MOU), Internews Network (IUS or Internews US) and Internews Europe (IEU) express their joint commitment and intent to form a Strategic Alliance which aims to create greater programme impact and public benefit than two separate organisations would be able to achieve on their own. The alliance approach is particularly intended to ensure seamless delivery of programmes through regional and country offices, and greater sharing and application of effective organisational learning. Nevertheless, IEU and IUS purposefully maintain separate governance bodies and each legal entity has its own CEO.

One of the trustees of Internews Network, David Hoffman, is on the board of both entities. Matt Chanoff is the Internews Network Board representative on the Board of Internews Europe. Ms Meera Selva is the Internews Europe Board representative on the Board of Internews Network. Mrs Meera Selva Jeevan was appointed to the Board of Internews Europe on 25th May, 2021. The IEU Chief Executive Officer, Senior Director of Finance & Resources and the company's Treasurer, are on the board of Internews International, based in Paris.

At the end-of the financial year 31.12.21 IEU had a net debtor balance with IUS stated at £576,134 (2020: £81,040). All transactions were at an arm's length basis. Internews Europe's subsidiary, Internews International also owed a net total of £68,367 (2020: £41,041) as of the same date. Internews Europe, continued its representation on the Board of Trustees of CDAC (Communication in Disaster Affected Communities) during the year.

Donations amounting to £4,592 (cash and pledges) from trustees have been recognised during the year, (2020– £4,739). Internews Europe maintained its effective control of the French Non-Profit Association, Internews International (RNA no. W751139592, SIRET no. 425 132 347 000 13 APE 913). Internews Media Development, registered as a non-profit entity in Ireland by Internews Europe in 2017, remained dormant.

9 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10 Tangible fixed assets

The group and charity

	Fixtures and fittings £	Office equipment & computers £	Office furniture £	Total £
Cost				
At the start of the year	91,645	51,003	598	143,246
Additions in the year	59,352	24,363	25,590	109,305
Disposals	(91,644)	–	(598)	(92,242)
At the end of the year	59,353	75,366	25,590	344,793
Depreciation				
At the start of the year	66,595	28,526	350	95,471
Disposals	(66,595)	–	(350)	(66,945)
Charge for the year	8,903	15,144	4,265	28,312
At the end of the year	8,903	43,670	4,265	56,838
Net book value at end of the year	50,450	31,696	21,325	103,471
At the start of the year	25,050	22,477	248	47,775

All of the above assets are used for charitable purposes.

11 Debtors

	The group		The charity	
	2021 £	2020 £	2021 £	2020 £
Accounts receivable	576,134	211,093	576,134	211,093
Programme advances	469,817	878,789	469,817	878,789
Other debtors	110,127	64,656	102,896	64,656
Balance due from subsidiary/other	–	–	68,367	184,755
Accrued income	987,248	888,245	987,248	888,245
Prepayments	23,847	11,831	23,848	4,184
	2,167,173	2,054,616	2,228,310	2,231,722

12 Creditors: amounts falling due within one year

	The group		The charity	
	2021 £	2020 £	2021 £	2020 £
Trade creditors	489,300	243,270	489,300	240,644
Taxation and social security	101,044	90,561	101,044	70,812
Other/Sundry creditors	19,994	70,066	19,994	70,066
Other Intercompany	–	–	–	143,714
Accruals	299,787	203,802	296,781	201,566
Deferred income (note 13)	1,280,967	–	1,280,967	–
	2,191,092	607,699	2,188,086	726,801

13 Deferred income

Deferred Income shown, relates to pre-financed monies received, unspent and unearned as at the year end.

	The group		The charity	
	2021	2020	2021	2020
	£	£	£	£
Balance at the beginning of the year		145,803		145,803
Amount released to income in the year	-	(145,803)	-	(145,803)
Amount deferred in the year	1,280,967	-	1,280,967	-
Balance at the end of the year	1,280,967	-	1,280,967	-

14a Analysis of group net assets between funds (current year)

	General unrestricted £	Restricted funds £	Total funds £
Tangible fixed assets	103,471	-	103,471
Net current assets	70,563	5,892,572	5,963,135
Net assets at the end of the year	174,034	5,892,572	6,066,606

14b Analysis of group net assets between funds (prior year)

	General unrestricted £	Restricted funds £	Total funds £
Tangible fixed assets	47,775	-	47,775
Net current assets	286,176	9,249,897	9,536,073
Net assets at the end of the year	333,951	9,249,897	9,583,848

15a Movements in funds (current year) – Group

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
Democracy and Governance	5,646,123	10,741,436	12,985,420	-	3,402,139
Environment	1,833,211	886,036	912,077	-	1,807,170
Humanitarian	1,770,563	1,341,011	2,428,311	-	683,263
Total restricted funds	9,249,897	12,968,483	16,325,808	-	5,892,572
Unrestricted funds:					
General	333,951	1,157,292	1,317,209	-	174,034
Total unrestricted funds	333,951	1,157,292	1,317,209	-	174,034
Total funds	333,951	14,125,775	17,643,017	-	6,066,606

15b Movements in funds (prior year)

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
Democracy and Governance	4,608,028	10,748,890	9,710,795	–	5,646,123
Environment	1,796,841	1,177,012	1,140,642	–	1,833,211
Humanitarian	415,145	2,839,746	1,484,328	–	1,770,563
Total restricted funds	6,820,014	14,765,648	12,335,765	–	9,249,897
Unrestricted funds:					
General	(4,687)	896,904	558,266	–	333,951
Total unrestricted funds	(4,687)	896,904	558,266	–	333,951
Total funds	6,815,327	15,662,552	12,894,031	–	9,583,848

Purposes of restricted funds

Democracy, Governance and Human Rights

Democracy and Governance

Media serve a crucial watchdog function, providing citizens with the information they need to keep the public and private sectors accountable. In many countries, however, repressive legal environments inhibit the media's ability to play this role. Moreover, some journalists lack the skills to conduct the in-depth investigative reporting that is essential to accountability.

Internews has trained journalists in investigative reporting, produced television programming to encourage dialogue on corruption, and helped reform media laws, including expanding freedom of information rights.

Human Rights : Internews trains both professional and citizen journalists to analyse and report on human rights issues more effectively. We support independent media to preserve access to information and promote the monitoring of human rights violations.

Conflict and Stabilisation : Projects to support media, community mobilisation, and access to information with the aim of long-term efforts to build trust between governments and the governed and contribute to peace. Internews brings together journalists from diverse media outlets working in different languages to improve their professional standards of news reporting.

Environment

Environment: The Earth Journalism Network (EJN) – established by Internews – creates networks of environmental journalists in countries where they don't exist, and builds their capacity where they do. Through training workshops and development of training materials, support for production and distribution, the provision of small grants, and creation of unique data mapping platforms, EJN works with journalists in developing countries to find innovative solutions to the world's most pressing environmental issues of today.

We support freedom of expression by helping to keep information flows open and connecting human rights defenders with their local media.

Our work also aims to reduce the potential for harm to journalists, writers and other civil society activists in countries where they are most at risk. We also build the independence and credibility of emerging information stakeholders, such as internet bloggers, to allow communities to trust in their most prolific sources of information.

Humanitarian

Humanitarian: In disasters people affected by the unfolding tragedy need more than physical necessities: they also have an urgent need for information. From earthquakes to armed conflicts, survival can depend on knowing the answers to questions such as: is it safe to go back home? Should I stay with my family or go elsewhere for help? What is the extent of the damage? Where can I get clean water and food? What are the symptoms of cholera? Where is the nearest health facility? Internews addresses these questions with a range of ongoing information services.

16 Reconciliation of net income to net cash flow from operating activities

	2021 £	2020 £
Net movements in funds for the reporting period (as per the statement of financial activities)	(3,517,242)	2,768,521
Depreciation charges	28,312	29,137
Losses on disposals of tangible fixed assets	25,297	–
(Increase)/decrease in debtors	(112,560)	415,076
Increase/(decrease) in creditors	<u>1,583,393</u>	<u>(591,544)</u>
Net cash (used in)/provided by operating activities	<u>(1,992,800)</u>	<u>2,621,190</u>

17 Operating lease commitments

	Property		Equipment	
	2021 £	2020 £	2021 £	2020 £
In one year	61,600	27,544	1,464	764
One to five years	<u>205,000</u>	<u>–</u>	<u>5,670</u>	<u>–</u>
	<u>266,600</u>	<u>27,544</u>	<u>7,133</u>	<u>764</u>

18 Capital commitments

At the balance sheet date, the charity had no capital commitments (2020: £nil).

19 Contingent assets or liabilities

At the balance sheet date the charity had no contingent assets or contingent liabilities.

20 Legal status of the charity

The Charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £10

21 Subsidiary undertaking

The charitable company maintains effective control over Internews International, a company registered in France. The company number is 425 132 347 00013 (Numero Siret) and charity (Association) number is RNA W751139592. The registered office address is 21 bis rue du Simplon, 75018 Paris

The subsidiary is used for charitable activities in Europe. All activities have been consolidated on a line by line basis in the statement of financial activities. Available profits are gift aided to the charitable company.

The Internews Europe's Chief Executive Officer, Senior Director of Finance & Resources, Internews Europe's Treasurer (Trustee) and Internews Network's Chief Operating Officer, currently constitute the directors of the subsidiary.

21 Subsidiary undertaking (continued)

A summary of the results of the subsidiary is shown below:

	2021 £	2020 £
Turnover	501,018	319,113
Administrative expenses	(524,267)	(319,441)
	<u>(23,249)</u>	<u>(328)</u>
Reserves		
Brought forward	(32,947)	7,058
Exchange Adjustment	1,806	(39,677)
(Deficit)/surplus for the year	(23,249)	(328)
	<u>(54,390)</u>	<u>(32,947)</u>
The aggregate of the assets, liabilities and funds was:		
Assets	65,966	96,210
Liabilities	(120,356)	(129,157)
Total funds	<u>(54,390)</u>	<u>(32,947)</u>

During the year, Internews Europe's net costs incurred on behalf of Internews International was **£68,367** (2020: **£41,041**). These costs were stated on the Charity's balance sheet (Intercompany account) – see note 11.

22 Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2021 £	2020 £
Gross income	14,086,148	15,662,552
Result for the year	<u>(3,495,799)</u>	<u>2,768,521</u>

INTERNEWS EUROPE

England & Wales - Charity number 1148404

Accounts



Annual Report & Consolidated Financial Statements

INTERNEWS EUROPE
31 DECEMBER 2020

Company number: 07891107
Charity number: 1148404



Company number	07891107																		
Charity number	1148404																		
Registered office and operational address	43-51 New North Road, London, N1 6LU																		
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows: <table> <tr> <td>Mr Mark Stephens CBE</td><td>Chair</td></tr> <tr> <td>Mrs Daisy McAndrew</td><td>Vice-Chair</td></tr> <tr> <td>Mrs Carolyn Hink</td><td>Treasurer</td></tr> <tr> <td>Dr Saleyha Ahsan</td><td></td></tr> <tr> <td>Mr Yann Borgstedt</td><td></td></tr> <tr> <td>Mr Sach Chandaria</td><td></td></tr> <tr> <td>Mr Matt Chanoff</td><td></td></tr> <tr> <td>Mrs Kristina Henschen</td><td></td></tr> <tr> <td>Mr David Hoffman</td><td></td></tr> </table>	Mr Mark Stephens CBE	Chair	Mrs Daisy McAndrew	Vice-Chair	Mrs Carolyn Hink	Treasurer	Dr Saleyha Ahsan		Mr Yann Borgstedt		Mr Sach Chandaria		Mr Matt Chanoff		Mrs Kristina Henschen		Mr David Hoffman	
Mr Mark Stephens CBE	Chair																		
Mrs Daisy McAndrew	Vice-Chair																		
Mrs Carolyn Hink	Treasurer																		
Dr Saleyha Ahsan																			
Mr Yann Borgstedt																			
Mr Sach Chandaria																			
Mr Matt Chanoff																			
Mrs Kristina Henschen																			
Mr David Hoffman																			
Key Management Personnel	<table> <tr> <td>Ms Jodie Ginsberg</td><td>Chief Executive Officer (from 9 March 2020)</td></tr> <tr> <td>Ms Rosie Parkyn</td><td>Acting Chief Executive Officer (to March 2020) and Global Director of Impact</td></tr> <tr> <td>Mrs Foluke Mogaji</td><td>Senior Director of Finance & Resources</td></tr> <tr> <td>Ms Camilla Palazzini</td><td>Director of Development (resigned 16 October 2020)</td></tr> <tr> <td>Mrs Claire Palmer</td><td>Director of Philanthropy</td></tr> <tr> <td>Mr Denis Kovalenko</td><td>Head of Grants, Contracts & Compliance (from 1 July 2020)</td></tr> </table>	Ms Jodie Ginsberg	Chief Executive Officer (from 9 March 2020)	Ms Rosie Parkyn	Acting Chief Executive Officer (to March 2020) and Global Director of Impact	Mrs Foluke Mogaji	Senior Director of Finance & Resources	Ms Camilla Palazzini	Director of Development (resigned 16 October 2020)	Mrs Claire Palmer	Director of Philanthropy	Mr Denis Kovalenko	Head of Grants, Contracts & Compliance (from 1 July 2020)						
Ms Jodie Ginsberg	Chief Executive Officer (from 9 March 2020)																		
Ms Rosie Parkyn	Acting Chief Executive Officer (to March 2020) and Global Director of Impact																		
Mrs Foluke Mogaji	Senior Director of Finance & Resources																		
Ms Camilla Palazzini	Director of Development (resigned 16 October 2020)																		
Mrs Claire Palmer	Director of Philanthropy																		
Mr Denis Kovalenko	Head of Grants, Contracts & Compliance (from 1 July 2020)																		
Bankers	Barclays Bank PLC 27 Soho Square London W1D 3QR																		
Solicitors	Bates, Wells and Braithwaite 10 Queen Street Place London EC4R 1BE																		
Auditor	Sayer Vincent LLP Chartered accountants and statutory auditors Invicta House 108-114 Golden Lane London, EC1Y 0TL																		

Foreword

This year has been a year like no other in Internews' experience. A global pandemic changed almost overnight the way businesses operated around the world, it directly impacted the lives of billions, and demonstrated like never before that information is literally lifesaving.

Internews Europe experienced its highest levels of growth in 2020, testament to the importance of accurate and trustworthy information during a crisis. We secured funding for our first ever European-funded projects in Latin America and the Caribbean and launched programmes to tackle COVID 19 mis- and disinformation in the African Great Lakes region and in Afghanistan, among others. We also continued to operate in countries where freedom of expression is highly restricted.

Pivoting to remote work was challenging for all teams. Some projects were put on hold as adjustments were made to plans for in-person training to move to online formats. Our in-house global technology expertise enabled us to make that shift at remarkable speed and success and we are extremely proud at the initiative and resilience shown by our teams worldwide.

Our swift response to the crisis was also demonstrated in our launch of a Rapid Response Fund within weeks of the first lockdowns. Over the course of four months, we distributed \$600,000 in small emergency grants to local media, civil society organisations and journalists in more than 60 countries. In total over \$500,000 was paid out to local organisations and \$90,000 to individuals, (primarily working as journalists). As traditional sources of revenue, such as advertising, dropped, these funds provided a lifeline for organisations that serve marginalised and excluded communities worldwide.

We established a network of global health advisors to support journalists to report on the pandemic and are pleased to have established the Health Journalism Network to bring together hundreds of local journalists and editors worldwide to share knowledge and expertise on reporting on health.

While health dominated the headlines, climate change remains the pressing issue of our time. Our Environment Journalism Network continued to mobilise its hundreds of members worldwide to meet the urgent task of communicating these stories. As we look to the UN Climate Change conference in November 2021, we expect these stories to have even greater prominence in the news agenda.

We also continued to work at the global level, as part of the Internews Alliance, to bring the insights and experiences of our partners in over 80 countries to the policy agenda on issues related to media freedom and freedom of expression, including online – where we have a wealth of expertise derived from years of work with local digital rights groups and activists.



Mark Stephens CBE, Chair



Jodie Ginsberg, CEO

Internews' technology knowledge, combined with newly acquired media business consultancy – Newsgain – allows us to provide bespoke, flexible and rapid support to partner media outlets that addresses the specific risks they face and the contexts in which they operate. The ability to publish on digital platforms creates great opportunities to broaden reach and circumvent censorship, but it comes with a set of threats that require deep expertise to navigate and mitigate. We consider these dual offerings – technology support and business advisory services – some of the most important services that we offer, and services that are increasingly in demand as civic space shrinks globally and financial burdens for media outlets increase.

Internews Europe enters 2021 working in **27** countries with an approved budget of **£21.6m**, its largest yet. We do so firm in the knowledge that providing access to accurate and trustworthy information is more important than ever and with renewed hope and energy that we are building the networks, expertise and advocacy skills to make this happen.

Mark Stephens CBE, Chair of Trustees
Jodie Ginsberg, Chief Executive Officer

The trustees present their report and the audited financial statements for the year ended 31 December 2020. Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities SORP FRS 102.

Objectives, Activities and Public Benefit

Internews Europe is an international charity whose mission is to empower people worldwide with the trustworthy, high-quality news and information they need to make informed decisions, participate in their communities, and hold power to account.

The primary objective of the Charity as expressed in the Memorandum of Association is “The promotion of education and vocational training in the field of journalism in all its forms for the benefit of the public, in particular in countries experiencing conflict, civil unrest, or natural disaster.”

Public Benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Specifically, it is through the provision of our charitable activities that, by way of example:

- In humanitarian disasters, affected communities can access life-saving information to receive emergency health, water and shelter supplies.
- In fragile states and emerging democracies, all citizens are afforded more and better opportunities to speak truth to power, engage with elected officials regarding critical issues, holding them and the wider society to account through strengthened local media and investigative journalism; and
- In countries with limited press freedom, our tools and training help citizens access a greater plurality of views and sources of information about the world around them, by protecting credible sources of news and information.

Strategic report

Achievements and Performance

DEMOCRACY, HUMAN RIGHTS AND GOVERNANCE PROJECTS

Internews Europe's flagship multi-country, multi-donor programming to inform and empower people in places where freedom of expression is most at risk was renewed for a further four years in 2020. Editorial, managerial and digital security support was provided to 51 media outlets, information providers and civil society groups in nine countries, reaching an estimated 7.2 million people. 56% of those who received training and support were women, and 73% of the outlets supported said they felt more resilient in the face of on and offline threats, targeting and attacks thanks to Internews' support.

In Zimbabwe, Internews Europe entered the second year of the Zimbabwe Media Development programme, funded by the Swedish Development Agency (Sida) and focussed on the historically

marginalised and under-resourced Southern regions of Bulawayo, Matabeleland North, Matabeleland South and Midlands. Working with a range of partners including GeoPoll, News Gain, Kabatana, the Centre for Innovation and Technology, Digital Society Zimbabwe, the Humanitarian Information Facilitation Centre and the Zimbabwe Association of Community Radio Stations, we have worked to ensure that a resilient, digitally enabled and sustainable independent media and civil society can reach people with accurate and impartial information that promotes inclusion and accountability in the post-Mugabe era. These partners engage with audiences across a broad range of digital and analogue platforms, including community cinemas, social media, radio and face to face conversations, and will be provided with technical support which best meets their needs and aspirations as well as those of the people they serve, including training in business management, data journalism and digital security. In addition, several new start-ups have been identified and supported. These other start-ups are providing alternative options to people in marginalised and underserved parts of the country to have a voice in issues that affect their lives.

Due to the COVID 19 induced lockdowns, the Zimbabwe office collaborated innovatively with partners and stakeholders to virtually implement most of the planned activities. In addition, the office responded fast to the COVID pandemic by **launching the campaign ‘Information Saves Lives’ to counter the rampant misinformation and disinformation around the virus.** This was done through a multi-lingual series of radio programs that hosted critical stakeholders and prompted vibrant feedback from community members. In collaboration with local partner organisations, the focus was shifted to spread accurate and reliable information about the pandemic. The response to COVID – 19 was very impactful; the research collaboration undertaken by Harvard University researchers validated this claim.

Great Lakes Region: Internews Europe received funding for Covid -19 over 14 months. This work is to be implemented by Internews Europe in partnership with Pole Institute and International Alert in the Great Lakes region, Burundi, Rwanda, Eastern Democratic Republic of Congo (Ituri, North and South Kivu, Tanganyika), Uganda (Kyangwali) and Western Tanzania (Kigoma). The project is a continuation of the work of Pole Institute, International Alert and Internews in the region, that was dedicated to the Ebola response, conflict prevention and improvement of information ecosystems and the fight against rumours and false information. Some key achievements of this work to date include:

- Production of more than 50 regional radio bulletin and thousands of media contents on issues related to Covid 19 and peace building in the Great Lake region disseminated and broadcasted by a network of more than 80 medias
- Production of rumour tracking bulletins, radio shows and debates
- Regular training and mentoring for journalists of the region on health, covid, vaccine reporting and fact checking
- Support various awareness raising activities to stop the spread of the virus and prevent conflicts in the regions
- Monitoring of the press and media freedom in the context of the pandemic restrictions, 4 quarterly monitoring report and various advocacy activities
- Community based sensitization, community-based radio shows
- Support community-based organizations in preventing conflicts including covid provoked by the pandemic
- Research on conflict and advocacy for conflict resolution
- Training authorities and humanitarian agencies on gender, conflict sensitivity and the way to communicate and work with media

Work in Central Asia: during the year, Internews continued implementing the “Strengthening Resilience to Radicalisation and Disinformation in Central Asia through Independent Media (Phase II)”, a follow-up intervention which built on lessons learnt from the Phase I “Contributing to stability and peace in Central Asia through media literacy, improved reporting and regional cooperation” project.

A study commissioned by Internews in 2020, , examined how vulnerable communities consume news and information in Central Asia. Revealing widespread mistrust of information providers, the study pointed to the difficulty of reaching communities with verified information, particularly on COVID-19, and helped to offer workable solutions.

Other activities carried out under this project include:

- Two research studies: one into radicalisation leading to violent extremism in Central Asia and the second into media and information consumption among labour migrants, ethnic minorities, and refugees
- 28 media professionals and communication experts from Kazakhstan, the Kyrgyz Republic, Tajikistan, and Uzbekistan completed a 140-hour regional training of trainers (ToT) on conflict-sensitive journalism and conflict-sensitive communications. Internews together with the project partners and the 28 ToT alumni conducted 33 on-site workshops on conflict-sensitive reporting, security, and social media for 398 journalists, bloggers, civic activists, press officers and religious/community leaders. 196 local religious and community leaders learnt how to produce quality content on social media
- 760 local content producers completed 13 training sessions of an extended online capacity building programme on effective online and social media health communication
- Trained content producers implemented 39 media projects producing more than 1,000 pieces of content on conflict-sensitive issues
- 6 regional media forums and media labs conducted with a total of 650 participants (media professionals, civic activists, religious leaders, educators, state officials and experts)
- 4 Idea Fests organised as part of #IdeaChallenge campaign
- 438 socially relevant concept ideas submitted; 200 final ideas selected for Idea Fests; 106 ideas transformed into viable projects; 8 projects supported by Internews for funding
- “Three Dots. Know What You Browse” online media literacy campaign operating in four countries and on a regional level reaching 38 million online users
- 109 stipends and grants awarded for content production

In Malaysia, our European Commission (EC) funded project ‘Suara Masyarakat’ (Public Voice) is helping to realise the media’s potential to provide mechanisms to support public participation in processes of reform, including data journalism which support increased transparency. In DRC, with funding from the EC and Sida we have been able to support legal reform and work with partners to produce high quality journalism and radio content which improves access to information and provides the space for participation, particularly from women and youth who have traditionally been excluded.

SPOTLIGHT ON: MEDIA SUSTAINABILITY

We continue to develop media sustainability as a core component of our work, and currently support emerging media business models in a range of varied contexts. This was significantly enhanced following the acquisition by Internews Network of media business consultancy Newsgain in 2020.

We continued to see impressive results from our work on media sustainability in Europe and Eurasia, where our partners have increased their audience share and grow revenue from online sales.

In 2020, the average the daily audience reach of partner media outlets in our Sida-funded AUDS project grew by 35 percent in Armenia, by 102 percent in Georgia, by 131 percent in Moldova and 17 percent in Ukraine. Ambrolauris Khma, a small outlet from Georgia, increased its audience reach through the production of multimedia and news stories on socially significant issues, such as the effects of the COVID-19 pandemic on local communities. The average daily audience grew by 377 percent from 123 average daily users in February of 2020 to 523 users in November of that year. The number of media outlet's followers on Facebook grew from 1,112 in February of 2020 to 5,828 in November of that year.

At least half of all partner media outlets increased their revenues from online sales. On average the revenues from online sales of partner media outlets in Armenia grew by 1.5 percent, in Georgia: 34 percent, in Moldova: 336 percent, and in Ukraine: 67 percent. Stiri positive, a media outlet in Moldova, increased its online revenues by 586 percent from 250 euros in March of 2020 to 1,715 euros in October that year. Within the project, the outlet produced five infographics that featured women and girls who have transformed their passion into successful small businesses. Following this, a private company commissioned Stiri positive to create a set of infographics and visual products for commercial purposes.

Internews Europe continues to focus on women's empowerment. We apply a gender lens within all our programming, but we also have projects specifically designed to be gender transformative.

In Iraq, our Sida-funded programme 'Aswatouna' (Our Voices) is helping to increase the capacity of Iraqi journalists and Civil Society Organisations as (CSO)s to produce gender-sensitive, inclusive content addressing women's rights, to increase the presence of women's voices in the media and public debate, to strengthen women's resilience against gender-based digital attacks, to build leadership opportunities in the media and information space, and to educate Iraqi women on their political and economic rights in the country.

In Myanmar, we sought to elevate women's perspectives within the Peace Process with partner "the Women League of Burma" funded from Norad. We provided story grants and opportunities for journalists to engage more deeply in issues at the intersection of gender and peace to improve the quality of reporting, which currently focuses on events rather than personal experiences or analysis of policy questions.



Mahbooba Mohammadi, a Salaam Watandar Reporter in Balkh, has observed changes in the perceptions of audiences around irregular migration as a result of their radio programmes.

In Afghanistan, we have been supported by the Netherlands Ministry of Foreign Affairs to deliver a programme of journalism training and radio drama production with our long-standing partner radio network Salaam Watandaar. It is designed to increase the volume and quality of coverage of migration, inform people about safe routes and promote discussion around an issue which affects almost everyone in the country yet on which the media is broadly silent. We were also pleased to new funding in 2020 from the European Commission to support local media organisations in tackling COVID in the country.

In addition, we were able to launch work in the Great Lakes region of Africa and in Latin America and the Caribbean to support local news outlets in reporting on the pandemic thanks to funding from the Commission. The Latin America work follows the success of our inaugural Rapid Response Fund, seeded with \$500,000 in support from Luminate, which provided emergency grants to media and civil society organisations so they could continue to operate during the pandemic.



Poster of the first call for participation of the Rapid Response Fund in Latin America and the Caribbean.

ENVIRONMENT PROJECTS

The **Earth Journalism Network (EJN)** celebrated its 16th year in October. Internews Europe's flagship environment project, Sida-funded EJN Asia Pacific, has been underway since 2018. As home to 60% of the world's biodiversity, the region is central to global efforts to tackle environmental degradation and contains many stories that can have far-reaching impacts but limited coverage. The programme works in Thailand, Indonesia, Vietnam, Cambodia, Philippines, India and the Pacific, and has taken a three-pronged approach: connecting journalists virtually and in-person to share knowledge and expertise and collaborate on cross-border reporting initiatives, training journalists on how to produce engaging, inclusive, data-led content, and creating multi-media platforms which aggregate environmental stories, publish less-told stories and use placed-based storytelling and data visualization to contextualise events within the broader patterns of change.

The project is delivering for communities.



An environmental journalism workshop carried out by Foundation for Community Educational Media (FCEM) in Thailand, focused on reporting on climate change and climate justice.

HEALTH PROJECTS

Internews Europe is part of a FCDO-funded multi-year collaboration to improve sexual and reproductive health and rights (SRHR) in the most challenging contexts. 2020 saw us undertake work in Uganda building public support for these rights using a network of community correspondents in the Kyangwali Refugee Camp. The correspondents, residents of the camp, were trained on “communicating with communities (CWC)” methodologies developed for humanitarian response to the health sector and adapted for the local context.

Health Projects – Covid -19

Our Information Saves Lives Rapid Response Fund made more than 180 grants averaging \$3,000 each to small media organisations, journalists and civil society organisations in more than 40 countries. Of the nearly 1,000 applications we received, most sought funding so they could provide content for marginalized communities who faced language barriers, stigma, or other obstacles to receiving information.

For example, Tinig focused on the Filipino community in the UK, many whom work in health care, and a disproportionate number of whom have contracted and died from COVID-19. The UK Filipino community did not have an online news site dedicated to their interests and needs, until Tinig launched with Rapid Response funds. Many others sought funding to survive as organizations and continue their operations. Like media all around the world, their ability to earn revenue was hit hard by the pandemic, while the need for their work was higher than ever.

Grantees including The Associacao Data Labe in Brazil used Rapid Response funds to sustain their operations and report data on COVID-19 in their community. As a non-profit media outlet located in Favela da Maré, one of the largest slums in Brazil, they serve 140,000 favela residents in one of the countries hardest-hit by COVID-19.



ASFEV distributed portable radios to women so they could get information about COVID-19 and other matters.

In total, Internews Europe received more than \$8 million in funding for COVID 19 related work: in Afghanistan, Great Lakes, and Latin America, and \$500,000 from Luminate for our Rapid Response Fund. Internews Europe also assisted the Joseph Rowntree Foundation, (through PNIF), in another round of Rapid Responses to the pandemic valued at £60,000.

Worth mentioning is the launching, during the year, of the COVID TASK FORCE consisting of staff across the Internews Alliance to monitor ongoing events around the world, review the implementation and impact of Internews various initiatives.

Financial Review

The detailed results for the year and the state of affairs on 31 December 2020 are set out in the financial statements. The Trustees confirm that, in their opinion, applicable accounting standards and statements of recommended practice have been followed.

Total expenditure for the year was £12.89m and income was £15.66m. Year on year, this represents an income increase of 22.8% and a seventh consecutive year of growth based on trajectory at time of writing. Forecasts for 2021 indicate the potential for further growth. 2020 saw further progress in securing new funding income streams resulting in a boost to our group unrestricted reserves at the end of the year.

Reserves Policy

The board of trustees reviews the reserves policy on an annual basis. The current minimum target, as reviewed and determined by the trustees at the December 2020 Board meeting, is for Internews Europe to hold three months of overhead operating expenditure equivalent to £574k -- as unrestricted funds in reserve. On 31st December 2020 our unrestricted group reserves showed a surplus of (£333,951, from the £4,687 deficit reported in 2019.

This has taken Internews Europe into a new phase compared to previous years where it showed an unrestricted deficit.. The origins of the unrestricted fund deficit lay in 2012/13 when Internews Europe's headquarters was relocated from Paris to London. From the accounting year of 2015 onwards, the charity has enjoyed in-year surpluses on unrestricted funds, which have gradually reduced the unrestricted deficit and aid foundations for a reserve.

The organisation continues to work towards its reserves target through a focused approach to securing unrestricted funding,

from trusts and foundations and corporate donors.

Significant Events

COVID – 19 Developments

Following the World Health Organisation's (WHO) declaration of COVID-19 as a global pandemic on 11 March 2020, Internews continued to implement programmes to tackle the volume of mis- and disinformation accompanying and, arguably, accelerating this crisis. All this swiftly served to underscore the vital importance of Internews' mission – with many funders launching new calls for proposals to address the need for reliable and accessible information.

The Internews Alliance's priority was to ensure the safety and wellbeing of staff, and on 16 March the entire workforce moved to remote working. The project portfolio was then reviewed to ensure that existing objectives could still be met through online delivery, and that all opportunities to deliver high quality information to equip communities around the world to respond to COVID-19 and hold their governments to account were being exploited, with additional institutional funding secured towards this.

While the new Internews five-year strategy launched in 2020 remained highly relevant, we modified it to reflect the additional challenges presented by COVID-19. Many of Internews' partners saw an immediate drop in revenue as advertising dried up. They also had to move quickly to develop new safety protocols and equip themselves with an understanding of the science behind the pandemic. Internews launched a Rapid Response Fund providing grants of up to \$500,000 to enable information providers to continue operating at this crucial moment, in addition to expanding its pool of health information specialists and doubling down on

support to freedom of expression as civic space began contracting in several countries.

Final BREXIT date – 31.01.20

Following the official UK's exit from the EU on 31 January 2020, Internews continued to review its opportunities and strategies post-Brexit, including but not limited funding options both at UK levels and through our EU registered subsidiary in Paris. Internews Europe's subsidiary in Dublin remained dormant through the year. Further financial details on the group can be observed from the consolidated financial statements for the year ending 31.12.20.

Events during the year:

Internews Europe's Board member, Dr Saleyha Ahsan spoke at the sold out WS society event : Silencing the Medics, which was co-hosted by Internews in November 2020.

Internews Europe's CEO, Jodie Ginsberg also spoke at a Reuters Institute seminar on Press Freedom and On-Line restrictions. These are in addition to panels at the John Schofield Trust media freedom and another panel to launch the Trinity Challenge, which is a coalition of partners with a common aim of developing insights and actions, contributing to a world better protected from global health emergencies.

Belonging, Dignity & Justice

It will be almost inevitable to think of our achievements in 2020 without any reference to the Black Lives Matter campaign following the upheaval in the United States in the summer. These events caused the Internews Alliance to re-think its own internal strategies, processes and approaches, taking up a thorough evaluation on how the company can create a deeper awareness and proper management of this big development. To this end, the Internews Alliance engaged the services of Decolonize Design to help management and staff gain deeper insight

and awareness into key matters. This work gave birth to the concept "Belonging, Dignity and Justice (BDJ)" and which has continued to thrive through the global organisation with the launch of various affinity groups and led by key, highly skilled staff. Our Alliance-wide Belonging, Dignity and Justice initiative, funded by the Internews Network, kicked off in November with a series of introductory sessions and an organisation-wide questionnaire. Our consultants, Decolonize Design, will now work with us to help develop policies, practices, and processes to ensure this is an organisation in which everyone can thrive

Principal funding sources

Most of our income is derived from public donor agencies supporting international development.

The year also saw the continuation of much-valued services in-kind and unrestricted financial support from the members of our Corporate Partnership Programme. Sky News and Slaughter & May are thanked for their support for the partnership programme.

The trustees are additionally grateful to the contributions of Slaughter & May LLP, Howard Kennedy LLP, Mayer Brown International LLP and Arnold & Porter, for a range of pro-bono legal and other consultancy services in the year.

Going Concern Review

For the reasons set out above, and outlined further in accounting policy 1(d), the Trustees consider it appropriate to prepare the accounts on the going concern basis.

At the end of the 2020 financial year, Internews Europe had been awarded new donations and contracts with a total value of £16.64m over the next 4 years in addition to existing work/income, with a strong and growing pipeline of other income developing in 2020 through subsequent years.

Processes of monthly and 12 month rolling forecasts of income and expenditure, including cash management procedures, have ensured the charity maintains strong liquidity with forecasts showing a further strengthened position over the coming 12 months.

Internews continues to further its efforts in its pursuing an aggressive donor diversification strategy which reduces over-reliance on any one donor.

Fundraising Regulation

All Internews fundraising activities are managed in house. Our development

department manages relationships with governmental, multilateral and NGO donors whilst the Philanthropy Department is responsible for fundraising from individual supporters, private foundations and corporations.

Internews Europe is registered with the Fundraising Regulator. There were no complaints received during the year and, likewise, no-incidents of non-compliance with the applicable code.

Risk Management

Internews Europe adopts a rigorous approach to risk management which allows the Trustees and Senior Management Team to take a contemporaneous and informed view of the organisation's risk tolerance level. Such an approach is necessary for Internews to implement complex programmes, with success and well-managed risk, in a range of the most fragile states in the world.

The trustees actively review the major risks to which the charity is exposed to ensure that systems are in place to monitor and mitigate those risks. A review of the strategic risk register takes place during all scheduled trustee board meetings and on an ad-hoc basis if and when risks are re-graded to the higher levels in the register. The trustees also determine which areas of risk they wish to review in detail on a standing basis, irrespective of the risk ratings.

Senior managers take operational responsibility for risk mitigation in all areas; for example, by ensuring appropriate internal controls and policies are in place whilst regularly monitoring risks from the external operating environment. Specifically, the management group receives information via a more detailed programme portfolio risk register which identifies specific risks and actions required down to the level of each individual project. In turn, this information feeds the overall strategic risk register as reviewed by the trustees.

The trustees believe these actions provide sufficient early warning systems, and the requisite controls and procedures in the event of adverse conditions.

Principal Risks and Uncertainties

Global shocks: early 2020 saw the world hit by a global pandemic the consequences of

which are still being assessed. Internews has robust operational security protocols which enabled swift and decisive action to mitigate the health risk to staff across the organisation, and deeply embedded tools and practices for distributed working which meant a smooth transition to remote working. A Senior Director of Security and Program Operations leads key senior staff in rapid decision making on staff travel and office closures and this Emergency Management Team meets regularly for updates on local and global risks presented by the pandemic.

The pandemic is described by many as an 'infodemic', and while we have seen some projects temporarily reduce the pace of delivery to observe social distancing, we have also seen increased demand from funders for work which involves the dissemination of high quality information which enables people to make informed decisions to protect themselves and strengthens civil society efforts to resist increased pressure on freedom of expression, and are able to deliver much of this on digital platforms. We remain concerned about the immediate health and secondary economic, political, and societal impacts that COVID-19 may generate in many of the places we work and retain a watching brief through our Operational Security team.

Operational Security: there are inherent risks to working in fragile states, or those vulnerable to disasters, and these risks are ever present. The trustees periodically and carefully review the organisation's ability to continue to operate programmes in high-risk environments to ensure that we have well developed procedures and protocols for working in such environments. These include a well-resourced emergency management structure shared with our allied entity in the US. The trustees are of the view that

maintaining such resources and operational capacity is essential for the organisation to achieve its charitable purposes.

Hostile Environment for Media Partners and Support to Media: worldwide the number of journalists killed or attacked in the course of their duties continues to remain high. Established norms that protect the fundamental principles of free expression, and the role of media as a fourth pillar of democracy face increasing hostility in all societies. These trends underscore the global need for Internews' work, but also require increasingly careful assessment of risks to partners involved. Such assessments go on to form the method of operation for individual projects, in such a way that impact can still be achieved whilst preserving partner safety and security.

External/Government Policy: like many UK registered international charities, Internews has developed an extensive mitigation strategy to insulate the organisation from the effects of the UK leaving the European Union. This is further described in 'Significant Events' above.

Financial: on-going volatility in the currency markets affecting multi-currency operations and programme budgets continued in 2020. This is mitigated through a well-managed treasury function and highly effective currency planning.

In addition, Internews continues to focus intensively on a donor diversification strategy to mitigate risks. In late 2020, Internews appointed a new Senior Director of Outreach and Partnerships who will focus on building relationships with a diverse set of institutional funders. This appointment is already bearing fruit with Internews invited to bid for two new projects as a result. In addition, Internews has appointed two new staff members to cover for our Director of Philanthropy, Claire Palmer, during her maternity leave. A dedicated Trusts and Foundations Officer, alongside a Corporate Partnerships

Associate, will allow us to take a more targeted approach to securing funding from these sectors.

Investment in increased external outreach, through collaboration with our newly created Alliance-wide External Affairs team will also enable us to identify potential new sources of support in future.

Safeguarding and Serious Incidents

During the year, Internews continued to step up its efforts in ensuring high standards of safeguarding, monitoring and training of all relevant persons across the globe strengthened by a suite of policies in six languages. These include policies on :

- Prevention of Abuse and Safeguarding,
- Non-Discrimination and Anti-Harassment
- Relationships in the Workplace,
- Business Ethics,
- Disclosure, Protection Investigation,
- Conflict of Interest.

One of such stepped up measures included the appointment of skilled consultants to review reported cases where it was felt that there was insufficient in-house expertise to deal with the matter at hand.

The charity maintains its zero-tolerance policy towards abuse or other forms of serious misconduct and sets clear standards and expectations around representatives' behaviour in our international Code of Conduct.

All employees and other representatives are required to take part in both induction and recurring annual training on safeguarding and associated policies and controls (through webinars, face to face discussions and consultations) Internews continued to refer to its Safeguarding framework intended to provide absolute clarity of incident management, simplicity and accessibility

within our reporting mechanisms. Internews offers various points of internal incident reporting for all UK and international representatives, in addition to an external, multi-lingual reporting and whistleblowing 'hotline' operated by Lighthouse Services.

The trustees are alive to their obligations to report the most serious misconduct or abuse to relevant authorities in the United Kingdom and other countries of operation, in particular the formal requirements for Serious Incident Reporting to the Charity Commission for England and Wales. In broader terms, this obligation is understood across the broader definitions of Serious Incidents in which the Commission would have an interest.

Three Serious Incident Notifications were made to the Commission during the period covered by this report. In two cases, the Charity Commission was satisfied that the

trustees had dealt with the matter appropriately and responsibly. Further clarification was sought by trustees related to a third incident as Internews was initially slow to report the incident, which had occurred in 2019.

All reported cases have been closed by the Charities Commission and donors respectively, following in-depth reviews and investigations.

Internews Europe CEO Jodie Ginsberg launched an initial review of safeguarding policies and practices in 2020 and in 2021 Internews will engage an external consultant to advise on the organisation's current policies, processes, and practices.

Plans

2020 was the first year of implementation for our new five-year strategic framework: Internews 2025.

Goal: Over the next five years, as the next 3 billion people come online, we will join with allies who share our vision, including journalists and technologists, data scientists and legal specialists, as well as artists, advocates, and storytellers. **Together, we will build healthy information environments in more than 100 countries across the globe.**

Key to the advancement of our vision and goal are two new commitments we are making with this framework:

- First, we are committing to building a Global Change Agenda to complement our deep and long-standing in-country program expertise. This Global Change Agenda will elevate the insights and concerns of our partners to significantly influence the policies, norms, and practices of global players toward building healthier information environments around the world.
- Second, we are committing to studying and evaluating the actual changes that occur in a community when their information environment improves over time. We will deeply explore our impact around the world and learn which of our approaches are most effective and worth bringing to scale. We call this “25 x 25,” as we aim to focus research and external expertise on 25 diverse and representative communities around the world through the end of this strategy in 2025.

Finally, we recognize that resources are necessary to support this work, so we will evaluate the potential funding opportunities and steps we need to take to raise the diverse resources necessary to advance this framework — while also ensuring Internews remains financially and operationally resilient into the future.

The strategy will shape the way we work in 2021 and beyond, driving us to listen more closely to our partners, advocate more loudly on their behalf, work harder to find and support media business models that work, be more demanding in the pursuit of quality and excellence, and in proving that we have achieved it, and finding new partners and avenues to deliver our mission.

While the response to COVID formed much of the operational focus of 2020, we were pleased that the pillars of the 2025 strategy remained profoundly relevant. We were able to launch several 25 x 25 research projects and look forward to presenting the results of these later in 2021.

Annual Operational Planning

The strategic framework, in turn, provides the foundations for annual operational plans developed for Internews Europe at a headquarters level, in addition to a range of regional plans for each of our geographic programme units. The 2021 annual operational plan for Internews Europe in the

UK focussed on three principal goals and objectives as follows:

(1) Lead, Service and Support effective programmes in support of Internews' global strategy

1.1 Objective - Sustain EU-funded programmes in service of the strategic plans developed by regional PMUs and global teams.

(2) Increase financial sustainability

2.1 Objective - Increase private income, unrestricted income and reserves

(3) Develop the operational capacity and risk resilience of the organisation

3.1 Objective - Reform Alliance agreements and processes to improve cost effectiveness and create efficiencies across organisation

In summary , the three operational focus areas for Internews Europe in 2021 will be:

1. Building the best organisation
2. Building the best Alliance with its sister organisations
3. Building a better world

This is the end of the strategic report.

Structure, Governance and Management

Internews Europe is a charitable company limited by guarantee, incorporated in England and Wales on 23 December 2011 and registered as a charity in England and Wales on 1 August 2012. Internews Europe (UK) is the legal successor to Internews Europe (France), originally established in 1995, having been the beneficiary entity of an assignment agreement whereby contracts, grants and assets were transferred to full control of Internews Europe (UK) as of 1 April 2013. The resulting subsidiary, Internews France, was disposed of after winding up operations on the 1 January 2015.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its articles of association.

The primary objective of the charity as expressed in the Memorandum of Association is "The promotion of education and vocational training in the field of journalism in all its forms for the benefit of the public, in particular in countries experiencing conflict, civil unrest, or natural disaster."

The trustees and executive seek to fulfil these objectives through establishing projects in a wide range of countries which focus on media development and information access around several core themes: Democracy, Human Rights & Governance, Humanitarian Information, Health and the Environment.

The trustees are responsible for the overall governance of the charity. The Board has constituted a committee for Audit, Risk and Governance which meets two to three times a year. The committee, reviews financial reports, annual audits and other risk matters making recommendations to the main board as deemed appropriate.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in Note 6 to the accounts. Most trustees donate travel and other expenses associated with their governance duties.

GROUP SUBSIDIARIES

Internews International (France)

Since 2018 Internews Europe has enjoyed effective overall control of the French Non-Profit Association Internews International (RNA no. W751139592, SIRET no. 425 132 347 000 13 APE 921).

Internews International was originally established in Paris, France in 1995 as a coordination and membership body for both Internews Europe (by extension including the former Internews France), Internews Network (USA) and a range of national media development organisations in Eastern Europe Central and South Asia. Whilst practical cooperation continued, the legal vehicle itself had become somewhat redundant in more recent years.

For good order, and as part of measures to sustain a continental European legal identity after the UK leaves the European Union Internews Europe agreed to the measures necessary for it to assume overall control with all other members. The transfer of control was confirmed at an Extraordinary General Meeting of Internews International in February 2018. A principal measure of control is that Internews Europe UK, as a corporate member of the French Association, has the sole authority to appoint the officers of President, General Secretary and Treasurer. The revised articles of Internews International make provision for these officers to be members of the Key Management Personnel of Internews Europe UK.

Internews International closed its third year of operations (31 December 2020) with a surplus of £7,063. The total restricted fund balance closed at £nil

Internews Media Development Company (Republic of Ireland)

In addition to the above, Internews Europe registered a subsidiary non-profit company in the Republic of Ireland in 2017 (no. 615323). This entity remains dormant on the Irish company register and no further disclosures are required.

TRUSTEE APPOINTMENT, INDUCTION AND TRAINING

Trustees are proactively selected and appointed to ensure there is a broad range of relevant skills and experience represented across the trustee board. Trustee recruitment may take place using open advertisements and/or through more targeted approaches to individuals, agreed by existing trustees to possess skills and experience that would further strengthen the board. A trustee board skills matrix is regularly reviewed to ensure a suitable balance of skills, experience and trustee diversity. A comprehensive policy exists for the appointment and approval of new trustees, in addition to processes for the election of officers such as the Chair, Vice-Chair and Treasurer.

A rolling cycle of training and development of trustees ensures there are cognizant of their statutory responsibilities and keep up to date on key issues such as development and relief work in addition to exposure to Internews Europe's international programmes.

As part of our Strategic Alliance with Internews Network (see Related Parties, below), the board of our US sister organisation is entitled to select and appoint one of its own number as a trustee to serve on the Internews Europe board.

This role is currently fulfilled by **Mr Matt Chanoff**. This is a reciprocal arrangement; therefore, Internews Europe's trustees also have an entitlement to select one of their number to serve on Internews Network's Board of Directors. This role is currently undertaken by **Mrs Kristina Henschen**.

ORGANISATION OF THE CHARITY

Internews Europe's operations are conducted in accordance with the Memorandum and Articles of Association and the policies/strategies approved by the Trustees. Given the international scale and complexity of the organisation, the trustees delegate all day-to-day responsibilities for running the organisation to the Chief Executive Officer (CEO). This position was held by **Mr Daniel Bruce** for the 5+ years from 24 February 2014 – 18 September 2019. Thereafter, **Ms Rosie Parkyn** acted as Chief Executive Officer until the position was taken up by **Ms Jodie Ginsberg** on 9 March 2020.

The CEO is supported by the Senior Management Team (SMT, consisting of Key Management Personnel) namely **Mrs Foluke Mogaji**, Senior Director of Finance and Resources, **Mr Denis Kovalenko**, Head of Grants, Contracts and Compliance, **Ms Camilla Palazzini**, Director of Development (resigned 16 October 2020), **Mrs Claire Palmer**, Director of Philanthropy and **Ms Rosie Parkyn**, Global Director of Impact, for the period when she was not acting as CEO, and **Mr Abdurahman Sharif**, Senior Director of Outreach and Partnerships who joined the company in January, 2021

In addition, a larger Corporate Management Group takes responsibility for various operational and support functions. Field programmes are overseen by a range of Regional Directors, Country Directors and other national support staff.

RELATED PARTIES AND RELATIONSHIPS WITH OTHER ORGANISATIONS

Internews Network (USA)

Internews Europe operates in a **Strategic Alliance** with Internews Network; a US based non-profit organisation which was the first media development organisation to bear the Internews name and brand. A Memorandum of Understanding to establish a strategic alliance was signed by the boards of both entities in September 2014. This was subsequently reinforced with a legalised, Strategic Alliance Agreement signed in June 2016.

Through their Alliance, Internews Network (IUS or Internews US) and Internews Europe (IEU) express their joint commitment and intent to create greater programme impact and public benefit than two separate organisations would be able to achieve on their own. The Alliance is particularly intended to ensure seamless delivery of programmes through regional and country offices, and greater sharing and application of effective organisational learning.

The Alliance has shared responsibility for five regional Programme Management Units (PMUs) which, under the leadership of their associated Regional Directors are accountable to both entities for the successful implementation of a diverse body of projects and programmes jointly funded by the Alliance. Given the nature of this arrangement, there are a significant amount of Inter-Alliance financial transactions over the course of the year, which ensure each field office is equipped with the resources to deliver a blended portfolio of projects and programmes.

Nevertheless, IEU and IUS purposefully maintain separate, independent, governance bodies and each legal entity has its own CEO.

CDAC Network (Limited) (UK)

Internews Europe continues to maintain its membership of the “Communicating with Disaster Affected Communities (CDAC) Network”. During the year, Internews has been represented on the CDAC board by **Ms Rosie Parkyn, Internews Europe’s Global Director of Impact**.

REMUNERATION POLICY AND SALARY DISCLOSURES FOR KEY MANAGEMENT PERSONNEL

The trustee board takes responsibility for the appointment and performance management of the Chief Executive Officer. This includes an annual review of the CEO’s pay and benefits which, in turn, is linked to a detailed and rigorously benchmarked organisational salary scale.

In broad terms, all salary bands are reviewed periodically, both for sector benchmarking and any inflationary increments deemed appropriate and affordable for the overall pay-scale. During annual benchmarking of the organisational salary scale, Internews Europe compares its pay bands for all positions to equivalent posts in the following areas:

- Domestic and international charities with a similar level of income.
- Other relevant international charities of any size; for example, others in the British Government’s Rapid Response Facility (RRF).
- Other charitable organisations working in the specific sectors of media, information and development, freedom of expression and support to independent journalism; and
- Comparable salaries of Internews Network staff.

Taken as a whole, the Internews Alliance is among the two or three largest, if not the largest organisation working in the media, information and development sub-sector.

Given this scale and complexity, and the need to recruit and retain skilled staff with an unusual blend of experience in both media and international development, our salary scale is set in the middle of the upper quartile of our benchmarking results.

In setting the pay and benefits of the Chief Executive Officer, the trustees work from a minimum floor figure in the salary scales, which is currently £86,683, up to an in principle pay multiple ratios of five (relative to the lowest pay scale).

In turn, the CEO sets the pay and benefits of the other senior directors using the scale points immediately below the CEO floor. Details of all salaries and benefits exceeding £60,000 for the year can be found in Note 6 to the financial statements.

For 2020, the Senior Pay disclosures include the CEO, Senior Director of Finance and Resources, Director of Development, Director of Philanthropy and Director of Programmes. The aggregated actual pay for this group in 2020 was £457,784 (2019 - £406,876).

FUNDS HELD AS CUSTODIAN TRUSTEE

During 2020 there were no funds held as custodian trustee on behalf of others.

STATEMENT OF TRUSTEE'S ROLES AND RESPONSIBILITIES

The trustees (who are also directors of Internews Europe for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of 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 judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards and statements of recommended practice 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 charity 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. 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.

In so far as the trustees are aware:

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

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 financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £10 to

the assets of the charity in the event of winding up. The total number of such guarantees on 31 December 2020 was 9 (2019: 9). The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Sayer Vincent LLP were re-appointed as the charitable company's auditors during the year.

Approved by the trustees on 17 June 2021 and signed on their behalf by:

Mark Stephens, CBE, Chair of Trustees

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Independent Auditor's Report

Opinion

We have audited the financial statements of Internews Europe (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2020 which comprise the consolidated statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the notes to the financial statements, including a summary of 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 group's and of the parent charitable company's affairs as at 31 December 2020 and of the group's 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
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011

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 group financial statements section of our report. We are independent of the group and parent charitable company 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 Internews Europe'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 trustees' annual report, including the strategic report, other than the group 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 group 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 group 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 group 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 trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual report, including the strategic report 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 group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report, including the strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company 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 directors 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 trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the parent charitable company for the purposes 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 group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent 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

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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 are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the group's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the group operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the group from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be

less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: 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 and section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. 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 auditor's 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.

Jonathan Orchard (Senior statutory auditor)

8 July 2021

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Consolidated statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 December 2020

	Note	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Income from:							
Donations and legacies	2	94,400	–	94,400	135,146	–	135,146
Charitable activities							
Democracy, Governance & Human Rights	3	601,932	10,748,890	11,350,822	350,511	9,365,675	9,716,186
Environment	3	84,272	1,177,012	1,261,284	50,240	1,760,567	1,810,807
Humanitarian	3	116,300	2,839,746	2,956,046	34,477	1,055,721	1,090,198
Total income		896,904	14,765,648	15,662,552	570,374	12,181,963	12,752,337
Expenditure on:							
Raising funds	4	184,873	–	184,873	161,026	–	161,026
Charitable activities							
Democracy, Governance & Human Rights	4	275,599	9,710,795	9,986,394	223,900	5,387,786	5,611,686
Environment	4	40,551	1,140,642	1,181,193	105,753	2,951,448	3,057,201
Humanitarian	4	57,243	1,484,328	1,541,571	41,677	700,288	741,965
Total expenditure		558,266	12,335,765	12,894,031	532,356	9,039,522	9,571,878
Net movement in funds		338,638	2,429,883	2,768,521	38,018	3,142,441	3,180,459
Reconciliation of funds:							
Total funds brought forward	15	(4,687)	6,820,014	6,815,327	(42,705)	3,677,573	3,634,868
Total funds carried forward		333,951	9,249,897	9,583,848	(4,687)	6,820,014	6,815,327

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 15 to the financial statements.

Balance sheets

Company no. 07891107

As at 31 December 2020

	Note	The group 2020	2019 £	The charity 2020	2019 £
Fixed assets:					
Tangible assets	10	47,775	61,291	47,775	61,291
		47,775	61,291	47,775	61,291
Current assets:					
Debtors	11	2,054,613	2,469,689	2,231,722	2,651,754
Cash at bank and in hand		8,089,159	5,483,590	8,064,099	5,325,853
		10,143,772	7,953,279	10,295,821	7,977,607
Liabilities:					
Creditors: amounts falling due within one year	12	607,699	1,199,243	726,801	1,223,447
		9,536,073	6,754,036	9,569,020	6,754,160
Net current assets		9,536,073	6,754,036	9,569,020	6,754,160
Total net assets		9,583,848	6,815,327	9,616,795	6,815,451
Funds:					
Restricted income funds	15	9,249,897	6,820,014	9,254,864	6,816,578
Unrestricted income funds:					
General funds		333,951	(4,687)	361,931	(1,127)
Total funds		9,583,848	6,815,327	9,616,795	6,815,451

Approved by the trustees on 17 June 2021 and signed on their behalf by

Mark Stephens CBE
Chair of Trustees

Internews Europe

Statement of cash flows

For the year ended 31 December 2020

	Note	2020 £	2019 £
<i>Cash flows from operating activities</i>	16	2,621,190	2,538,599
Cash flows from investing activities			
Purchase of tangible fixed assets		(15,621)	(15,249)
Change in cash and cash equivalents in the year		2,605,569	2,523,350
Cash and cash equivalents at the beginning of the year		5,483,590	2,960,240
Cash and cash equivalents at the end of the year		8,089,159	5,483,590

1 Accounting policies

a) Statutory information

Internews Europe is a charitable company limited by guarantee and is incorporated in England and Wales. The registered office address (and principal place of business), is 43–51 New North Road, London, N1 6LU. In 2018, Internews Europe initiated the process of acquiring effective control of the French Non-Profit Association Internews International (RNA no. W751139592, SIRET no. 425 132 347 000 21 APE 913). As of 15 November, 2017, Internews Europe had successfully registered a new entity in Ireland – Internews Media Development (A Company Limited by Guarantee) with registered Company number 615323. Under the new structure, Internews Europe remains the Parent Company, with Internews France and Ireland as Subsidiaries. As December 2018, there is a requirement to consolidate the reports of both Internews Europe and Internews International, as control of the latter was achieved in February 2018. Internews Media Development Company (registered in November 2017 in the Republic of Ireland), remained dormant in 2020.

b) Basis of preparation

The financial statements have been prepared in accordance with 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) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements 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 nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

These financial statements consolidate the results of the charitable company and its wholly-owned subsidiary **Internews International** on a line by line basis. Transactions and balances between the charitable company and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two companies are disclosed in the notes of the charitable company's balance sheet. A separate statement of financial activities, or income and expenditure account, for the charitable company itself is not presented because the charitable company has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

Internews Europe opened in 2020 with an Unrestricted Fund deficit of **£4,687**. In light of the in year surplus made in the year, the results of Internews Europe are stating a surplus of **£333,951**.

In light of the COVID 19 pandemic, the Internews senior management team has conducted a series of stress tests and scenario plans for the coming year to ensure the organisation is well placed to withstand any financial downturn. This includes a 'worst case scenario' model that envisages no new funding whatsoever for the coming year. Even in this worst case scenario, Internews would be able to maintain its current staffing structure through cuts to discretionary budgets (ie. travel, planned new hires).

We are aware that the full impact of COVID 19 on the funding landscape is as yet unknown. However, through effective cash flow management and good relationships with donors and cost control measures where required, the financial risks from COVID 19 can be effectively managed. On the basis of current assessment of C-19 impact the trustees believe that IEU will have sufficient cash flow to keep operating for the next 12 months. In the view of the trustees, there are no other material uncertainties and so they continue to

e) Income

Revenue grants are credited to the statement of financial activities when received or receivable whichever is earlier.

Where unconditional entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met. Where there is uncertainty as to whether the charity can meet such conditions the incoming resource is deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Notes to the financial statements

For the year ended 31 December 2020

1 Accounting policies (continued)

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102).

On receipt, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

h) Expenditure and irrecoverable VAT

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 relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering activities undertaken to further the purposes of the charity and their associated support costs.

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

i) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned to the charities activities on a proportionate and consistent basis. Governance costs are the costs associated with the governance arrangements of the charity. These costs relate to constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

We have apportioned Support costs to the activities as follows:

Democracy and governance	73.81%
Environment	10.86%
Humanitarian	15.33%

j) Foreign currency transactions

Transactions in foreign currencies are translated at the Inforeuro rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate prevailing at the balance sheet date. Any gain or loss for the period is taken to the statement of financial activities.

k) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

Notes to the financial statements

For the year ended 31 December 2020

1 Accounting policies (continued)

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Furniture and other equipment directly related to projects are fully expensed to such projects so as to reflect the full costs of implementation. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Office equipment and computers	3 years
Office furniture	5 years
Fixtures & fittings	Life of office lease

m) Debtors

Debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

n) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

o) Creditors

Creditors are recognised as soon as there is a legal or constructive obligation committing the charity to pay out the resource.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

p) Pensions

Internews Europe maintains a pension scheme where staff are auto-enrolled accordingly. Both Internews Europe and employees make contributions into the scheme in compliance with regulatory requirements.

2 Income from donations

	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Donations	63,250	–	63,250	53,180	–	53,180
Gifts/Services in kind	31,150	–	31,150	81,966	–	81,966
	94,400	–	94,400	135,146	–	135,146

The unrestricted donations represent monies received from individuals and foundations. Gifts/Services in-kind are in relation to pro-bono legal support on various tasks and assignments undertaken throughout the year.

Notes to the financial statements

For the year ended 31 December 2020

3 Income from charitable activities

	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
UK Department for International Development (FCDO) – OPTIONS	-	312,219	312,219	-	108,232	108,232
European Commission – DG Devco	-	191,083	191,083	-	(42,942)	(42,942)
European Commission – ICSP	-	3,060	3,060	-	2,699,654	2,699,654
European Commission – EIDHR	-	368,614	368,614	-	566,431	566,431
Ministry of Foreign Affairs, Sweden	-	(2,600)	(2,600)	-	94,269	94,269
UK Foreign and Commonwealth Office (FCO)	-	-	-	-	30,424	30,424
Swedish International Development Corporation Agency (SIDA)	-	4,129,298	4,129,298	-	4,806,963	4,806,963
IREX	-	-	-	5,495	-	5,495
Norwegian Agency for Development Cooperation	-	231,916	231,916	-	495,493	495,493
Ministry for Foreign Affairs of the Netherlands	-	543,438	543,438	-	592,985	592,985
Ministry for Foreign Affairs of the Netherlands	-	133,499	133,499	-	-	-
Other funders	559,933	-	559,933	328,756	-	328,756
The Joseph Rowntree Charitable Trust	-	-	-	-	17,550	17,550
German Development Agency	-	-	-	-	(6,094)	(6,094)
French Ministry of Europe and Foreign Affairs (Internews International)	-	-	-	-	2,710	2,710
Orgsafe – Other	-	-	-	14,760	-	14,760
Cruach Trust	-	-	-	1,500	-	1,500
European Commission	-	4,085,452	4,085,452	-	-	-
Joseph Rowntree Reform Trust	42,000	18,000	60,000	-	-	-
Luminate US Services, LLC	-	407,254	407,254	-	-	-
FCDO (KPMG Advisory)	-	72,692	72,692	-	-	-
Swiss MFA (le département fédéral des affaires)	-	96,964	96,964	-	-	-
Foundation to Promote Civil Society	-	60,039	60,039	-	-	-
Open Society Foundation	-	82,525	82,525	-	-	-
FCDO– ARTICLE 19	-	15,437	15,437	-	-	-
Sub-total for Democracy, Human Rights & Governance	601,932	10,748,890	11,350,822	350,511	9,365,675	9,716,186

Notes to the financial statements

For the year ended 31 December 2020

3 Income from charitable activities (continued)

	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
European Commission	-	32,319	32,319	-	356,052	356,052
Swedish International Development Corporation Agency (SIDA)	1,885	933,078	934,963	-	1,151,747	1,151,747
Oak Foundation	-	-	-	-	72,174	72,174
Calouste Gulbenkian Foundation	-	25,000	25,000	-	50,000	50,000
European Climate Foundation	-	(8,403)	(8,403)	-	63,004	63,004
The Bertarelli Foundation	-	(976)	(976)	-	67,590	67,590
Other funders	82,387	-	82,387	50,240	-	50,240
Arcadia Philanthropic Trust	-	192,175	192,175	-	-	-
Oxfam	-	3,819	3,819	-	-	-
Sub-total for Environment	84,272	1,177,012	1,261,284	50,240	1,760,567	1,810,807
	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Danish Refugee Council (FCDO)	-	202,756	202,756	-	34,898	34,898
Save the Children UK – (START Network)	-	-	-	-	44,475	44,475
Other funders	116,300	-	116,300	19,800	-	19,800
UK Department for International Development (FCDO) –BBC Media Action	-	-	-	-	17,795	17,795
UK Department for International Development (FCDO) – OXFAM	-	32,705	32,705	-	65,190	65,190
UK Department for International Development (FCDO) – International Rescue Committee	-	-	-	-	14,224	14,224
UK Department for International Development International Planned Parenthood Federation (IPPF)	-	74,997	74,997	-	152,077	152,077
International Organisation Migration	-	-	-	-	44,987	44,987
International Committee of the Red Cross	-	-	-	(323)	-	(323)
Various – Core	-	-	-	15,000	-	15,000
European Commission	-	1,783,931	1,783,931	-	-	-
FCDO	-	15,764	15,764	-	-	-
Rockefeller Foundation – OXFAM	-	72,755	72,755	-	-	-
Oxfam	-	7,563	7,563	-	-	-
Ministry for Foreign Affairs of the Netherlands	-	649,275	649,275	-	682,075	682,075
Sub-total for Humanitarian	116,300	2,839,746	2,956,046	34,477	1,055,721	1,090,198
Total income from charitable activities	896,904	14,765,648	15,662,552	435,228	12,181,963	12,617,191

The income from the grants shown above have been aggregated by charitable activity which have been described in note 15 to the financial statements.

* Negative income balances relate primarily to forex adjustments on actual income received and unspent funds payable back to donors.

4 Analysis of expenditure (Current year)

	Cost of raising funds £	Charitable activities					2020 Total £	2019 Total £
		Democracy, Governance & Human Rights £	Environment £	Humanitarian £	Governance costs £	Support costs £		
Staff costs (Note 6)	136,935	3,411,724	501,991	708,625	–	686,371	5,445,646	4,486,125
Project delivery costs	–	5,102,326	505,193	570,081	–	132,809	6,310,409	3,214,947
Rent	–	123,885	22,447	70,754	–	104,869	321,955	156,548
Office costs	5,685	133,544	3,636	6,858	–	29,495	179,218	309,814
Utilities	–	8,055	–	24	–	(9)	8,070	6,123
IT and communications	851	75,217	2,886	2,518	–	41,765	123,237	154,239
Development costs	25,417	–	–	–	–	168	25,585	3,561
Finance costs	109	49,585	2,100	1,764	–	4,859	58,417	71,813
Legal and Professional fees	11,530	117,458	662	6,510	35,941	85,419	257,520	333,453
Depreciation	–	–	–	–	–	29,136	29,136	26,849
Travel costs	4,346	102,830	9,941	18,801	–	(1,080)	134,838	808,406
	184,873	9,124,624	1,048,856	1,385,935	35,941	1,113,802	12,894,031	9,571,878
Support and governance costs	–	861,770	132,337	155,636	(35,941)	(1,113,802)		
Total expenditure 2020	184,873	9,986,394	1,181,193	1,541,571	–	–	12,894,031	9,571,878

4 Analysis of expenditure (Current year)

	Cost of raising funds £	Charitable activities					2019	Total £
		Democracy, Governance & Human Rights £	Environment £	Humanitarian £	Governance costs £	Support costs £		
Staff costs (Note 6)	100,509	2,405,028	1,135,943	447,676	–	396,969		4,486,125
Project delivery costs	927	1,870,744	1,186,458	124,483	2,555	29,780		3,214,947
Rent	–	22,938	23,325	13,046	–	97,239		156,548
Office costs	542	171,316	68,806	33,562	–	35,588		309,814
Utilities	–	3,958	2,029	136	–	–		6,123
IT and communications	263	95,600	7,587	(2,592)	–	53,381		154,239
Development costs	1,643	–	–	–	–	1,918		3,561
Finance costs	109	(2,748)	6,853	6,577	82	60,940		71,813
Legal and Professional fees	22,023	73,473	47,088	775	33,156	156,938		333,453
Depreciation	–	–	–	–	–	26,849		26,849
Travel costs	35,010	434,397	261,891	44,891	196	32,021		808,406
	161,026	5,074,706	2,739,980	668,554	35,989	891,623		9,571,878
Support and governance costs	–	536,980	317,221	73,411	(35,989)	(891,623)		–
Total expenditure 2019	161,026	5,611,686	3,057,201	741,965	–	–		9,571,878

Notes to the financial statements

For the year ended 31 December 2020

5 Net income/(expenditure) for the year

This is stated after charging / (crediting):

	2020 £	2019 £
Depreciation	29,137	26,849
Operating lease rentals:		
Property	82,632	82,632
Auditors' remuneration (net of VAT) :		
Audit UK (Statutory Audit)	20,640	16,820
Other services – donor audits	99,895	96,232
Foreign exchange gains or losses	(11,943)	37,169

6 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2020 £	2019 £
Salaries and wages	1,582,528	1,255,881
Social security costs	176,235	138,711
Employer's contribution to defined contribution pension schemes	70,817	48,570
Project staff – Internews NW & other direct contracted staff**	3,576,443	2,976,175
Redundancy and termination costs	–	15,372
Total emoluments paid to staff were:	5,406,023	4,434,709
Other human resources costs	39,623	51,416
Total staff costs	5,445,646	4,486,125

**The Salaries of staff of Internews International (Paris) amounted to £370,465.

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

	2020 No.	2019 No.
£60,000 – £69,999	3	2
£70,000 – £79,999	–	1
£80,000 – £89,999	–	–
£90,000 – £99,999	3	2

The total employee benefits of the key management personnel were **£457,784** (2019: £405,876).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2019: £nil). No charity trustee received payment for professional or other services supplied to the charity (2019: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling **£nil** (2019: £1,267) incurred by **nil** (2019: 2) members relating to attendance at meetings of the trustees.

7 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2020 No.	2019 No.
Charitable Expenditure	21.00	16.0
Support & Governance	10.00	8.00
Raising Funds	5.00	4.00
	36.00	28.00

Staff of Internews Network, other contractors and local staff working on Internews Europe's projects were **260** (December 2019: 110). Total staff engaged on Internews Europe's projects by the staff of Internews Network are estimated at 152.

8 Related party transactions

Internews Europe maintains a formal 'Strategic Alliance' with Internews Network; a US based non-profit organisation which was the first media development organisation to bear the Internews name and brand. A Memorandum of Understanding to firmly establish a strategic alliance was signed by the boards of both entities in September 2014. Through this Memorandum of Understanding (MOU), Internews Network (IUS or Internews US) and Internews Europe (IEU) express their joint commitment and intent to form a Strategic Alliance which aims to create greater programme impact and public benefit than two separate organisations would be able to achieve on their own. The alliance approach is particularly intended to ensure seamless delivery of programmes through regional and country offices, and greater sharing and application of effective organisational learning. Nevertheless, IEU and IUS purposefully maintain separate governance bodies and each legal entity has its own CEO.

One of the trustees of Internews Network, David Hoffman, is on the board of both entities. Matt Chanoff is the Internews Network Board representative on the Board of Internews Europe. Carolyn Hink was appointed to the Board of Internews Europe on 17 January 2019 and subsequently replaced Sach Chandaria as Treasurer. The IEU Chief Executive Officer, Senior Director of Finance & Resources and the company's Treasurer, are on the board of Internews International, based in Paris.

At the end-of the financial year 31.12.20 IEU had a net debtor balance with IUS stated at **£81,040 (2019: £195,643)**. All transactions were at an arm's length basis. Internews Europe's subsidiary, Internews International also owed a net total of **£41,041 (2019: £151,542)** as of the same date. Internews Europe, continued its representation on the Board of Trustees of CDAC (Communication in Disaster Affected Communities) during the year.

Donations amounting to **£4,739 (cash and pledges) from trustees** have been recognised during the year, **(2019-£7,818)**. Internews Europe maintained its effective control of the French Non-Profit Association, Internews International (RNA no. W751139592, SIRET no. 425 132 347 000 13 APE 913). Internews Media Development, registered as a non-profit entity in Ireland by Internews Europe in 2017, remained dormant.

9 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10 Tangible fixed assets

The group and charity

	Fixtures and fittings £	Office equipment & computers £	Office furniture £	Total £
Cost				
At the start of the year	91,645	35,382	598	127,625
Additions in the year	–	15,621	–	15,621
At the end of the year	91,645	51,003	598	143,246
Depreciation				
At the start of the year	48,266	17,838	230	66,334
Charge for the year	18,329	10,688	120	29,137
At the end of the year	66,595	28,526	350	95,471
Net book value at end of the year	25,050	22,477	248	47,775
At the start of the year	43,379	17,544	368	61,291

All of the above assets are used for charitable purposes.

11 Debtors

	The group		The charity	
	2020	2019	2020	2019
	£	£	£	£
Accounts receivable	211,093	969,903	211,093	969,903
Programme advances	878,789	496,062	878,789	517,834
Other debtors	64,656	46,433	64,656	48,933
Balance due from subsidiary/other	–	–	184,755	157,792
Accrued income	888,245	940,454	888,245	940,454
Prepayments	11,831	16,838	4,184	16,838
	2,054,613	2,469,692	2,231,722	2,651,754

12 Creditors: amounts falling due within one year

	The group		The charity	
	2020	2019	2020	2019
	£	£	£	£
Trade creditors	243,270	890,537	240,644	886,211
Taxation and social security	90,561	51,671	70,812	51,671
Other/Sundry creditors	70,066	6,069	70,066	28,349
Other Intercompany	–	–	143,714	6,250
Accruals	203,802	105,163	201,566	105,163
Deferred income (note 13)	–	145,803	–	145,803
	607,699	1,199,243	726,801	1,223,447

13 Deferred income

Deferred Income shown, relates to pre-financed monies received, unspent and unearned as at the year end.

	The group		The charity	
	2020	2019	2020	2019
	£	£	£	£
Balance at the beginning of the year	145,803	–	145,803	–
Amount released to income in the year	(145,803)	–	(145,803)	–
Amount deferred in the year	–	145,803	–	145,803
Balance at the end of the year	–	145,803	–	145,803

14a Analysis of group net assets between funds (current year)

	General unrestricted £	Restricted funds £	Total funds £
Tangible fixed assets	47,775	–	47,775
Net current assets	286,176	9,249,897	9,536,072
Net assets at the end of the year	333,951	9,249,897	9,583,848

14b Analysis of group net assets between funds (prior year)

	General unrestricted £	Restricted funds £	Total funds £
Tangible fixed assets	61,291	–	61,291
Net current assets	(65,978)	6,820,014	6,754,036
Net assets at the end of the year	(4,687)	6,820,014	6,815,327

15a Movements in funds (current year) – Group

	Restated At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
Democracy and Governance	4,608,028	10,748,890	9,710,795	–	5,646,123
Environment	1,796,841	1,177,012	1,140,642	–	1,833,211
Humanitarian	415,145	2,839,746	1,484,328	–	1,770,563
Total restricted funds	6,820,014	14,765,648	12,335,765	–	9,249,897
Unrestricted funds:					
General	(4,687)	896,904	558,266	–	333,951
Total unrestricted funds	(4,687)	896,904	558,266	–	333,951
Total funds	6,815,327	15,662,552	12,894,031	–	333,951

15b Movements in funds (prior year)

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
Democracy and Governance	630,139	9,365,675	5,387,786	–	4,608,028
Environment	2,987,722	1,760,567	2,951,448	–	1,796,841
Humanitarian	59,712	1,055,721	700,288	–	415,145
Total restricted funds	3,677,573	12,181,963	9,039,522	–	6,820,014
Unrestricted funds:					
General	(42,705)	570,374	532,356	–	(4,687)
Total unrestricted funds	(42,705)	570,374	532,356	–	(4,687)
Total funds	3,634,868	12,752,337	9,571,878	–	6,815,327

Purposes of restricted funds

Democracy, Governance and Human Rights

Democracy and Governance

Media serve a crucial watchdog function, providing citizens with the information they need to keep the public and private sectors accountable. In many countries, however, repressive legal environments inhibit the media's ability to play this role. Moreover, some journalists lack the skills to conduct the in-depth investigative reporting that is essential to accountability.

Internews has trained journalists in investigative reporting, produced television programming to encourage dialogue on corruption, and helped reform media laws, including expanding freedom of information rights.

Human Rights : Internews trains both professional and citizen journalists to analyse and report on human rights issues more effectively. We support independent media to preserve access to information and promote the monitoring of human rights violations.

Conflict and Stabilisation : Projects to support media, community mobilisation, and access to information with the aim of long-term efforts to build trust between governments and the governed and contribute to peace. Internews brings together journalists from diverse media outlets working in different languages to improve their professional standards of news reporting.

Environment

Environment: The Earth Journalism Network (EJN) – established by Internews – creates networks of environmental journalists in countries where they don't exist, and builds their capacity where they do. Through training workshops and development of training materials, support for production and distribution, the provision of small grants, and creation of unique data mapping platforms, EJN works with journalists in developing countries to find innovative solutions to the world's most pressing environmental issues of today.

We support freedom of expression by helping to keep information flows open and connecting human rights defenders with their local media.

Our work also aims to reduce the potential for harm to journalists, writers and other civil society activists in countries where they are most at risk. We also build the independence and credibility of emerging information stakeholders, such as internet bloggers, to allow communities to trust in their most prolific sources of information.

Humanitarian

Humanitarian: In disasters people affected by the unfolding tragedy need more than physical necessities: they also have an urgent need for information. From earthquakes to armed conflicts, survival can depend on knowing the answers to questions such as: is it safe to go back home? Should I stay with my family or go elsewhere for help? What is the extent of the damage? Where can I get clean water and food? What are the symptoms of cholera? Where is the nearest health facility? Internews addresses these questions with a range of ongoing information services.

16 Reconciliation of net income to net cash flow from operating activities

	2020 £	2019 £
Net income for the reporting period (as per the statement of financial activities)	2,768,521	3,180,459
Depreciation charges	29,137	26,849
(Increase)/decrease in debtors	415,076	(1,092,899)
Increase/(decrease) in creditors	(591,544)	424,190
Net cash provided by operating activities	2,621,190	2,538,599

17 Operating lease commitments

	Property		Equipment	
	2020 £	2019 £	2020 £	2019 £
Less than one year	27,544	82,632	764	1,528
One to five years	–	27,544	–	764
	27,544	110,176	764	2,292

18 Capital commitments

At the balance sheet date, the charity had no capital commitments (2019: £nil).

19 Contingent assets or liabilities

At the balance sheet date the charity had no contingent assets or contingent liabilities.

20 Legal status of the charity

The Charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to **£10**

21 Subsidiary undertaking

The charitable company maintains effective control over Internews International, a company registered in France. The company number is **425 132 347 00013 (Numero Siret)** and charity (Association) number is **RNA W751139592**. The registered office address is **21 bis rue du Simplon, 75018 Paris**

The subsidiary is used for charitable activities in Europe. All activities have been consolidated on a line by line basis in the statement of financial activities. Available profits are gift aided to the charitable company.

The Internews Europe's Chief Executive Officer, Senior Director of Finance & Resources, Internews Europe's Treasurer (Trustee) and Internews Network's Chief Operating Officer, currently constitute the directors of the subsidiary.

21 Subsidiary undertaking (continued)

A summary of the results of the subsidiary is shown below:

	2020 £	2019 £
Turnover	17,888	8,328
Cost of sales	-	(119,371)
Gross profit	17,888	(111,043)
Administrative expenses	(18,236)	(12,978)
Transfer to Parent Company	-	-
(Deficit)/surplus for the financial year	(348)	(124,021)
Reserves		
Brought forward	7,058	131,079
Exchange Adjustment	353	-
(Deficit)/surplus for the year	(348)	(124,021)
	7,063	7,058
The aggregate of the assets, liabilities and funds was:		
Assets	57,078	164,417
Liabilities	(50,015)	(157,359)
Total funds	7,063	7,058

During the year, Internews Europe's Net costs incurred on behalf of Internews International was £41,041 (2019: £151,542). These costs were stated on the Charity's balance sheet (Intercompany account) – see note 11.

22 Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2020 £	2019 £
Gross income	15,662,552	12,746,511
Result for the year	2,808,878	3,311,662