

KOREA FUTURE INITIATIVE CIO

England & Wales · Charity number 1185332

Details

Other names	KOREA FUTURE INITIATIVE, Korea Future
Status	Registered
Legal form	CIO
Registered	2019-09-16
Register	View on the Charity Commission register

Contact

Address	1st Floor 78 Coombe Road New Malden KT3 4QS
Phone	02036095415
Email	information@koreafuture.org
Website	www.koreafuture.org

Activities

Objects: 1) TO PROMOTE HUMAN RIGHTS (AS SET OUT IN THE UNIVERSAL DECLARATION OF HUMAN RIGHTS AND SUBSEQUENT UNITED NATIONS CONVENTIONS AND DECLARATIONS) IN NORTH KOREA BY ALL OR ANY OF THE FOLLOWING MEANS:A) MONITORING ABUSES OF HUMAN RIGHTS;B) OBTAINING REDRESS FOR THE VICTIMS OF HUMAN RIGHTS ABUSE;C) RELIEVING NEED AMONG THE VICTIMS OF HUMAN RIGHTS ABUSE;D) RESEARCH INTO HUMAN RIGHTS ISSUES;E) PROVIDING TECHNICAL ADVICE TO GOVERNMENT AND OTHERS ON HUMAN RIGHTS MATTERS;F) RAISING AWARENESS OF HUMAN RIGHTS ISSUES;G) INTERNATIONAL ADVOCACY OF HUMAN RIGHTS; ANDH) ELIMINATING INFRINGEMENTS OF HUMAN RIGHTS.IN FURTHERANCE OF THAT OBJECT BUT NOT OTHERWISE, THE TRUSTEES SHALL HAVE POWERTO ENGAGE IN POLITICAL ACTIVITY PROVIDED THAT THE TRUSTEES ARE SATISFIED THAT THE PROPOSED ACTIVITIES WILL FURTHER THE PURPOSES OF THE CHARITY TO AN EXTENT JUSTIFIED BY THE RESOURCES COMMITTED AND THE ACTIVITY IS NOT THE DOMINANT MEANS BY WHICH THE CHARITY CARRIES OUT ITS OBJECTS.2) THE RELIEF AND ASSISTANCE OF NORTH KOREAN REFUGEES IN CHINA AND SOUTHEAST ASIA THROUGH THE RAISING AND PROVISION OF FUNDS TO PROVIDE SAFE PASSAGE TO THIRD-COUNTRIES.

Activities: We investigate human rights violations in North Korea to support accountability for perpetrators and accelerate justice for victims.

Classification

- **How:** Sponsors Or Undertakes Research
- **What:** Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** People Of A Particular Ethnic Or Racial Origin

Geography

- South Korea
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£967,713	£976,918	£58,344	12
2023-12-31	£770,286	£797,153	£67,550	12
2022-12-31	£561,540	£533,102	£94,417	9
2021-12-31	£506,627	£480,101	£65,979	3
2020-12-31	£261,412	£221,959	-	-

Trustees

Name	Role	Appointed
Oliver Stephen Ian Windridge	Chair	2023-02-06
Mitra Moadab Motlagh		2021-04-12
Victoria Jane Nida		2022-04-27

Accounts

Korea Future Initiative CIO (T/A Korea Future)

Charitable Incorporated Organisation

CIO Registration Number: 1185332

Unaudited Accounts

Trustees Report and Financial Statements

For the period ended 31 December 2024.

Korea Future Initiative CIO

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Korea Future Initiative CIO

Reference and Administration Details for the Period Ended 31 December 2024

Trustees

Victoria Nida (Co-Chair)

Oliver Windridge (Co-Chair)

Mitra Moadab Motlagh

Charity Registration Number

1185332

Registered Office

1st Floor, 78 Coombe Road, New Malden, Greater London, KT3 4QS

Banks

Triodos Bank, Deanery Road, Bristol, BS1 5AS

HSBC, 54 Clarence Street, Kingston upon Thames, KT1 1NP

Independent Examiner

Samantha Rouse FCCA DChA, Kreston Reeves LLP, 37 St Margaret's Street, Canterbury, Kent, CT1 2TU

Korea Future Initiative CIO

Trustees Report for the Period Ended 31 December 2024.

The Trustees present their annual report together with the financial statements of the CIO for the year 01 January 2024 to 31 December 2024. The Trustees confirm that the Annual Report and financial statements of the CIO comply with the current statutory requirements, the requirements of the company's governing document, and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) as amended by Update Bulletin 1 (effective 1 January 2019).

Since the CIO qualifies as small under section 382, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Structure, Governance, and Management

Governing Document

Korea Future Initiative CIO is constituted as a Charitable Incorporated Organisation registered with the Charity Commission in September 2019 under registration number 1185332. The current constitution was adopted on September 1, 2019.

Organisational Structure

The board of trustees – which currently has 3 members – administers the charity. The trustees receive no financial remuneration for their involvement. The board meets on a quarterly basis and there are sub-committees covering fundraising, audit and risk, and communications which normally meet quarterly. A Chief Executive Officer is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the Chief Executive Officer has delegated authority, within terms of delegation approved by the trustees, for operational matters including, finance, employment, and all programme activities.

Recruitment of Trustees

Existing trustees are responsible for recruiting new trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO. Any appointment must be made at a meeting held according to the ordinary practice of the Board of Trustees as outlined in the Constitution. Each appointment is for a term of three years.

Potential trustees are invited to attend trustees' meetings as observers and are given more details of the charity's aims and activities and, if all agree, they are then proposed as new trustees at the subsequent trustees' meeting. This process allows due consideration of the person's eligibility, personal competence, specialist knowledge and skills.

Trustee Induction and Training

In the first instance, approaches from those wishing to serve as a Trustee shall be made to the Chair. Following further discussion and consideration, prospective Trustees shall be invited to observe at least 1 Board meeting. Subsequently, if willing, the prospective Trustee shall make written representations to the Board, who will decide whether to co-opt the prospective Trustee as a full member of the Board, with all the rights and responsibilities that entails. All Trustees shall subsequently be elected at the next board meeting through a ballot of board members. The ballot shall be administered by the Secretary. Trustees standing for election shall be required to verbally present their reasons for wishing to be elected to the Board. In terms of size, the Board shall not exceed 12 Trustees, and shall seek to be a body which is diverse in terms of skills, experience and professional background. Trustees shall serve for a 3-year term, which may be extended.

To enable him/her to hit the ground running, new trustees must be provided with:

- The constitution (and any supporting guidelines or regulations)
- The last Annual Report (and any other explanatory leaflet, brochure or prospectus issued by the charity);
- The last audited accounts, the current Budget and the most recent (monthly or quarterly) Management Accounts;
- Copies of the last three Board Minutes and the Agenda for the next Board meeting (and a note of any future meeting dates);
- Any Code of Conduct or Board Policies in existence;
- Details of any Conflicts of Interest requirements;
- Details of the Committee and staff structures and reporting processes.
- The essential trustee: what you need to know, what you need to do (CC3)

Trustees are encouraged to attend appropriate external training events to improve their understanding of their role and to improve the skillsets of the board for more effective governance.

Objectives and Activities

The objectives of the CIO are:

- 1) To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) in North Korea by all or any of the following means:
 - monitoring abuses of human rights;
 - obtaining redress for the victims of human rights abuse;
 - relieving need among the victims of human rights abuse;
 - research into human rights issues;
 - providing technical advice to government and others on human rights matters;
 - raising awareness of human rights issues;
 - international advocacy of human rights; and
 - eliminating infringements of human rights.

In furtherance of that object but not otherwise, the trustees shall have power

- To engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objects.
- 2) The relief and assistance of North Korean refugees in China and Southeast Asia through the raising and provision of funds to provide safe passage to third-countries.

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit. The trustees consider that the activities undertaken - as summarised below - provide benefit to the community we serve and the wider public.

Achievements and Performance

In 2024, Korea Future produced groundbreaking successes by achieving legal and political accountability for serious human rights violations committed by the Democratic People's Republic of Korea. Our work was shaped by a decade of institutional learning and clear evidence of what delivers results—and what does not. Korea Future's evidence contributed solely and directly to the first-ever human rights sanctions against a North Korean official and entity based on civil society documentation. We secured new accountability language in the 2024 UN Human Rights Council resolution and UN General Assembly resolution. Our evidence-based briefings and reports informed policymaking across Europe, North America, and the United Nations. Our visual investigations into the prison system reached both media and diplomatic audiences. In 2024, our position mattered. Our headquarters and senior team have always been based in Europe, where legal mechanisms exist, key stakeholders are based, and decisions are made. Our liaison office in Seoul remained a point of contact, but our operational centre grew in the jurisdictions where pressure can be applied, and consequences pursued. The field also evolved. The first wave from the early 2000s centred on emerging testimony. The second on public advocacy. The third, now underway, must be defined by consequences. Korea Future is leading in this space. We are not documenting for its own sake. We are converting evidence into strategy, and strategy into action.

Impact

- 2 x North Korean entities sanctioned as a direct result of our findings and advocacy.
- 9 x amendments to United Nations resolutions as a direct result of our findings and advocacy.
- 26 x reports and publications detailing our findings.
- 34 x governments & multilateral actors briefed, informing policy on North Korea.
- 36 x citations of our work in official government and United Nations reports and global media.
- 571 x detailed interviews with survivors and witnesses.
- 1,095 x perpetrators identified through our investigations, facilitating accountability measures.
- 1,425 x victims identified.
- 9,150 x human rights violations documented.

Delivering Accountability

Korea Future's work in 2024 focused on exposing how the DPRK state functions—not just what it does. Our goal was to identify individuals and institutions responsible for serious violations, and to provide evidence that enabled states to impose real-world consequences. We were successful. This means mapping the internal architecture of repression: who gives the orders, who carries them out, and which bodies coordinate their actions. Our investigations are not limited to the prison system. They cover ministries, party organs, border enforcement agencies, and command structures responsible for surveillance, detention, and forced repatriation. This approach also responds to a wider geopolitical shift. The same structures that administer repression inside the DPRK are involved in decisions on cyber operations and the deployment of personnel abroad, including DPRK troop involvement in

Russia's war in Ukraine. Structural mapping allows policymakers to understand how these decisions are made, and which actors can be targeted for disruption, sanctions, or diplomatic pressure. This is not abstract. In 2024, our reports were used by governments in Europe and North America to refine their understanding of who holds power and how that power can be challenged. We focus on systems. And systems, once understood, can be confronted.

Influencing Mechanisms

In 2024, Korea Future used its evidence to engage directly with the institutions that shape global policy on North Korea. We do not advocate in general terms. We identify concrete opportunities to influence political, diplomatic, and institutional responses—and we act on them. Our proposals were reflected in new language in both the UN Human Rights Council and UN General Assembly resolutions. These gains were not symbolic. They marked a shift in international tone: from broad condemnation to concrete references to sites of violence, accountability, and violations. These changes followed detailed submissions and one-on-one briefings with Geneva-based missions and policy staff across Europe and North America. We also submitted evidence to UN Special Procedures on arbitrary detention, sexual and gender-based violence, torture, and forced repatriation. Our submissions were cited in official communications and thematic reports. Our joint submission on the compounded vulnerabilities of women with disabilities in prison settings was among the first to bring this issue to international attention. Our evidence supported new EU human rights sanctions. We are now preparing case files for other jurisdictions. We use mechanisms not to make statements, but to impose pressure.

Looking Ahead

In 2025, Korea Future will continue to act where our work has proven most effective: delivering evidence that leads to consequences. We will focus on the institutions and individuals responsible for internal and external repression. We will produce new case files for legal action. We will continue to brief governments and international bodies on how these systems function—and where leverage exists. Our role is not to echo what is already known. It is to provide what is currently missing: the knowledge that makes accountability possible, and the tools that make it real. Korea Future will remain positioned in the jurisdictions where action can be taken. Our task is not to bear witness indefinitely. It is to ensure that evidence moves from research to policy, from policy to pressure, and from pressure to justice. We extend our heartfelt gratitude to our donors for their invaluable support, which significantly contributed to advancing Korea Future's mission. These include Germany, The Netherlands, The United States of America, The National Endowment for Democracy, and Stefanus Alliance International.

Financial Review

Reserves Policy

The ultimate aim of our reserves policy is to maintain 3 months of unrestricted reserves to cover any changes in our income, but as our projects are funded until the point of closure or completion, there would not be a cost overrun if they shut down. The trustees have, therefore, agreed a reserves target of £61,846 to meet any immediate obligations. We do not expect this to change in the next financial year. Trustees felt that unrestricted funds should be deployed to be able to grow the organisation, meaning we have a limited reserve of £51,877 (2023: £23,247) at this moment. We have developed a new fundraising strategy and pipeline in the past year to achieve 3 months of unrestricted by the end of our current strategic period.

Investment Policy

We have no investments. All cash is held within our HSBC and Triodos accounts, which earns a small amount of interest. There are no investment plans within the current strategic period.

Risk Management

The CIO ensures the highest standards of governance are maintained through its implementation of a robust risk management strategy, which entails:

- a quarterly review of the risks the charity may face and proposes mitigation strategies to the main board;
- an array of policies and procedures, with particular attention to financial policies and health and safety;
- the establishment of a governance checklist with key dates planned a year in advance; and
- the creation and quarterly update of a risk register.

The greatest risk to the organisation has been identified as a lack of funds to meet our obligations. Progress was made in the financial year in implementing the detailed fundraising strategy developed in 2023, but greater diversification remains a challenge. We will be recruiting fundraising specialists to help us overcome this challenge in the next financial year.

Statement of Trustees' Responsibilities

The CIO's trustees are responsible for preparing an annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing the 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 accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008, and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees and directors in the period and at the report approval date were:

Victoria Nida (Co-Chair)

Oliver Windridge (Co-Chair)

Mitra Moadab Motlagh

Statement as to Disclosure to our Independent Examiner

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the independent examiner in connection with preparing their report, of which the organisation's independent examiner is unaware, and
- the trustees, having made enquiries of fellow directors and the group's independent examiner that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant information and to establish that the independent examiner is aware of that information.

Approved by the Trustees and signed on its behalf:

A handwritten signature in black ink, appearing to read 'V. Nida', with a stylized flourish at the end.

Victoria Nida

Date: 29/10/2025

Independent Examiner's Report to the Trustees of Korea Future initiative CIO

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2024 which are set out on pages 13 to 26.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:

S M Rouse

Name: Samantha Rouse FCCA DChA

Address: 37 St Margaret's Street, Canterbury, Kent, CT1 2TU

Date 29 October 2025

Korea Future Initiative CIO

Statement of Financial Activities for the period ended 31 December 2024

	Note	Restricted Funds £	Unrestricted Funds £	Total Funds 2024 £	Restricted Funds £	Unrestricted Funds £	Total Funds 2023 £
Income from:							
Donations and Grants	5	941,583	3,322	944,905	747,856	2,334	750,190
Investments		-	-	-	-	-	-
Other Income	5a	9,227	13,581	22,808	-	20,096	20,096
Total Income		950,810	16,903	967,713	747,856	22,430	770,286
Expenditure on:							
Raising Funds: Voluntary Income	6	10,262	-	10,262	16,197	-	16,197
Charitable Activities	7	888,269	(9,774)	878,495	748,008	8,046	756,054
Governance	8	88,874	(713)	88,161	23,553	1,349	24,902
Total Expenditure		987,405	(10,487)	976,918	787,758	9,395	797,153
Net Movement in Funds		(36,595)	27,390	(9,205)	(39,902)	13,035	(26,867)
Total Funds Brought Forward		43,062	24,488	67,550	82,964	11,453	94,417
Total Funds Carried Forward		6,467	51,877	58,843	43,062	24,488	67,550

The notes on pages 17 to 26 form part of these financial statements

Korea Future Initiative CIO

Balance Sheet as at 31 December 2024

	Note	Restricted Funds £	Unrestricted Funds £	Total Funds 2024 £	Restricted Funds £	Unrestricted Funds £	Total Funds 2023 £
Fixed Assets	9	9,410	68	9,478	12,227	104	12,331
Current Assets							
Debtors	10	2,000	49,153	51,153	55,419	-	55,419
Cash at Bank and in Hand		2,594	32,832	35,426	(8,411)	28,828	20,417
Current Assets		4,594	81,985	86,579	47,008	28,828	75,836
Creditors: amounts falling due within one year	11	(7,537)	(30,176)	(22,639)	(16,173)	(4,444)	(20,617)
Net Current Assets	12	(2,943)	51,809	48,866	30,835	24,384	55,219
Net Assets		6,467	51,877	58,344	43,062	24,488	67,550
Total Funds	13	6,467	51,877	58,344	43,062	24,488	67,550

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



Victoria Nida

Date: 29/10/2025

Korea Future Initiative CIO
Statement of Cash Flows

	2024	2023
	Total	Total
	funds	funds
	£	£
Cash flows from operating activities:		
<i>Net cash provided by operating activities</i>	<u>2,850</u>	<u>(5,495)</u>
Cash flow from investing activities:		
Interest	6	27
Purchase of property, plant and equipment	(2,921)	(7,694)
<i>Net cash used in investing activities</i>	(2,915)	(7,667)
Change in cash and cash equivalents in the reporting period	(66)	(13,162)
Cash and cash equivalents at 31 December 2023	20,417	33,579
Cash and cash equivalents at 31 December 2024	<u>20,351</u>	<u>20,417</u>
	2024	2023
	Total	Total
	funds	funds
	£	£
Reconciliation of net income/(expenditure) to net cash flow from operating activities:		
<i>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</i>	(9,206)	(26,867)
Adjustments for:		
Depreciation	3,952	4,800
Loss on disposal of asset	1,824	566
Interest	(6)	(27)
(Decrease) / Increase in debtors	4,265	1,107
(Decrease) / Increase in creditors	2,020	14,926
<i>Net cash provided by (used in) operating activities</i>	<u>2,850</u>	<u>(5,495)</u>

Korea Future Initiative CIO
Statement of Cash Flows

	At 1 January 2024 £	Cash flow £	At 31 December 2024 £
Analysis of change in net debt			
Cash in hand	20,417	(66)	20,351
Total cash and cash equivalents	20,417	(66)	20,351

	At 1 January 2023 £	Cash flow £	At 31 December 2023 £
Analysis of change in net debt			
Cash in hand	33,579	13,162	20,417
Total cash and cash equivalents	33,579	13,162	20,417

Notes to the Financial Statements

The registered office for the CIO is 1st Floor, 78 Coombe Road, New Malden, Surrey, KT3 4QS

Registered as a Charitable Incorporated Organisation in England on 16 September 2019.

These accounts cover the period 1 January 2024 to 31 December 2024.

1. Accounting policies

The principle accounting policies are summarised below.

1.11 Basis of preparation

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The preparation of financial statements in compliance with FRS 102 requires certain critical accounting estimates. It also requires management to exercise judgement in applying the CIO's accounting policies (see note 3).

The financial statements have been prepared on the historical cost basis and are presented in Sterling (£). Rounding is to the nearest pound.

Korea Future Initiative CIO meets the definition of a public benefit entity under FRS 102.

1.12 Organisational status

Korea Future Initiative CIO is a Charitable Incorporated Organisation. The members of the company are the Trustees named on page 1. In the event of the CIO being wound up, the liability in respect of the guarantee is limited to £1 per member of the CIO.

1.13 Income

All income is recognised once the CIO has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably.

In accordance with the Charities SORP (FRS 102), the general volunteer time of the volunteers is not recognised and refer to the Trustees' report for more information about their contribution. On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the CIO which is the amount the CIO 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.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.14 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Governance costs are those incurred in connection with administration of the CIO and compliance with constitutional and statutory requirements.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the CIO's operations, including support costs and costs relating to the governance of the CIO apportioned to charitable activities.

1.15 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

1.16 Value Added Tax

The CIO is not registered for VAT and accordingly, where applicable, all costs and expenditures incurred are inclusive of VAT.

1.17 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.18 Creditors

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

1.19 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. General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

1.20 Assets

Assets are recognised when there is a legal and constructive right to the asset.

1.21 Tangible Fixed Assets and Depreciation

Tangible fixed assets are capitalised at cost where their acquisition value is greater than £100 and are stated at cost net of depreciation.

Depreciation is calculated to write down the cost of all tangible fixed assets by equal annual instalments over their expected useful lives.

The rates generally applicable are:

Fixtures, fittings and kitchen/office equipment over 2 years, on a straight-line basis
Computer equipment and software over 5 years, on a straight-line basis.

1.22 Going Concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The trustees have reviewed the charity's reserves position, future plans, and expected income and expenditure for the 12 months following the date of approval of these financial statements, and have concluded that it is appropriate to prepare the financial statements on a going concern basis.

2 Staff numbers and costs

The charity had 12 full-time employees in 2024 (2023: 9). Staff costs were as follows:

	2024	2023
	£	£
Wages and Salaries including Donations in Kind	465,501	409,462
Employer's N.I.C.	8,185	9,698
Pension costs	83,034	33,144
Korean and Dutch tax	65,347	49,686
Total	622,066	501,990

	2024	2023
	Number	Number
Full time staff	-	-
Costs of generating funds	-	-
Charitable activities	12	9
Total	12	9

No employee received remuneration amounting to more than £60,000 for the year.
The total remuneration received by key management personnel was £54,470 (2023: £50,889).

3 Trustees remuneration and expenses

The Trustees, who are also directors of the Charity, are not entitled to receive any remuneration from the Charity. No expenses were paid to any Trustee or connected person during the period.

4 Tax on ordinary activities

Korea Future Initiative CIO is a registered CIO and is potentially exempt from taxation in respect of income and capital gains received within the categories covered by Section 505 of the Taxes Act 1988 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

5 Donations & Grants

	Restricted 2024 £	Unrestricted 2024 £	Total 2024 £	Restricted 2023 £	Unrestricted 2023 £	Total 2023 £
Donations	-	322	322	-	629	629
Grants	941,583	3,000	944,583	747,856	1,705	749,561
Totals	941,583	3,322	944,905	747,856	2,334	750,190

5a. Other Income

Other income includes the management services provided to Connect: North Korea CIO of £20,000 (2023: £20,000); interest received in the period and exchange rate variances.

6 Cost of Raising Funds

	Restricted 2024 £	Unrestricted 2024 £	Total 2024 £	Restricted 2023 £	Unrestricted 2023 £	Total 2023 £
Fundraising costs	10,262	-	10,262	16,197	-	16,197
Totals	10,262	-	10,262	16,197	-	16,197

7 Charitable Activities

	Restricted 2024 £	Unrestricted 2024 £	Total 2024 £	Restricted 2023 £	Unrestricted 2023 £	Total 2023 £
Research expenses	2,627	-	2,627	5,865	-	5,865
Advocacy Support	89,222	-	89,222	107,493	-	107,493
Depreciation	3,461	491	3,952	3,259	36	3,295
IT expenses	12,115	135	12,250	6,674	-	6,674
Rent	64,722	1,179	65,901	63,909	-	63,909
Disbursements	-	-	-	1,481	-	1,481
Insurance	3,325	-	3,325	362	-	362
Salaries	458,713	6,788	465,501	404,198	5,264	409,462
Employers NI	8,185	-	8,185	2,061	2,636	4,698
Staff training	644	-	644	18,133	-	18,133
Legal Expenses	7,803	207	8,010	-	-	-
Pension costs	82,861	173	83,034	31,252	1,892	33,144
Korean and Netherlands Tax	63,681	1,666	65,347	49,686	-	49,686
Advertising & marketing	-	-	-	-	-	-
Travel expenses	46,750	-	46,750	29,110	-	29,110
Exchange rate variances	21,400	(19,249)	2,151	10,310	(1,880)	8,430
General expenses	22,759	(1,162)	21,597	12,709	98	12,807
Totals	888,269	(9,774)	878,496	748,008	8,046	756,054

8 Governance Costs

	Restricted 2024 £	Unrestricted 2024 £	Total 2024 £	Restricted 2023 £	Unrestricted 2023 £	Total 2023 £
Audit & accountancy	82,158	(7)	81,451	18,595	1,320	19,915
Bank charges	6,716	(6)	6,710	4,958	29	4,987
Totals	88,874	(713)	88,161	23,553	1,349	24,902

The Independent Examiner's remuneration is included in the audit and accounting costs listed above and total £1,980.

9 Fixed Assets

	Office Equipment £	2024 £	2023 £
Cost			
Balance as at 31 December 2023	23,550	23,550	16,859
Additions	1,099	1,099	7,693
Disposals	-	-	(999)
Balance as at 31 December 2024	24,649	24,649	23,550
Depreciation			
Balance as at 31 December 2023	11,219	11,219	6,852
Additions	3,916	3,916	4,800
Disposals	-	-	(433)
Balance as at 31 December 2024	15,135	15,135	11,219
Net book value			
Balance as at 31 December 2024	9,514	9,514	12,331
Balance as at 31 December 2023	12,331	12,331	10,004

10 Debtors

	2024 £	2023 £
Trade debtors	42,577	47,128
Prepayments	8,576	8,290
Total debtors	51,153	55,419

11 Creditors

	2024 £	2023 £
Trade creditors	18,169	8,083
Pension premiums	641	-
Social security and other taxes	1,844	4,435
Accruals	1,984	8,100
Total creditors	22,638	20,617

12 Fund movements summary

	Restricted funds £	Unrestricted funds £	Total funds £
At 1 January 2024	43,062	24,488	67,549
Incoming resources	950,810	16,903	967,713
Expenditure	(987,405)	10,487	(976,918)
At 31 December 2024	6,467	51,877	58,343

12 Fund movement summary (continued)

	Restricted funds £	Unrestricted funds £	Total funds £
At 1 January 2023	82,964	11,453	94,417
Incoming resources	747,856	22,430	770,286
Expenditure	(787,758)	(9,395)	(797,153)
At 31 December 2023	43,062	24,488	67,550

13 Restricted funds

	Balance at 1 January 2024 £	Incoming £	Outgoing £	Balance at 31 December 2024 £
NKPD	(14,029)	648,346	(672,913)	(38,597)
SGBV Project	-	-	-	-
SGBV SP1 Project	11,189	121,169	(133,794)	(1,436)
SGBV SP2 Project	21,717	110,358	(94,835)	37,240
NKPD SP3 Project	-	7,127	(7,127)	-
FoRB SP4 Project	342	19,308	(17,742)	1,908
NKPD SP5 Project	13,547	6,217	(15,816)	3,948
NKPD SP6 Project	2,616	38,286	(45,516)	(4,614)
Core Costs	1,285	-	339	1,624
Investigating Persecution of Religion or Belief Project 1	6,396	-	-	6,396
Investigating Persecution of Religion or Belief Project 2	-	-	-	-
Fundraising Capacity- Building	-	-	-	-
Totals	43,063	950,810	(987,404)	6,469

13 Restricted funds (continued)

	Balance at 1 January 2023 £	Incoming £	Outgoing £	Balance at 31 December 2023 £
NKPD	39,750	486,849	(540,628)	(14,029)
SGBV Project	5,023	-	(5,023)	-
SGBV SP1 Project	-	47,242	(36,053)	11,189
SGBV SP2 Project	12,419	118,409	(109,111)	21,717
NKPD SP3 Project	-	20,463	(20,463)	-
FoRB SP4 Project	672	21,105	(21,435)	342
NKPD SP5 Project	-	13,395	(152)	13,547
NKPD SP6 Project	-	41,113	(38,497)	2,616
SGBV Project	5,023	-	(5,023)	-
Core Costs	1,268	0	17	1,285
Investigating Persecution of Religion or Belief Project 1	7,560	0	(1,164)	6,396
Investigating Persecution of Religion or Belief Project 2	-	720	(720)	-
Fundraising Capacity- Building	16,272	-	(16,272)	-
Totals	82,964	747,856	(787,758)	43,062

13 Restricted funds (continued)

Fund	Purpose
NKPD	Funds were received to support investigation into human rights violations in the North Korean penal system.
SGBV SP1 Project	Funds were received to support our project on survivor-informed documentation of sexual and gender-based violence and Community of Practice work involving MHPSS support organisations.
SGBV SP2 Project	Funds were received to support capacity-building within the North Korean diaspora.
NKPD SP3 Project	Funds were received to support investigation into human rights violations in the North Korean penal system.
FoRB SP4 Project	Funds were received to support advocacy and accountability.
NKPD SP5 Project	Funds were received to support investigation into human rights violations in the North Korean penal system.
NKPD SP6 Project	Funds were received to support investigation into human rights violations in the North Korean penal system.
SGBV Project	Funds were received to support our project on survivor-informed documentation of sexual and gender-based violence
Core Costs	Funds were received to support our core costs related to communications.
Investigating Persecution of Religion or Belief Project 1	Funds were received to support our first documentation project on the persecution of religion or belief in North Korea.
Investigating Persecution of Religion or Belief Project 2	Funds were received to support our second documentation project on the persecution of religion or belief in North Korea.
Fundraising Capacity-Building	This capacity-building fund was to support the development of our fundraising.

14 Related party transactions

Connect: North Korea is a related party of which all serving Trustees are also Trustees of Korea Future Initiative CIO.

During the current year the charity has not entered into any related party loan arrangements.

The Charity has provided management services to Connect: North Korea CIO - £20,000 (2023: £20,000) was received during the period for those services.

Accounts

Korea Future Initiative CIO (T/A Korea Future)

Charitable Incorporated Organisation

CIO Registration Number: 1185332

Audited Accounts

Trustees Report and Financial Statements

For the period ended 31 December 2023.

Korea Future Initiative CIO

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Korea Future Initiative CIO

Reference and Administration Details for the Period Ended 31 December 2023

Trustees

Victoria Nida (Co-Chair)

Oliver Windridge (Co-Chair) (Appointed: 06 February 2023)

Mitra Moadab Motlagh

Jinhee Lee (Resigned: 14 April 2023)

Margaret Ahn (Resigned: 05 July 2023)

Richard Moreton (Resigned: 31 August 2023)

Perpetua Adar (Resigned: 05 October 2023)

Robin Peter Walker (Resigned: 31 December 2023)

Charity Registration Number

1185332

Registered Office

120B Malden Road, New Malden, KT3 6DD.

Banks

Triodos Bank, Deanery Road, Bristol, BS1 5AS

HSBC, 54 Clarence Street, Kingston upon Thames, KT1 1NP

Woori Bank, 17 World Cup Buk-ro 60-gil, Mapo-gu, Seoul, Republic of Korea 03921

Auditor

Samantha Rouse FCCA DChA, Kreston Reeves LLP, 37 St Margaret's Street, Canterbury, Kent, CT1 2TU

Korea Future Initiative CIO

Trustees Report for the Period Ended 31 December 2023.

The Trustees present their annual report together with the financial statements of the CIO for the year 01 January 2023 to 31 December 2023. The Trustees confirm that the Annual Report and financial statements of the CIO comply with the current statutory requirements, the requirements of the company's governing document, and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) as amended by Update Bulletin 1 (effective 1 January 2019).

Since the CIO qualifies as small under section 382, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Structure, Governance, and Management

Governing Document

Korea Future Initiative CIO is constituted as a Charitable Incorporated Organisation registered with the Charity Commission in September 2019 under registration number 1185332. It also maintains a liaison office in the Republic of Korea, registration number 902-84-00915. The current constitution was adopted on September 1, 2019.

Organisational Structure

The board of trustees – which currently has 3 members – administers the charity. The trustees receive no financial remuneration for their involvement. The board meets on a quarterly basis and there are sub-committees covering fundraising, audit and risk, and communications which normally meet quarterly. A Chief Executive Officer is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the Chief Executive Officer has delegated authority, within terms of delegation approved by the trustees, for operational matters including, finance, employment, and all programme activities.

Recruitment of Trustees

Existing trustees are responsible for recruiting new trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO. Any appointment must be made at a meeting held according to the ordinary practice of the Board of Trustees as outlined in the Constitution. Each appointment is for a term of three years.

Potential trustees are invited to attend trustees' meetings as observers and are given more details of the charity's aims and activities and, if all agree, they are then proposed as new trustees at the subsequent trustees' meeting. This process allows due consideration of the person's eligibility, personal competence, specialist knowledge and skills.

Trustee Induction and Training

In the first instance, approaches from those wishing to serve as a Trustee shall be made to the Chair. Following further discussion and consideration, prospective Trustees shall be invited to observe at least 1 Board meeting. Subsequently, if willing, the prospective Trustee shall make written representations to the Board, who will decide whether to co-opt the prospective Trustee as a full member of the Board, with all the rights and responsibilities that entails. All Trustees shall subsequently be elected at the next board meeting through a ballot of board members. The ballot shall be administered by the Secretary. Trustees standing for election shall be required to verbally present their reasons for wishing to be elected to the Board. In terms of size, the Board shall not exceed 12 Trustees, and shall seek to be a body which is diverse in terms of skills, experience and professional background. Trustees shall serve for a 3-year term, which may be extended.

To enable him/her to hit the ground running, new trustees must be provided with:

- The constitution (and any supporting guidelines or regulations)
- The last Annual Report (and any other explanatory leaflet, brochure or prospectus issued by the charity);
- The last audited accounts, the current Budget and the most recent (monthly or quarterly) Management Accounts;
- Copies of the last three Board Minutes and the Agenda for the next Board meeting (and a note of any future meeting dates);
- Any Code of Conduct or Board Policies in existence;
- Details of any Conflicts of Interest requirements;
- Details of the Committee and staff structures and reporting processes.
- The essential trustee: what you need to know, what you need to do (CC3)

Trustees are encouraged to attend appropriate external training events to improve their understanding of their role and to improve the skillsets of the board for more effective governance.

Objectives and Activities

The objectives of the CIO are:

1) To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) in North Korea by all or any of the following means:

- monitoring abuses of human rights;
- obtaining redress for the victims of human rights abuse;
- relieving need among the victims of human rights abuse;
- research into human rights issues;
- providing technical advice to government and others on human rights matters;
- raising awareness of human rights issues;
- international advocacy of human rights; and
- eliminating infringements of human rights.

In furtherance of that object but not otherwise, the trustees shall have power

- To engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objects.
- 2) The relief and assistance of North Korean refugees in China and Southeast Asia through the raising and provision of funds to provide safe passage to third-countries.

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit. The trustees consider that the activities undertaken - as summarised below - provide benefit to the community we serve and the wider public.

Achievements and Performance

Korea Future is a non-governmental organisation documenting human rights violations and international crimes committed in the penal system of the Democratic People's Republic of Korea (DPRK). Our mission is to undertake credible, high-quality documentation and legal analysis of human rights violations and international crimes in the DPRK penal system and uses this information to support accountability proceedings under national and international law. The vision for our work is to contribute to meaningful justice for victims and accountability for perpetrators of human rights violations and crimes committed in the DPRK penal system.

Korea Future focuses exclusively on the penal system in the DPRK. The reason for this focus is simple: the penal system is the primary tool of the ruling Workers' Party of Korea to oppress citizens deemed a political threat, making it is the most significant site of occurrence for widespread and systematic violations and crimes in the DPRK. Before Korea Future, there was no organisation dedicated to undertaking credible, legally grounded investigations of violations and crimes transpiring in the DPRK penal system for the purpose of supporting efforts to end impunity. This had led to an absence of material that could be used as evidence in accountability proceedings under national and international law. Korea Future exists to fill this gap.

We launched in 2017 and now operate from offices in The Hague, Seoul, London, and Tokyo. Our team is composed of investigators, legal analysts, and expert consultants. Korea Future is or has been supported by a wide range of governments and foundations, notably the United States, United Kingdom, Netherlands, Germany, the National Endowment for Democracy, the International Republican Institute, Stefanus Alliance International, among others.

Executive Summary

The DPRK continues to oversee systematic and widespread human rights violations across the penal system. As of February 2024, we have documented over 8,600 incidents, including over 1,000 perpetrators and 1,300 victims, that are now preserved in the North Korean Prison Database and that constitute serious breaches of international law that should be investigated and, where they amount to international crimes, prosecuted.

In March 2024, it will be a decade since a United Nations Commission of Inquiry (COI) called upon the international community to ensure full accountability for violations of human rights in the DPRK. As the international community prepares to mark this anniversary, impunity for human rights violations and international crimes in the DPRK continues. This poses an acute challenge to the legacy of the commission, to international justice, and ultimately to the DPRK's victims.

Over the previous year, Korea Future has led civil society efforts to ensure that accountability can be delivered in the anniversary year of the COI.

Documentation, preservation, and analysis of information

We interviewed 90 survivors, witnesses, and former state-affiliated agents to document and preserve information to support factual and legal research and analysis on pillars relevant to the commission of violations in the DPRK penal system: 1) the crime base, namely violations such as torture, sexual and gender-based violence, and extrajudicial killings; 2) perpetrator linkage to the underlying acts, including perpetrators as well as those otherwise responsible due to their roles. We safeguarded the well-being of survivors, avoided further traumatising, and worked closely with psychosocial providers who offer medical and psychological support.

Support to the European Union and governments with targeted human rights sanctions jurisdictions

We submitted three separate formal requests to the United States Department of State and Department of the Treasury, the United Kingdom Secretary of State for Foreign, Commonwealth and Development, and the European External Action Service and Council of the European Union recommending sanctions against a high-ranking individual, a Ministry, and a penal facility based on their connection to gross violations of human rights.

Support to governments and actors at the United Nations Human Rights Council

We provided support to 16 governments and four United Nations actors through briefings, information sharing, and other forms of engagement. Two position papers were published concerning the DPRK penal system and sexual and gender-based violence, respectively. A new series of briefing papers intended to provide governments and multilateral institutions with information that can expand opportunities for accountability and the incorporation of credible information of human rights violations within policy development and diplomatic engagements were launched.

Mental health and psychosocial support

We published two reports outlining best practices for survivor-centred and trauma-informed documentation best practices. In doing so we conducted a survey of 75 North Korean women and 75 North Korean men in order to understand the broader diaspora community's attitudes towards and understandings of accountability. And we led four consultations with: 1) organisations led by North Korean women and female activists; 2) organisations led by North Korean men and male activists; 3) psychosocial service providers and; 4) ROK-based civil society organisations focused on accountability and justice in the DPRK.

Financial Review

Reserves Policy

The ultimate aim of our reserves policy is to maintain 3 months of unrestricted reserves to cover any changes in our income, but as our projects are funded until the point of closure or completion, there would not be a cost overrun if they shut down. The trustees have, therefore, agreed a reserves target of £61,846 to meet any immediate obligations. We do not expect this to change in the next financial year. Trustees felt that unrestricted funds should be deployed to be able to grow the organisation, meaning we have a limited reserve of £23,247 (2022: £11,313) at this moment. We have developed a new fundraising strategy and pipeline in the past year to achieve 3 months of unrestricted by the end of our current strategic period.

Investment Policy

We have no investments. All cash is held within our Woori Bank, HSBC and Triodos accounts, which earns a small amount of interest. There are no investment plans within the current strategic period.

Risk Management

The CIO ensures the highest standards of governance are maintained through its implementation of a robust risk management strategy, which entails:

- a Risk and audit committee which performs a quarterly review of the risks the charity may face and proposes mitigation strategies to the main board;
- an array of policies and procedures, with particular attention to financial policies and health and safety;
- the establishment of a governance checklist with key dates planned a year in advance; and
- the creation and quarterly update of a risk register.

The greatest risk to the organisation has been identified as a lack of funds to meet our obligations. Progress was made in the financial year in implementing the detailed fundraising strategy developed in the previous financial year, but greater diversification remains a challenge. We will be recruiting fundraising specialists to help us overcome this challenge in the next financial year.

Statement of Trustees' Responsibilities

The CIO's trustees are responsible for preparing an annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing the 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 accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008, and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees and directors in the period and at the report approval date were:

Victoria Nida (Co-Chair)

Oliver Windridge (Co-Chair) (Appointed: 06 February 2023)

Mitra Moadab Motlagh

Jinhee Lee (Resigned: 14 April 2023)

Margaret Ahn (Resigned: 05 July 2023)

Richard Moreton (Resigned: 31 August 2023)

Perpetua Adar (Resigned: 05 October 2023)

Robin Peter Walker (Resigned: 31 December 2023)

Statement as to Disclosure to our Auditor

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the organisation's auditor is unaware, and
- the trustees, having made enquiries of fellow directors and the group's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant information and to establish that the auditor is aware of that information.

Approved by the Trustees and signed on its behalf:

A handwritten signature in black ink, appearing to read 'V. Nida', written over a horizontal line.

Victoria Jane Nida (Co-Chair)

Date: 29/10/2024

Independent Auditor's Report to the Trustees of Korea Future initiative CIO

Opinion

We have audited the financial statements of Korea Future initiative CIO for the year ended 31 December 2023 which comprise Statement of Financial Activities, the balance sheet and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 charity's affairs as at 31 December 2023, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the 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 responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees' annual report², other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations (including health and safety and fundraising practices) and fraud, and review of the reports made by management; and

- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Reading minutes of meetings of those charged with governance; and
- Performing analytical procedures with automated data analytics tools to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud;
- Identifying and testing journal entries; and
- Challenging assumptions and judgements made by management in its significant accounting estimates.

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

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

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

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

A handwritten signature in blue ink that reads "Kreston Reeves LLP". The signature is written in a cursive, slightly slanted style.

Kreston Reeves LLP Chartered Accountants Statutory Auditor Canterbury Date: 29 October 2024 <i>Kreston Reeves is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.</i>

Korea Future Initiative CIO

Statement of Financial Activities for the period ended 31 December 2023

	Note	Restricted Funds £	Unrestricted Funds £	Total Funds 2023 £	Restricted Funds £	Unrestricted Funds £	Total Funds 2022 £
Income from:							
Donations and Grants	5	747,856	2,334	750,190	537,130	3,548	540,678
Investments		-	-	-	-	-	-
Other Income	5a	-	20,096	20,096	848	20,014	20,862
Total Income		747,856	22,430	770,286	537,978	23,562	561,540
Expenditure on:							
Raising Funds: Voluntary Income	6	16,197	-	16,197	4,215	-	4,215
Charitable Activities	7	748,008	8,046	756,054	503,733	12,518	516,251
Governance	8	23,553	1,349	24,902	12,600	36	12,636
Total Expenditure		787,758	9,395	797,153	520,548	12,554	533,102
Net Movement in Funds		(39,902)	13,035	(26,867)	17,430	11,008	28,438
Total Funds Brought Forward		82,964	11,453	94,417	65,534	445	65,979
Total Funds Carried Forward		43,062	24,488	67,550	82,964	11,453	94,417

The notes on pages 21 to 30 form part of these financial statements.

Korea Future Initiative CIO

Balance Sheet as at 31 December 2023

	Note	Restricted Funds £	Unrestricted Funds £	Total Funds 2023 £	Restricted Funds £	Unrestricted Funds £	Total Funds 2022 £
Fixed Assets	9	12,227	104	12,331	9,864	140	10,004
Current Assets							
Debtors	10	55,419	-	55,419	56,525	-	56,525
Cash at Bank and in Hand		(8,411)	28,828	20,417	18,368	15,211	33,579
Current Assets		47,008	28,828	75,836	74,893	15,211	90,104
Creditors: amounts falling due within one year	11	(16,173)	(4,444)	(20,617)	(1,793)	(3,898)	(5,691)
Net Current Assets	12	30,835	24,384	55,219	73,100	11,313	84,413
Net Assets		43,062	24,488	67,550	82,964	11,453	94,417
Total Funds	13	43,062	24,488	67,550	82,964	11,453	94,417

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



Victoria Jane Nida, Co-Chair

Date: 29/10/2024

Korea Future Initiative CIO
Statement of Cash Flows

	2023	2022
	Total	Total
	funds	funds
	£	£
Cash flows from operating activities:		
<i>Net cash provided by operating activities</i>	<u>(5,495)</u>	<u>17,373</u>
Cash flow from investing activities:		
Interest	27	14
Purchase of property, plant and equipment	(7,694)	(4,749)
<i>Net cash used in investing activities</i>	(7,667)	(4,735)
Change in cash and cash equivalents in the reporting period	(13,162)	12,638
Cash and cash equivalents at 31 December 2022	33,579	20,941
Cash and cash equivalents at 31 December 2023	<u>20,417</u>	<u>33,579</u>
	2023	2022
	Total	Total
	funds	funds
	£	£
Reconciliation of net income/(expenditure) to net cash flow from operating activities:		
<i>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</i>	(26,867)	28,438
Adjustments for:		
Depreciation	4,800	3,157
Loss on disposal of asset	566	-
Interest	(27)	(14)
(Decrease) / Increase in debtors	1,107	4,043
(Decrease) / Increase in creditors	14,926	(18,251)
<i>Net cash provided by (used in) operating activities</i>	<u>(5,495)</u>	<u>17,373</u>

Korea Future Initiative CIO
Statement of Cash Flows

	At 1 January 2023 £	Cash flow £	At 31 December 2023 £
Analysis of change in net debt			
Cash in hand	33,579	13,162	20,417
Total cash and cash equivalents	33,579	13,162	20,417

	At 1 January 2022 £	Cash flow £	At 31 December 2022 £
Analysis of change in net debt			
Cash in hand	20,941	12,638	33,579
Total cash and cash equivalents	20,941	12,638	33,579

Notes to the Financial Statements

The registered office for the CIO is 120B Malden Road, New Malden, Surrey, KT3 6DD, United Kingdom.

Registered as a Charitable Incorporated Organisation in England on 16 September 2019.

These accounts cover the period 1 January 2023 to 31 December 2023.

1. Accounting policies

The principle accounting policies are summarised below.

1.11 Basis of preparation

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The preparation of financial statements in compliance with FRS 102 requires certain critical accounting estimates. It also requires management to exercise judgement in applying the CIO's accounting policies (see note 3).

The financial statements have been prepared on the historical cost basis and are presented in Sterling (£). Rounding is to the nearest pound.

Korea Future Initiative CIO meets the definition of a public benefit entity under FRS 102.

1.12 Organisational status

Korea Future Initiative CIO is a Charitable Incorporated Organisation. The members of the company are the Trustees named on page 1. In the event of the CIO being wound up, the liability in respect of the guarantee is limited to £1 per member of the CIO.

1.13 Income

All income is recognised once the CIO has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably.

In accordance with the Charities SORP (FRS 102), the general volunteer time of the volunteers is not recognised and refer to the Trustees' report for more information about their contribution. On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the CIO which is the amount the CIO 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.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.14 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Governance costs are those incurred in connection with administration of the CIO and compliance with constitutional and statutory requirements.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the CIO's operations, including support costs and costs relating to the governance of the CIO apportioned to charitable activities.

1.15 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

1.16 Value Added Tax

The CIO is not registered for VAT and accordingly, where applicable, all costs and expenditures incurred are inclusive of VAT.

1.17 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.18 Creditors

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

1.19 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. General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

1.20 Assets

Assets are recognised when there is a legal and constructive right to the asset.

1.21 Tangible Fixed Assets and Depreciation

Tangible fixed assets are capitalised at cost where their acquisition value is greater than £100 and are stated at cost net of depreciation.

Depreciation is calculated to write down the cost of all tangible fixed assets by equal annual instalments over their expected useful lives.

The rates generally applicable are:

Fixtures, fittings and kitchen/office equipment over 2 years, on a straight-line basis

Computer equipment and software over 5 years, on a straight-line basis.

2 Staff numbers and costs

The charity had 12 full-time employees in 2023 (2022: 9). Staff costs were as follows:

	2023	2022
	£	£
Wages and Salaries including Donations in Kind	409,462	275,450
Employer's N.I.C.	9,698	12,864
Pension costs	33,144	20,067
Korean and Dutch tax	49,686	21,193
Total	<u>501,990</u>	<u>329,574</u>

	2023	2022
	Number	Number
Full time staff	0	1
Costs of generating funds	12	11
Charitable activities	<u>12</u>	<u>11</u>
Total	<u>12</u>	<u>12</u>

No employee received remuneration amounting to more than £60,000 for the year. The total remuneration received by key management personnel was £50,889 (2022: £45,993).

3 Trustees remuneration and expenses

The Trustees, who are also directors of the Charity, are not entitled to receive any remuneration from the Charity. No expenses were paid to any Trustee or connected person during the period.

4 Tax on ordinary activities

Korea Future Initiative CIO is a registered CIO and is potentially exempt from taxation in respect of income and capital gains received within the categories covered by Section 505 of the Taxes Act 1988 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

5 Donations & Grants

	Restricted 2023 £	Unrestricted 2023 £	Total 2023 £	Restricted 2022 £	Unrestricted 2022 £	Total 2022 £
Donations	-	629	629	-	548	548
Grants	747,856	1,705	749,561	537,130	3,000	540,130
Totals	747,856	2,334	750,190	537,130	3,548	540,678

5a. Other Income

Other income includes the management services provided to Connect: North Korea CIO of £20,000 (2022: £20,000); interest received in the period and exchange rate variances.

6 Cost of Raising Funds

	Restricted 2023 £	Unrestricted 2023 £	Total 2023 £	Restricted 2022 £	Unrestricted 2022 £	Total 2022 £
Fundraising costs	16,197	-	16,197	4,215	-	4,215
Totals	16,197	-	16,197	4,215	-	4,215

7 Charitable Activities

	Restricted 2023 £	Unrestricted 2023 £	Total 2023 £	Restricted 2022 £	Unrestricted 2022 £	Total 2022 £
Research expenses	5,865	-	5,865	15,792	120	15,912
Advocacy Support	107,493	-	107,493	74,781	100	74,881
Depreciation	3,259	36	3,295	3,121	36	3,157
IT expenses	6,674	-	6,674	8,899	-	8,899
Rent	63,909	-	63,909	32,001	-	32,001
Disbursements	1,481	-	1,481	1,204	69	1,273
Insurance	362	-	362	3,436	-	3,436
Salaries	404,198	5,264	409,462	255,436	20,014	275,450
Employers NI	2,061	2,636	4,698	8,378	4,486	12,864
Staff training	18,133	-	18,133	1,701	-	1,701
Pension costs	31,252	1,892	33,144	19,040	1,027	20,067
Korean and Netherlands Tax	49,686	-	49,686	21,193	-	21,193
Advertising & marketing	-	-	-	718	-	718
Travel expenses	29,110	-	29,110	30,838	424	31,262
Exchange rate variances	10,310	(1,880)	8,430	21,320	(13,880)	7,440
General expenses	12,709	98	12,807	5,875	122	5,997
Totals	748,008	8,046	756,054	503,733	12,518	516,251

8 Governance Costs

	Restricted 2023 £	Unrestricted 2023 £	Total 2023 £	Restricted 2022 £	Unrestricted 2022 £	Total 2022 £
Audit & accountancy	18,595	1,320	19,915	9,769	-	9,769
Bank charges	4,958	29	4,987	2,831	36	2,867
Totals	23,553	1,349	24,902	12,600	36	12,636

The Auditor's remuneration is included in the audit and accounting costs listed above and total £8,100.

9 Fixed Assets

	Office Equipment £	2023 £	2022 £
Cost			
Balance as at 31 December 2022	16,856	16,856	12,107
Additions	7,693	7,693	4,749
Disposals	(999)	(999)	-
Balance as at 31 December 2023	23,550	23,550	16,856
Depreciation			
Balance as at 31 December 2022	6,852	6,852	3,695
Additions	4,800	4,800	3,157
Disposals	(433)	(433)	-
Balance as at 31 December 2023	11,219	11,219	6,852
Net book value			
Balance as at 31 December 2023	12,331	12,331	10,004
Balance as at 31 December 2022	10,004	10,004	8,412

10 Debtors

	2023 £	2022 £
Trade debtors	47,128	56,525
	8,290	-
Total debtors	55,419	56,525

11 Creditors

	2023 £	2022 £
Trade creditors	8,083	473
Social security and other taxes	4,435	3,898
Accruals	8,100	1,320
Total creditors	20,617	5,691

12 Fund movements summary

	Restricted funds £	Unrestricted funds £	Total funds £
At 1 January 2023	82,964	11,453	94,417
Incoming resources	747,856	22,430	770,286
Expenditure	(791,391)	(10,532)	(801,903)
At 31 December 2023	39,449	32,691	62,800

12 Fund movement summary (continued)

	Restricted funds £	Unrestricted funds £	Total funds £
At 1 January 2022	65,534	445	65,979
Incoming resources	537,978	23,562	561,540
Expenditure	(520,548)	(12,554)	(533,102)
At 31 December 2022	82,964	11,453	94,417

13 Restricted funds

	Balance at 1 January 2023 £	Incoming £	Outgoing £	Balance at 31 December 2023 £
NKPD	39,750	486,849	(540,628)	(14,029)
SGBV Project	5,023	-	(5,023)	-
SGBV SP1 Project	-	47,242	(36,053)	11,189
SGBV SP2 Project	12,419	118,409	(109,111)	21,717
NKPD SP3 Project	-	20,463	(20,463)	-
FoRB SP4 Project	672	21,105	(21,435)	342
NKPD SP5 Project	-	13,395	(152)	13,547
NKPD SP6 Project	-	41,113	(38,497)	2,616
SGBV Project	5,023	-	(5,023)	-
Core Costs	1,268	0	17	1,285
Investigating Persecution of Religion or Belief Project 1	7,560	0	(1,164)	6,396
Investigating Persecution of Religion or Belief Project 2	-	720	(720)	-
Fundraising Capacity- Building	16,272	-	(16,272)	-
Totals	82,964	747,856	(787,758)	43,062

13 Restricted funds (continued)

	Balance at 1 January 2022 £	Incoming £	Outgoing £	Balance at 31 December 2022 £
Core Costs	1,500	-	(232)	1,268
Investigating Persecution of Religion or Belief Project 1	6,912	848	(200)	7,560
Investigating Persecution of Religion or Belief Project 2	16,682	51,386	(68,068)	-
Investigating Persecution of Religion or Belief Project 3	412	20,963	(20,703)	672
Female Leadership Programme	11,613	70,758	(69,952)	12,419
Documenting Human Rights Violations in North Korean Prisons	15,389	369,463	(345,102)	39,750
Transitional Justice Project	-	-	-	-
Fundraising Capacity- Building	13,026	18,700	(15,454)	16,272
Totals	-	5,860	(837)	5,023

13 Restricted funds (continued)

Fund	Purpose
NKPD	Funds were received to support investigation into human rights violations in the North Korean penal system.
SGBV SP1 Project	Funds were received to support our project on survivor-informed documentation of sexual and gender-based violence and Community of Practice work involving MHPSS support organisations.
SGBV SP2 Project	Funds were received to support capacity-building within the North Korean diaspora.
NKPD SP3 Project	Funds were received to support investigation into human rights violations in the North Korean penal system.
FoRB SP4 Project	Funds were received to support advocacy and accountability.
NKPD SP5 Project	Funds were received to support investigation into human rights violations in the North Korean penal system.
NKPD SP6 Project	Funds were received to support investigation into human rights violations in the North Korean penal system.
SGBV Project	Funds were received to support our project on survivor-informed documentation of sexual and gender-based violence
Core Costs	Funds were received to support our core costs related to communications.
Investigating Persecution of Religion or Belief Project 1	Funds were received to support our first documentation project on the persecution of religion or belief in North Korea.
Investigating Persecution of Religion or Belief Project 2	Funds were received to support our second documentation project on the persecution of religion or belief in North Korea.
Fundraising Capacity-Building	This capacity-building fund was to support the development of our fundraising.

14 Related party transactions

Connect: North Korea is a related party of which all serving Trustees are also Trustees of Korea Future Initiative CIO.

During the current year the charity has not entered into any related party loan arrangements.

The Charity has provided management services to Connect: North Korea CIO - £20,000 (2022: £20,000) was received during the period for those services.

Accounts

Korea Future Initiative CIO

Charitable Incorporated Organisation

CIO Registration Number: 1185332

Unaudited Accounts

Trustees Report and Financial Statements

For the period ended 31 December 2022.

Korea Future Initiative CIO

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Korea Future Initiative CIO

Reference and Administration Details for the Period Ended 31 December 2022

Trustees

Robin Peter Walker (Chair)

Richard Moreton (Treasurer)

Jinhee Lee

Margaret Ahn

Mitra Moadab Motlagh

Victoria Nida (Appointed: 27/04/2022)

Perpetua Adar (Appointed: 11/07/2022)

Jennifer Holroyd (Resigned: 22/01/2022)

Mario Dunn (Resigned: 22/01/2022)

Charity Registration Number

1185332

Registered Office

120B Malden Road, New Malden, KT3 6DD.

Banks

Triodos Bank, Deanery Road, Bristol, BS1 5AS

HSBC, 54 Clarence Street, Kingston upon Thames, KT1 1NP

Woori Bank, 17 World Cup Buk-ro 60-gil, Mapo-gu, Seoul, Republic of Korea 03921

Independent Examiner

Samantha Rouse FCCA DChA, Kreston Reeves LLP, 37 St Margaret's Street, Canterbury, CT1 2TU

Korea Future Initiative CIO

Trustees Report for the Period Ended 31 December 2022.

The Trustees present their annual report together with the financial statements of the CIO for the year 01 January 2022 to 31 December 2022. The Trustees confirm that the Annual Report and financial statements of the CIO comply with the current statutory requirements, the requirements of the company's governing document, and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) as amended by Update Bulletin 1 (effective 1 January 2019).

Since the CIO qualifies as small under section 382, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Structure, Governance, and Management

Governing Document

Korea Future Initiative CIO is constituted as a Charitable Incorporated Organisation registered with the Charity Commission in September 2019 under registration number 1185332. It also maintains a liaison office in the Republic of Korea, registration number 902-84-00915. The current constitution was adopted on September 1, 2019.

Organisational Structure

The board of trustees – which currently has 7 members – administers the charity. The trustees receive no financial remuneration for their involvement. The board meets on a quarterly basis and there are sub-committees covering fundraising and communications and audit and risk, which meet quarterly. A Chief Executive Officer is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the Chief Executive Officer has delegated authority, within terms of delegation approved by the trustees, for operational matters including, finance, employment, and all programme activities.

Recruitment of Trustees

Existing trustees are responsible for recruiting new trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO. All trustees are independent of each other. We welcome and encourage applicants from all backgrounds and do not discriminate on the basis of age, disability (physical or learning), LGBTQI+ or relationship status, pregnancy and maternity, race, religion and belief, gender or social class. Any appointment must be made at a meeting held according to the ordinary practice of the Board of Trustees as outlined in the Constitution. Each appointment is for a term of three years.

Potential trustees are invited to attend trustees' meetings as observers and are given more details of the charity's aims and activities and, if all agree, they are then proposed as new trustees at the subsequent trustees' meeting. This process allows due consideration of the person's eligibility, personal competence, specialist knowledge and skills.

Trustee Induction and Training

In the first instance, approaches from those wishing to serve as a Trustee shall be made to the Chair. Following further discussion and consideration, prospective Trustees shall be invited to observe at least 1 Board meeting. Subsequently, if willing, the prospective Trustee shall make written representations to the Board, who will decide whether to co-opt the prospective Trustee as a full member of the Board, with all the rights and responsibilities that entails. All Trustees shall subsequently be elected at the next board meeting through a ballot of board members. The ballot shall be administered by the Secretary. Trustees standing for election shall be required to verbally present their reasons for wishing to be elected to the Board. In terms of size, the Board shall not exceed 12 Trustees, and shall seek to be a body which is diverse in terms of skills, experience and professional background. Trustees shall serve for a 3-year term, which may be extended.

To enable him/her to hit the ground running, new trustees must be provided with:

- The constitution (and any supporting guidelines or regulations)
- The last Annual Report (and any other explanatory leaflet, brochure or prospectus issued by the charity);
- The last audited accounts, the current Budget and the most recent (monthly or quarterly) Management Accounts;
- Copies of the last three Board Minutes and the Agenda for the next Board meeting (and a note of any future meeting dates);
- Any Code of Conduct or Board Policies in existence;
- Details of any Conflicts of Interest requirements;
- Details of the Committee and staff structures and reporting processes.
- The essential trustee: what you need to know, what you need to do (CC3)

Trustees are encouraged to attend appropriate external training events to improve their understanding of their role and to improve the skillsets of the board for more effective governance. All trustees attend safeguarding training within 3 months of appointment.

Objectives and Activities

The objectives of the CIO are:

- 1) To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) in North Korea by all or any of the following means:
 - monitoring abuses of human rights;
 - obtaining redress for the victims of human rights abuse;
 - relieving need among the victims of human rights abuse;
 - research into human rights issues;
 - providing technical advice to government and others on human rights matters;
 - raising awareness of human rights issues;
 - international advocacy of human rights; and
 - eliminating infringements of human rights.

In furtherance of that object but not otherwise, the trustees shall have power

- To engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objects.
- 2) The relief and assistance of North Korean refugees in China and Southeast Asia through the raising and provision of funds to provide safe passage to third-countries.

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit. The trustees consider that the activities undertaken - as summarised below - provide benefit to the community we serve and the wider public.

Achievements and Performance

North Korean Prison Database

A vast system of penal facilities extends across North Korea. The construction of these facilities — capable of detaining hundreds of thousands of people suspected or accused of crimes — has enabled extensive and egregious violations of international law with catastrophic human consequences.

To support and accelerate justice and accountability, Korea Future is undertaking investigations into North Korea's penal system through our North Korean Prison Database (NKPD) project. To date, we have identified 597 perpetrators linked to 5,181 human rights violations committed against 785 detainees in 148 penal facilities.

Launched publicly online and in a report, "[North Korean Prison Database: Volume I](#)" in March 2022, the [North Korean Prison Database](#) provides users with access to a comprehensive and growing archive of violations of international law that have transpired in the North Korean penal system. This includes: 1) evidence pertaining to perpetrators and their links to state organisations, penal facilities, and the violations for which they are responsible; 2) evidence of detainees, including their current status, the violations they experienced, and the facilities in which they were detained, and, uniquely; 3) the database breaks down the specific legal elements of every documented violation of international law, including specific constituting acts. The NKPD is accessible in English and Korean to anyone with an internet connection. Select data is published at the where it is freely available to legal practitioners, policymakers, researchers, civil society organisations, journalists, and more.

To better understand and situate the experiences of North Koreans, we used digital modelling, survivor testimony, memory-based diagrams, and satellite imagery to model the internal architecture of Onsong County MPS Detention Centre. This is the first time anyone has seen inside a North Korean penal facility.

[Our report](#) finds the ruling Workers' Party of Korea, with the Supreme Leader Kim Jong Un at the helm, is responsible for gross violations of international human rights law resulting from its failure to meet its legal obligations to detainees in the penal system.

What we present in our report is plain evidence of incidence — specifically, patterns of human rights violations that have been perpetrated by state agents in state-run penal facilities against detainees. We include four individual cases that shine a light on the devastating human impact of arbitrary mass detention. To expose the insidious and often hidden violence inflicted upon detainees, we also include materials that spotlight systematic brutality. Each of these elements serves the same purpose: to ensure that justice can be served.

Our methods of investigation are well-established across our work and have been developed with and comprehensively reviewed by legal experts with international prosecutorial and analytical experience. During our first nine months of investigations, we undertook 259 detailed in-person interviews with survivors, perpetrators, and witnesses. We documented thousands of pages of testimony and we sourced internal documents and photographic and video evidence from inside North Korea as part of our ongoing investigation.

Our evidence is analysed against an international law framework to establish whether violations of international human rights law took place. We corroborate and verify cases in our database, and we cross-reference and link files on suspects, cases, victims, and penal facilities. Powerful search features let us observe both patterns in our evidence and the granular details within specific cases.

Briefings and meetings were held on NKPD following the launch of the report with various state and multilateral actors, globally and locally significant CSOs, and English-language and Korean-language media.

Korea Future's work has influenced or been cited in numerous works, including the European Parliament resolution (2022/2620(RSP)); US Department of State 2021 Report on International Religious Freedom: Democratic People's Republic of Korea; parliamentary questions in the UK Houses of Parliament; HRNK; and previously mentioned online media in multiple languages. We were also invited to speak at a RightsCon 2022 event hosted by HURIDOCs on the topic of 'Databases as memory objects: perspectives and practices in Asia.'

Investigating Freedom of Religion or Belief in North Korea

Korea Future is investigating and identifying agents of the Workers' Party of Korea responsible for gross violations of international human rights law that target religious minorities.

We intend our evidence gathered on Freedom of Religion or Belief (FoRB) to be used to accelerate, promote, and support national and international justice institutions pursuing accountability through a range of initiatives, including investigations, targeted human rights sanctions, and prosecutions.

Our investigators have independently documented [195 perpetrators](#) responsible for over [1000 violations of international law](#) involving [517 victims](#) in [127 locations](#).

After the successful publication of our FoRB work in 2020 and 2021, we were delighted to author a new report for the [United States Commission on International Religious Freedom](#) (USCIRF). The report, which is titled "[Kimilsungism-Kimjongilism and the Right to Freedom of Religion, Thought, and Conscience in North Korea](#)", explores how ongoing religious freedom violations in North Korea are driven by highly organized efforts of the Workers' Party of Korea to enforce an ideology known as Kimilsungism-Kimjongilism. The report contributes to significant advances in understanding how and why this ideology is implemented across North Korea and presents implications for the deterrence of perpetrators and the pursuit of accountability and justice.

We engaged stakeholders from governments, state ministries, accountability mechanisms, parliamentarians, legal professionals, civil society working groups, and the media throughout 2022 on the evidence we have gathered on FoRB.

Capacity-building in the diaspora

Women comprise 72% of the North Korean diaspora in South Korea. Yet men account for 63% of all leadership roles in organisations working on North Korean human rights. Korea Future is building the capacities of emerging exiled women leaders in the diaspora to increase their involvement in and leadership of human rights investigations, documentation, and organisation.

Building on our work in 2021, in 2022, we supported a core group of emerging women leaders in the diaspora through a monthly series of human rights workshops. Participants were provided with opportunities to strengthen their core human rights skills and grow their practical skills in leadership and organisation.

In September 2022, we released our report, “[Opportunities and Challenges for Exiled North Korean Women in the Human Rights Field](#).” Our findings explore how the human rights movement and, in particular, grant-makers, can deploy their resources to better support the active participation and leadership of exiled women and exiled women-led organisations.

Future Activities

Our work on NKPD will continue for the foreseeable future, as will related targeted engagement and coordination of stakeholders.

In October 2022, we began a long-term project that will support survivor-informed documentation of sexual and gender-based violence in North Korea, putting exiled women and their experiences at the heart of justice conversations and overcoming one of the key barriers surrounding impunity. More information will be released in due course.

Financial Review

Reserves Policy

The ultimate aim of our reserves policy is to maintain 3 months of unrestricted reserves to cover any changes in our income. Trustees felt that funds should be deployed to be able to grow the organisation, meaning we have no reserve at this moment. It is our goal to have at least 3 months of unrestricted reserves by the end of our current strategic period, which ends in 2024.

Investment Policy

We have no investments. All cash is held within our Woori Bank, HSBC and Triodos accounts, which earns a small amount of interest. There are no investment plans within the current strategic period.

Risk Management

The CIO ensures the highest standards of governance are maintained through its implementation of a robust risk management strategy, which entails:

- a Risk and audit committee which performs a quarterly review of the risks the charity may face and proposes mitigation strategies to the main board;
- an array of policies and procedures, with particular attention to financial policies and health and safety;
- the establishment of a governance checklist with key dates planned a year in advance; and
- the creation and quarterly update of a risk register.

The greatest risk to the organisation has been identified as a lack of funds to meet our obligations. Progress was made in the financial year in implementing the detailed fundraising strategy developed in the previous financial year, but greater diversification remains a challenge. We will be recruiting fundraising specialists to help us overcome this challenge in the next financial year.

Statement of Trustees' Responsibilities

The CIO's trustees are responsible for preparing an annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing the 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 accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008, and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees and directors in the period and at the report approval date were:

Robin Peter Walker (Chair)

Richard Moreton (Treasurer)

Jinhee Lee

Margaret Ahn

Mitra Moadab Motlagh

Victoria Nida (Appointed: 27/04/2022)

Perpetua Adar (Appointed: 11/07/2022)

Jennifer Holroyd (Resigned: 22/01/2022)

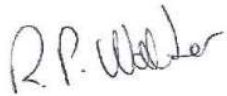
Mario Dunn (Resigned: 22/01/2022)

Statement as to Disclosure to our Independent Examiner

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the independent examiner in connection with preparing their report, of which the organisation's independent examiner is unaware, and
- the trustees, having made enquiries of fellow directors and the group's independent examiner that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant information and to establish that the examiner is aware of that information.

Approved by the Trustees and signed on its behalf:

A handwritten signature in dark ink, appearing to read 'R.P. Walker', is written over a faint, light-colored circular stamp or watermark.

Robin Peter Walker (Chair)

Date: 31/03/2023

Independent Examiner's Report to the Trustees of Korea Future Initiative CIO

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2022 which are set out on pages 15 to 28.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I can confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2019.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or this report.

A handwritten signature in blue ink, appearing to read 'S. Rouse', is displayed within a light blue rectangular box.

Samantha Rouse FCCA DChA

Certified Chartered Accountant

Kreston Reeves LLP
37 St Margaret's Street
Canterbury
Kent
CT1 2TU

Dated: 03/04/2023

Korea Future Initiative CIO

Statement of Financial Activities for the Period Ended 31 December 2022

	Note	Restricted Funds £	Unrestricted Funds £	Total Funds 2022 £	Restricted Funds £	Unrestricted Funds £	Total Funds 2021 £
Income from:							
Donations and Grants	4	537,130	3,548	540,678	470,768	15,851	486,619
Investments		-	-	-	-	-	-
Other Income	5a	848	20,014	20,862	-	20,008	20,008
Total Income		537,978	23,562	561,540	470,768	35,859	506,627
Expenditure on:							
Raising Funds: Voluntary Income	5	4,215	-	4,215	-	10,000	10,000
Charitable Activities	6	503,733	12,518	516,251	436,811	27,243	464,054
Governance	7	12,600	36	12,636	4,945	1,102	6,047
Total Expenditure		520,548	12,554	533,102	441,756	38,345	480,101
Net Movement in Funds		17,430	11,008	28,438	29,012	(2,486)	26,526
Total Funds Brought Forward		65,534	445	65,979	36,522	2,931	39,453
Total Funds Carried Forward		82,964	11,453	94,417	65,534	445	65,979

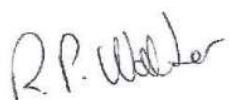
The notes on pages 19 to 28 form part of these financial statements.

Korea Future Initiative CIO

Balance Sheet as at 31 December 2022

	Note	Restricted Funds £	Unrestricted Funds £	Total Funds 2022 £	Restricted Funds £	Unrestricted Funds £	Total Funds 2021 £
Fixed Assets	8	9,864	140	10,004	8,236	176	8,412
Current Assets							
Debtors	9	56,525	-	56,525	60,568	-	60,568
Cash at Bank and in Hand		18,368	15,211	33,579	14,085	6,856	20,941
Current Assets		74,893	15,211	90,104	74,653	6,856	81,509
Creditors: amounts falling due within one year	10	(1,7933)	(3,898)	(5,691)	(17,355)	(6,587)	(23,942)
Net Current Assets		73,100	11,313	84,413	57,298	269	57,567
Net Assets		82,964	11,453	94,417	65,534	445	65,979
Total Funds	11&12	82,964	11,453	94,417	65,534	445	65,979

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



Robin Peter Walker, Chair

Date: 31/03/2023

Korea Future Initiative CIO
Statement of Cash Flows

	2022	2021
	Total	Total
	funds	funds
	£	£
Cash flows from operating activities:		
<i>Net cash provided by operating activities</i>	<u>17,373</u>	<u>13,626</u>
Cash flow from investing activities:		
Interest	14	8
Purchase of property, plant and equipment	(4,749)	(2,130)
<i>Net cash used in investing activities</i>	(4,735)	(2,122)
Change in cash and cash equivalents in the reporting period	12,638	11,504
Cash and cash equivalents at 31 December 2021	20,941	9,437
Cash and cash equivalents at 31 December 2022	<u>33,579</u>	<u>20,941</u>
	2022	2021
	Total	Total
	funds	funds
	£	£
Reconciliation of net income/(expenditure) to net cash flow from operating activities:		
<i>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</i>	28,438	26,527
Adjustments for:		
Depreciation	3,157	3,034
Interest	(14)	(8)
Decrease / (Increase) in debtors	4,043	(24,707)
(Decrease) / Increase in creditors	(18,251)	8,780
<i>Net cash provided by (used in) operating activities</i>	<u>17,373</u>	<u>13,626</u>

Korea Future Initiative CIO
Statement of Cash Flows

	At 1 January 2022 £	Cash flow £	At 31 December 2022 £
Analysis of change in net debt			
Cash in hand	20,941	12,638	33,579
Total cash and cash equivalents	20,941	12,638	33,579

	At 1 January 2021 £	Cash flow £	At 31 December 2021 £
Analysis of change in net debt			
Cash in hand	9,437	11,504	20,941
Total cash and cash equivalents	9,437	11,504	20,941

Notes to the Financial Statements

The registered office for the CIO is 120B Malden Road, New Malden, Surrey, KT3 6DD, United Kingdom.

Registered as a Charitable Incorporated Organisation in England on 16 September 2019.

These accounts cover the period 1 January 2022 to 31 December 2022.

1. Accounting policies

The principle accounting policies are summarised below.

1.1.1 Basis of preparation

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The preparation of financial statements in compliance with FRS 102 requires certain critical accounting estimates. It also requires management to exercise judgement in applying the CIO's accounting policies (see note 3).

The financial statements have been prepared on the historical cost basis and are presented in Sterling (£). Rounding is to the nearest pound.

Korea Future Initiative CIO meets the definition of a public benefit entity under FRS 102.

1.1.2 Organisational status

Korea Future Initiative CIO is a Charitable Incorporated Organisation. The members of the company are the Trustees named on page 1. In the event of the CIO being wound up, the liability in respect of the guarantee is limited to £1 per member of the CIO.

1.1.3 Income

All income is recognised once the CIO has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably.

In accordance with the Charities SORP (FRS 102), the general volunteer time of the volunteers is not recognised and refer to the Trustees' report for more information about their contribution. On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the CIO which is the amount the CIO 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.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Governance costs are those incurred in connection with administration of the CIO and compliance with constitutional and statutory requirements.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the CIO's operations, including support costs and costs relating to the governance of the CIO apportioned to charitable activities.

1.1.5 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund.

1.1.6 Value Added Tax

The CIO is not registered for VAT and accordingly, where applicable, all costs and expenditures incurred are inclusive of VAT.

1.1.7 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.1.8 Creditors

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

1.1.9 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.

1.2.0 Assets

Assets are recognised when there is a legal and constructive right to the asset.

1.2.1 Tangible Fixed Assets and Depreciation

Tangible fixed assets are capitalised at cost where their acquisition value is greater than £100 and are stated at cost net of depreciation.

Depreciation is calculated to write down the cost of all tangible fixed assets by equal annual instalments over their expected useful lives.

The rates generally applicable are:

Fixtures, fittings and kitchen/office equipment over 2 years, on a straight-line basis

Computer equipment and software over 5 years, on a straight-line basis.

1.2.2 Going Concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Charity has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Charity's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

1.2.3 Foreign Currency

Transactions in foreign currencies are recognised at the rate of exchange at the date of transaction. Monetary assets and liabilities are translated into sterling at the exchange rate on the balance sheet date. All exchange differences are recognised through the statement of financial activities.

1.2.4 Financial Instruments

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.

1.2.5 Tax on ordinary activities

Korea Future Initiative CIO is a registered CIO and is potentially exempt from taxation in respect of income and capital gains received within the categories covered by Section 505 of the Taxes Act 1988 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2 Staff numbers and costs

The charity had 9 full-time employees in 2022 (2021: 3). Staff costs were as follows:

	2022	2021
	£	£
Wages and Salaries including Donations in Kind	275,450	93,474
Employer's N.I.C.	12,864	4,999
Pension costs	20,067	2,321
Korean tax	21,193	-
Total	329,574	100,794

	2022	2021
	Number	Number
Full time staff	1	1
Costs of generating funds	11	2
Charitable activities	12	3
Total	12	3

No employee received remuneration amounting to more than £60,000 for the year. The total remuneration received by key management personnel was £40,480 (2021: £38,289).

3 Trustees remuneration and expenses

The Trustees, who are also directors of the Charity, are not entitled to receive any remuneration from the Charity. No expenses were paid to any Trustee or connected person during the period. In the prior year, one Trustee, Robin Walker, was reimbursed £594 for expenses incurred on behalf of the charity.

4 Donations & Grants

	Restricted	Unrestricted	Total	Restricted	Unrestricted	Total
	2022	2022	2022	2021	2021	2021
	£	£	£	£	£	£
Donations	-	548	548	-	12,851	12,851
Grants	537,130	3,000	540,130	470,768	3,000	473,768
Totals	537,130	3,548	540,678	470,768	15,851	486,619

5a. Other Income

Other income includes the management services provided to Connect: North Korea CIO of £20,000 (2021: £20,000) and interest received in the period.

5 Cost of Raising Funds

	Restricted 2022 £	Unrestricted 2022 £	Total 2022 £	Restricted 2021 £	Unrestricted 2021 £	Total 2021 £
Fundraising costs	4,215	-	4,215	-	10,000	10,000
Totals	4,215	-	4,215	-	10,000	10,000

6 Charitable Activities

	Restricted 2022 £	Unrestricted 2022 £	Total 2022 £	Restricted 2021 £	Unrestricted 2021 £	Total 2021 £
Research expenses	15,792	120	15,912	43,972	-	43,972
Specialist Support	74,781	100	74,881	239,979	49	240,028
Depreciation	3,121	36	3,157	3,031	3	3,034
IT expenses	8,899	-	8,899	29,044	358	29,402
Rent	32,001	-	32,001	26,896	1,014	27,910
Disbursements	1,204	69	1,273	530	55	585
Insurance	3,436	-	3,436	282	564	846
Salaries	255,436	20,014	275,450	69,382	24,092	93,474
Employers NI	8,378	4,486	12,864	3,734	1,265	4,999
Staff training	1,701	-	1,701	-	-	-
Pension costs	19,040	1,027	20,067	1,969	352	2,321
Korean Tax	21,193	-	21,193	-	-	-
Advertising & marketing	718	-	718	1,176	-	1,176
Travel expenses	30,838	424	31,262	3,342	-	3,342
Exchange rate variances	21,320	(13,880)	7,440	-	-	-
General expenses	5,875	122	5,997	13,474	(509)	12,965
Totals	503,733	12,518	516,251	436,811	27,243	464,054

7 Governance Costs

	Restricted 2022 £	Unrestricted 2022 £	Total 2022 £	Restricted 2021 £	Unrestricted 2021 £	Total 2021 £
Audit & accountancy	9,769	-	9,769	2,560	910	3,470
Bank charges	2,831	36	2,867	2,385	192	2,577
<u>Totals</u>	<u>12,600</u>	<u>36</u>	<u>12,636</u>	<u>4,945</u>	<u>1,102</u>	<u>6,047</u>

The Independent examiner's remuneration is included in the audit and accounting costs listed above and total £1,320.

8 Fixed Assets

	Office Equipment £	2022 £	2021 £
Cost			
Balance as at 31 December 2021	12,107	12,107	9,977
Additions	4,749	4,749	2,130
Balance as at 31 December 2022	<u>16,856</u>	<u>16,856</u>	<u>12,107</u>
Depreciation			
Balance as at 31 December 2021	3,695	3,695	661
Additions	3,157	3,157	3,034
Balance as at 31 December 2022	<u>6,852</u>	<u>6,852</u>	<u>3,695</u>
Net book value			
Balance as at 31 December 2022	<u>10,004</u>	<u>10,004</u>	<u>8,412</u>
Balance as at 31 December 2021	<u>8,412</u>	<u>8,412</u>	<u>9,316</u>

9 Debtors

	2022 £	2021 £
Trade debtors	56,525	60,568
Total debtors	<u>56,525</u>	<u>60,568</u>

10 Creditors

	2022	2021
	£	£
Trade creditors	473	19,939
Social security and other taxes	3,898	3,253
Accruals	1,320	750
Total creditors	<u>5,691</u>	<u>23,942</u>

11 Fund movements summary

	Restricted funds	Unrestricted funds	Total funds
	£	£	£
At 1 January 2022	65,534	445	65,979
Incoming resources	537,978	23,562	561,540
Expenditure	(520,548)	(12,554)	(533,102)
At 31 December 2022	<u>82,964</u>	<u>11,453</u>	<u>94,417</u>

	Restricted funds	Unrestricted funds	Total funds
	£	£	£
At 1 January 2021	36,522	2,931	39,453
Incoming resources	470,768	35,859	506,627
Expenditure	(441,756)	(38,345)	(480,101)
At 31 December 2021	<u>65,534</u>	<u>445</u>	<u>65,979</u>

12 Restricted funds

	Balance at 1 January 2022 £	Incoming £	Outgoing £	Balance at 31 December 2022 £
Core Costs	1,500	-	(232)	1,268
Investigating Persecution of Religion or Belief Project 1	6,912	848	(200)	7,560
Investigating Persecution of Religion or Belief Project 2	16,682	51,386	(68,068)	-
Investigating Persecution of Religion or Belief Project 3	412	20,963	(20,703)	672
Female Leadership Programme	11,613	70,758	(69,952)	12,419
Documenting Human Rights Violations in North Korean Prisons	15,389	369,463	(345,102)	39,750
Transitional Justice Project	-	-	-	-
Fundraising Capacity- Building	13,026	18,700	(15,454)	16,272
SGBV Project	-	5,860	(837)	5,023
Totals	65,534	537,978	(520,548)	82,964

	Balance at 1 January 2021 £	Incoming £	Outgoing £	Balance at 31 December 2021 £
Core Costs	-	1,500	-	1,500
Investigating Persecution of Religion or Belief Project 1	1	7,250	(339)	6,912
Investigating Persecution of Religion or Belief Project 2	13,678	88,109	(85,105)	16,682
Investigating Persecution of Religion or Belief Project 3	-	17,399	(16,987)	412
Female Leadership Programme	6,447	40,039	(34,873)	11,613
Documenting Human Rights Violations in North Korean Prisons	3	286,768	(271,382)	15,389
Transitional Justice Project	-	12,703	(12,703)	-
Fundraising Capacity- Building	16,393	17,000	(20,367)	13,026
Totals	36,522	470,768	(441,756)	65,534

12 Restricted funds (continued)

Fund	Purpose
Core Costs	Funds were received to support our core costs related to communications.
Investigating Persecution of Religion or Belief Project 1	Funds were received to support our first documentation project on the persecution of religion or belief in North Korea.
Investigating Persecution of Religion or Belief Project 2	Funds were received to support our second documentation project on the persecution of religion or belief in North Korea.
Investigating Persecution of Religion or Belief Project 3	Funds were received to support our third documentation project on the persecution of religion or belief in North Korea.
Female Leadership Programme	Funds were received to support capacity-building within the North Korean diaspora with a particular focus on female leadership.
Documenting Human Rights Violations in North Korean Prisons	Funds were received to support the documentation of human rights violations in North Korean prisons
Transitional Justice Project	Funds were received to support a project on transitional justice in North Korea
Fundraising Capacity-Building	This capacity-building fund was to support the development of our fundraising.
SGBV Project	Funds were received to support our project on survivor-informed documentation of sexual and gender-based violence

13 Related party transactions

Connect: North Korea is a related party of which all serving Trustees are also Trustees of Korea Future Initiative CIO.

During the current year the charity has not entered into any related party loan arrangements.

During the prior year, a loan was repaid to the CEO of £1,250. The balance at 31 December 2021 was £nil.

During the prior year, the trustees of Connect: North Korea provided a loan of £35,000 to the charity. The total balance owed by the charity in 2021 was £43,329, with repayments being made of £43,329. The balance owed by the charity at 31 December 2021 was £nil.”

The Charity has provided management services to Connect: North Korea CIO - £20,000 (2021: £20,000) was received during the period for those services.

Accounts

Korea Future Initiative CIO

Charitable Incorporated Organisation

CIO Registration Number: 1185332

Unaudited Accounts

Trustees Report and Financial Statements

For the period ended 31 December 2021.

Korea Future Initiative CIO

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Korea Future Initiative CIO

Reference and Administration Details for the Period Ended 31 December 2021

Trustees

Robin Peter Walker (Chair)

Richard Moreton (Treasurer)

Jinhee Lee

Margaret Ahn

Mitra Moadab Motlagh (Appointed: 12/04/2021)

Jennifer Holroyd (resigned: 22/01/2022)

Sultan Torshkhoev (resigned: 01/05/2021)

Mario Dunn (resigned: 22/01/2022)

Charity Registration Number

1185332

Registered Office

149 High Street, New Malden, Greater London, KT3 4BH

Banks

Triodos Bank, Deanery Rd, Bristol, BS1 5AS

HSBC, 66 High Street, New Malden, KT3 4HD

Korea Future Initiative CIO

Trustees Report for the Period Ended 31 December 2021.

The Trustees present their annual report together with the financial statements of the CIO for the year 01 January 2021 to 31 December 2021. The Trustees confirm that the Annual Report and financial statements of the CIO comply with the current statutory requirements, the requirements of the company's governing document, and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) as amended by Update Bulletin 1 (effective 1 January 2019).

Since the CIO qualifies as small under section 382, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Structure, Governance, and Management

Governing Document

Korea Future Initiative CIO is constituted as a Charitable Incorporated Organisation registered with the Charity Commission in September 2019 under registration number 1185332. The current constitution was adopted on September 1, 2019.

Organisational Structure

The board of trustees – which currently has 5 members – administers the charity. The trustees receive no financial remuneration for their involvement. The board meets on a quarterly basis and there are sub-committees covering fundraising, audit and risk, and communications which normally meet quarterly. A Chief Executive Officer is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the Chief Executive Officer has delegated authority, within terms of delegation approved by the trustees, for operational matters including, finance, employment, and all programme activities.

Recruitment of Trustees

Existing trustees are responsible for recruiting new trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO. Any appointment must be made at a meeting held according to the ordinary practice of the Board of Trustees as outlined in the Constitution. Each appointment is for a term of three years.

Potential trustees are invited to attend trustees' meetings as observers and are given more details of the charity's aims and activities and, if all agree, they are then proposed as new trustees at the subsequent trustees' meeting. This process allows due consideration of the person's eligibility, personal competence, specialist knowledge and skills.

Trustee Induction and Training

In the first instance, approaches from those wishing to serve as a Trustee shall be made to the Chair. Following further discussion and consideration, prospective Trustees shall be invited to observe at least 1 Board meeting. Subsequently, if willing, the prospective Trustee shall make written representations to the Board, who will decide whether to co-opt the prospective Trustee as a full member of the Board, with all the rights and responsibilities that entails. All Trustees shall subsequently be elected at the next board meeting through a ballot of board members. The ballot shall be administered by the Secretary. Trustees standing for election shall be required to verbally present their reasons for wishing to be elected to the Board. In terms of size, the Board shall not exceed 12 Trustees, and shall seek to be a body which is diverse in terms of skills, experience and professional background. Trustees shall serve for a 3-year term, which may be extended.

To enable him/her to hit the ground running, new trustees must be provided with:

- The constitution (and any supporting guidelines or regulations)
- The last Annual Report (and any other explanatory leaflet, brochure or prospectus issued by the charity);
- The last audited accounts, the current Budget and the most recent (monthly or quarterly) Management Accounts;
- Copies of the last three Board Minutes and the Agenda for the next Board meeting (and a note of any future meeting dates);
- Any Code of Conduct or Board Policies in existence;
- Details of any Conflicts of Interest requirements;
- Details of the Committee and staff structures and reporting processes.
- The essential trustee: what you need to know, what you need to do (CC3)

Trustees are encouraged to attend appropriate external training events to improve their understanding of their role and to improve the skillsets of the board for more effective governance.

Objectives and Activities

The objectives of the CIO are:

- 1) To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) in North Korea by all or any of the following means:
 - monitoring abuses of human rights;
 - obtaining redress for the victims of human rights abuse;
 - relieving need among the victims of human rights abuse;
 - research into human rights issues;
 - providing technical advice to government and others on human rights matters;
 - raising awareness of human rights issues;
 - international advocacy of human rights; and
 - eliminating infringements of human rights.

In furtherance of that object but not otherwise, the trustees shall have power

- To engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objects.
- 2) The relief and assistance of North Korean refugees in China and Southeast Asia through the raising and provision of funds to provide safe passage to third-countries.

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit. The trustees consider that the activities undertaken - as summarised below - provide benefit to the community we serve and the wider public.

Achievements and Performance

Investigating Freedom of Religion or Belief in North Korea

We intend our evidence gathered on Freedom of Religion or Belief to be used to accelerate, promote, and support national and international justice institutions pursuing accountability through a range of initiatives, including investigations, targeted human rights sanctions, and prosecutions.

After the successful publication launch of "Persecuting Faith: Documenting religious freedom violations in North Korea, Volume I" in 2020, we continued our investigations into violations of Freedom of Religion or Belief (FoRB).

In October 2021, we released "Persecuting Faith: Documenting religious freedom violations in North Korea, Volume II". 100 survivors, witnesses, and families of victims of religious freedom violations were interviewed in the calendar year. The evidence gathered was added to our online database, which is viewable at <https://nkrf.io/>. This is now the most detailed database on religious freedom violations in existence.

In-depth investigations on FoRB were also undertaken in the year, culminating in the publication of "Intersections between the Denial of Education & Freedom of Religion or Belief in North Korea", "Religious Women as Beacons of Resistance in North Korea", and "Torture and Cruel, Inhuman, or Degrading Treatment or Punishment Experienced by North Korea's Religious Minorities". We also authored a report on behalf of the United States Commission on International Religious Freedom, "Organised Persecution: Documenting Religious Freedom Violations in North Korea". We continue to document evidence that will go on to inform accountability initiatives in the future.

We engaged stakeholders from governments, state ministries, accountability mechanisms, parliamentarians, legal professionals, civil society working groups, and the media, and we worked in partnership with civil society organisations in the North Korean diaspora and globally on project-based and capacity building initiatives.

Capacity-building in the diaspora

Women comprise 72% of the North Korean diaspora in South Korea. Yet men account for 63% of all leadership roles in organisations working on North Korean human rights. Korea Future is building the capacities of emerging exiled women leaders in the diaspora to increase their involvement in and leadership of human rights investigations, documentation, and organisation.

In 2021, we worked alongside 178 exiled North Korean women and over 30 global experts to identify barriers that prevented exiled North Korean women from entering human rights organisations. Our findings were published in a report, "We want our stories to be heard".

Conflict Legacy in the Diaspora

In 2021, we created a new programme on conflict legacy in the diaspora with a goal of creating opportunities to engage and learn from local and global inter-community initiatives related to conflict-legacy and community redress, thereby equipping participants with knowledge to address the social challenges of the North Korean diaspora community in South Korea. This programme was conducted through a series of online webinars and walking tours in South Korea. By opening a dialogue on transitional justice, the project contributed to raising awareness about the concept and its significance to the Korean Peninsula.

Challenges were experienced during the year. International travel restrictions and the slowdown of North Korean exiles into South Korea prevented staff from interviewing recently escaped North Koreans. It is a testament to our staff's hard work and diligence that we continued to deliver work to such a high standard.

Future Activities

In March 2022, we will launch the North Korea Prison Database. This will be the significant focus of our work in the coming years. For this project, our investigators are conducting detailed interviews with over 1000 survivors, perpetrators, and witnesses; documenting tens of thousands of pages of testimony; sourcing internal documents generated by the Workers' Party of Korea; and gathering photographic and video evidence from inside North Korea.

In 2022, we are supporting a core group of emerging women leaders in the diaspora through a monthly series of human rights workshops. Participants are provided with opportunities to strengthen their core human rights skills and grow their practical skills in leadership and organisation.

Financial Review

Reserves Policy

The ultimate aim of our reserves policy is to maintain 3 months of unrestricted reserves to cover any changes in our income. Trustees felt that funds should be deployed to be able to grow the organisation, meaning we have no reserve at this moment. It is our goal to have at least 3 months of unrestricted reserves by the end of our current strategic period, which ends in 2024.

Investment Policy

We have no investments. We have no investments. All cash is held within our HSBC and Triodos accounts, which earns a small amount of interest. There are no investment plans within the current strategic period.

Risk Management

The CIO ensures the highest standards of governance are maintained through its implementation of a robust risk management strategy, which entails:

- a Risk and audit committee which performs a quarterly review of the risks the charity may face and proposes mitigation strategies to the main board;
- an array of policies and procedures, with particular attention to financial policies and health and safety;
- the establishment of a governance checklist with key dates planned a year in advance; and
- the creation and quarterly update of a risk register.

The greatest risk to the organisation has been identified as a lack of funds to meet our obligations. In response, the fundraising subcommittee has developed a detailed fundraising strategy with appropriate funders – both institutional and private – identified. We recruited a full-time Fundraising Officer within the year to meet our financial objectives.

Statement of Trustees' Responsibilities

The CIO's trustees are responsible for preparing an annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing the 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 accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008, and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees and directors in the period and at the report approval date were:

Robin Peter Walker (Chair)

Richard Moreton (Treasurer)

Margaret Yumi Ahn

Jinhee Lee

Mitra Moadab Motlagh (Appointed: 12/04/2021)

Deborah Moore (Resigned: 25/01/2021)

Sultan Torshkhoev (Resigned: 01/05/2021)

Jennifer Holroyd (Resigned: 22/01/2022)

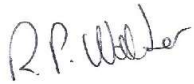
Mario Dunn (Resigned: 22/01/2022)

Statement as to Disclosure to our Independent Examiner

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the independent examiner in connection with preparing their report, of which the organisation's independent examiner is unaware, and
- the trustees, having made enquiries of fellow directors and the group's independent examiner that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant information and to establish that the examiner is aware of that information.

Approved by the Trustees and signed on its behalf:

A handwritten signature in dark ink, appearing to read 'R.P. Walker', written in a cursive style.

Robin Peter Walker (Chair)

Date: 26/04/2022

Independent Examiner's Report to the Trustees of Korea Future Initiative CIO

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2021 which are set out on pages 13 to 26.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Your attention is drawn to the fact that the Charity has prepared the accounts 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2019.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or this report.



Samantha Rouse FCCA DChA

Certified Chartered Accountant

Kreston Reeves LLP
37 St Margarets Street
Canterbury
Kent
CT1 2TU

Date 29/04/2022

Korea Future Initiative CIO

Statement of Financial Activities for the period ended 31 December 2021

	Note	Restricted Funds £	Unrestricted Funds £	Total Funds 2021 £	Restricted Funds £	Unrestricted Funds £	Total Funds 2020 £
Income from:							
Donations and Grants	5	470,768	15,851	486,619	227,668	18,853	246,521
Investments		-	-	-	-	-	-
Other Income	5a	-	20,008	20,008	-	14,891	14,891
Total Income		470,768	35,859	506,627	227,668	33,744	261,412
Expenditure on:							
Raising Funds:							
Voluntary Income	6	-	10,000	10,000	-	13,112	13,112
Charitable Activities	7	436,811	27,243	464,054	190,143	16,357	206,500
Governance	8	4,945	1,102	6,047	1,003	1,344	2,347
Total Expenditure		441,756	38,345	480,101	191,146	30,813	221,959
Net Movement in Funds		29,012	(2,486)	26,526	36,522	2,931	39,453
Total Funds Brought Forward		36,522	2,931	39,453	-	-	-
Total Funds Carried Forward		65,534	445	65,979	36,522	2,931	39,453

The notes on pages 17 to 26 form part of these financial statements.

Korea Future Initiative CIO

Balance Sheet as at 31 December 2021

	Note	Restricted Funds £	Unrestricted Funds £	Total Funds 2021 £	Restricted Funds £	Unrestricted Funds £	Total Funds 2020 £
Fixed Assets	9	8,236	176	8,412	9,316	-	9,316
Current Assets							
Debtors	10	60,568	-	60,568	35,861	4,350	40,211
Cash at Bank and in Hand		14,085	6,856	20,941	-	9,437	9,437
Current Assets		74,653	6,856	81,509	35,861	13,787	49,648
Creditors: amounts falling due within one year	11	(17,355)	(6,587)	(23,942)	(8,655)	(10,856)	(19,511)
Net Current Assets	12	57,298	269	57,567	27,206	2,931	30,137
Net Assets		65,534	445	65,979	36,522	2,931	39,453
Total Funds	13	65,534	445	65,979	36,522	2,931	39,453

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



Robin Peter Walker, Chair

Date: 26/04/2022

Korea Future Initiative CIO
Statement of Cash Flows

	2021 Total funds £	2020 Total funds £
Cash flows from operating activities:		
<i>Net cash provided by operating activities</i>	<u>13,626</u>	<u>19,411</u>
Cash flow from investing activities:		
Interest	8	4
Purchase of property, plant and equipment	(2,130)	(9,977)
<i>Net cash used in investing activities</i>	(2,122)	(9,973)
Change in cash and cash equivalents in the reporting period	11,504	9,437
Cash and cash equivalents at 31 December 2020	9,437	0
Cash and cash equivalents at 31 December 2021	<u>20,941</u>	<u>9,437</u>
	2021 Total funds £	2020 Total funds £
Reconciliation of net income/(expenditure) to net cash flow from operating activities:		
<i>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</i>	26,527	39,453
Adjustments for:		
Depreciation	3,034	661
Interest	(8)	(4)
Increase in debtors	(24,707)	(35,861)
Increase in creditors	8,780	15,162
<i>Net cash provided by (used in) operating activities</i>	<u>13,626</u>	<u>19,411</u>

Korea Future Initiative CIO
Statement of Cash Flows

	At 1 January 2021	Cash flow
	£	£
Analysis of change in net debt		
Cash in hand	9,437	11,504
Total cash and cash equivalents	9,437	11,504

Notes to the Financial Statements

The registered office for the CIO is 149 High Street, New Malden, Surrey, KT3 4BH, United Kingdom.

Registered as a Charitable Incorporated Organisation in England on 16 September 2019.

These accounts cover the period 1 January 2021 to 31 December 2021.

1. Accounting policies

The principle accounting policies are summarised below.

1.11 Basis of preparation

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The preparation of financial statements in compliance with FRS 102 requires certain critical accounting estimates. It also requires management to exercise judgement in applying the CIO's accounting policies (see note 3).

The financial statements have been prepared on the historical cost basis and are presented in Sterling (£). Rounding is to the nearest pound.

Korea Future Initiative CIO meets the definition of a public benefit entity under FRS 102.

1.12 Organisational status

Korea Future Initiative CIO is a Charitable Incorporated Organisation. The members of the company are the Trustees named on page 1. In the event of the CIO being wound up, the liability in respect of the guarantee is limited to £1 per member of the CIO.

1.13 Income

All income is recognised once the CIO has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably.

In accordance with the Charities SORP (FRS 102), the general volunteer time of the volunteers is not recognised and refer to the Trustees' report for more information about their contribution. On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the CIO which is the amount the CIO 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.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.14 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Governance costs are those incurred in connection with administration of the CIO and compliance with constitutional and statutory requirements.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the CIO's operations, including support costs and costs relating to the governance of the CIO apportioned to charitable activities.

1.15 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

1.16 Value Added Tax

The CIO is not registered for VAT and accordingly, where applicable, all costs and expenditures incurred are inclusive of VAT.

1.17 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.18 Creditors

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

1.19 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. General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

1.20 Assets

Assets are recognised when there is a legal and constructive right to the asset.

1.21 Tangible Fixed Assets and Depreciation

Tangible fixed assets are capitalised at cost where their acquisition value is greater than £100 and are stated at cost net of depreciation.

Depreciation is calculated to write down the cost of all tangible fixed assets by equal annual instalments over their expected useful lives.

The rates generally applicable are:

Fixtures, fittings and kitchen/office equipment over 2 years, on a straight-line basis

Computer equipment and software over 5 years, on a straight-line basis.

2 Staff numbers and costs

The charity had 3 full-time employees in 2021 (2020: 2). Staff costs were as follows:

	2021	2020
	£	£
Wages and Salaries including Donations in Kind	93,474	53,019
Employer's N.I.C.	4,999	-
Pension costs	2,321	1,111
Total	100,794	54,130

	2021	2020
	Number	Number
Full time staff	1	-
Costs of generating funds	2	2
Charitable activities	2	2
Total	3	2

No employee received remuneration amounting to more than £60,000 for the year.

The total remuneration received by key management personnel was £38,289 (2020: £12,975).

3 Trustees remuneration and expenses

The Trustees, who are also directors of the Charity, are not entitled to receive any remuneration from the Charity. One Trustee, Robin Walker, was re-imbursed £594 for expenses incurred on behalf on the charity (2020: £nil). No expenses were paid to any other Trustee or connected person during the period.

4 Tax on ordinary activities

Korea Future Initiative CIO is a registered CIO and is potentially exempt from taxation in respect of income and capital gains received within the categories covered by Section 505 of the Taxes Act 1988 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

5 Donations & Grants

	Restricted 2021 £	Unrestricted 2021 £	Total 2021 £	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £
Donations	-	12,851	12,851	-	15,853	15,853
Grants	470,768	3,000	473,768	227,668	3,000	230,668
Totals	470,768	15,851	486,619	227,668	18,853	246,521

5a. Other Income

Other income includes the management services provided to Connect: North Korea CIO of £20,000 (2020: £14,888) and interest received in the period.

6 Cost of Raising Funds

	Restricted 2021 £	Unrestricted 2021 £	Total 2021 £	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £
Fundraising costs	-	10,000	10,000	-	13,112	13,112
Totals	-	10,000	10,000	-	13,112	13,112

7 Charitable Activities

	Restricted 2021 £	Unrestricted 2021 £	Total 2021 £	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £
Research expenses	43,972	-	43,972	5,230	-	5,230
Consultants	239,979	49	240,028	102,485	-	102,485
Depreciation	3,031	3	3,034	661	-	661
IT expenses	29,044	358	29,402	12,905	1,027	13,932
Rent	26,896	1,014	27,910	20,217	-	20,217
Disbursements	530	55	585	22	187	209
Insurance	282	564	846	-	677	677
Salaries	69,382	24,092	93,474	41,809	11,210	53,019
Employers NI	3,734	1,265	4,999	-	-	-
Staff training	-	-	-	-	377	377
Pension costs	1,969	352	2,321	971	140	1,111
Advertising & marketing	1,176	-	1,176	878	-	878
Travel expenses	3,342	-	3,342	3,198	20	3,218
General expenses	13,474	(509)	12,965	1,767	2,719	4,486
Totals	436,811	27,243	464,054	190,143	16,357	206,500

8 Governance Costs

	Restricted 2021 £	Unrestricted 2021 £	Total 2021 £	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £
Audit & accountancy	2,560	910	3,470	600	1,100	1,700
Bank charges	2,385	192	2,577	403	244	647
Totals	4,945	1,102	6,047	1,003	1,344	2,347

The Independent examiner's remuneration is included in the audit and accounting costs listed above and total £900.

9 Fixed Assets

	Office Equipment £	2021 £	2020 £
Cost			
Balance as at 31 December 2020	9,977	9,977	-
Additions	2,130	2,130	9,977
Balance as at 31 December 2021	12,107	12,107	9,977
Depreciation			
Balance as at 31 December 2020	661	661	-
Additions	3,034	3,034	661
Balance as at 31 December 2021	3,695	3,695	661
Net book value			
Balance as at 31 December 2021	8,412	8,412	-
Balance as at 31 December 2020	9,316	9,316	9,316

10 Debtors

	2021 £	2020 £
Trade debtors	60,568	35,861
Other debtors	-	4,350
Total debtors	60,568	40,211

11 Creditors

	2021 £	2020 £
Trade creditors	19,939	3,180
Social security and other taxes	3,253	1,502
Deferred income	-	4,350
Related party creditors	-	9,579
Accruals	750	900
Total creditors	23,942	19,511

There was no deferred income in the year.

Deferred income as at 31 December 2020	4,350
Resources released during the year	(4,350)
Deferred income at 31 December 2021	-

12 Fund movements summary

	Restricted funds £	Unrestricted funds £	Total funds £
At 1 January 2021	36,522	2,931	39,453
Incoming resources	470,768	35,859	506,627
Expenditure	(441,756)	(38,345)	(480,101)
At 31 December 2021	65,534	445	65,979

	Restricted funds £	Unrestricted funds £	Total funds £
At 1 January 2020	-	-	-
Incoming resources	227,668	33,744	261,412
Expenditure	(191,146)	(30,813)	(220,959)
At 31 December 2020	36,522	2,931	39,453

13 Restricted funds

	Balance at 1 January 2021 £	Incoming £	Outgoing £	Balance at 31 December 2021 £
Core Costs	-	1,500	-	1,500
Investigating Persecution of Religion or Belief Project 1	1	7,250	(339)	6,912
Investigating Persecution of Religion or Belief Project 2	13,678	88,109	(85,105)	16,682
Investigating Persecution of Religion or Belief Project 3	-	17,399	(16,987)	412
Female Leadership Programme	6,447	40,039	(34,873)	11,613
Documenting Human Rights Violations in North Korean Prisons	3	286,768	(271,382)	15,389
Transitional Justice Project	-	12,703	(12,703)	-
Fundraising Capacity- Building	16,393	17,000	(20,367)	13,026
Totals	36,522	470,768	(441,756)	65,534

	Balance at 1 January 2020 £	Incoming £	Outgoing £	Balance at 31 December 2020 £
Core Costs	-	-	-	-
Investigating Persecution of Religion or Belief Project 1	-	106,729	(106,728)	1
Investigating Persecution of Religion or Belief Project 2	-	37,698	(24,020)	13,678
Investigating Persecution of Religion or Belief Project 3	-	-	-	-
Female Leadership Programme	-	12,804	(6,357)	6,447
Documenting Human Rights Violations in North Korean Prisons	-	53,437	(53,434)	3
Transitional Justice Project	-	-	-	-
Fundraising Capacity- Building	-	17,000	(607)	16,393
Totals	-	227,668	(191,146)	36,522

13, Restricted funds (continued)

Fund	Purpose
Core Costs	Funds were received to support our core costs related to communications.
Investigating Persecution of Religion or Belief Project 1	Funds were received to support our first documentation project on the persecution of religion or belief in North Korea.
Investigating Persecution of Religion or Belief Project 2	Funds were received to support our second documentation project on the persecution of religion or belief in North Korea.
Investigating Persecution of Religion or Belief Project 3	Funds were received to support our third documentation project on the persecution of religion or belief in North Korea.
Female Leadership Programme	Funds were received to support capacity-building within the North Korean diaspora with a particular focus on female leadership.
Documenting Human Rights Violations in North Korean Prisons	Funds were received to support the documentation of human rights violations in North Korean prisons
Transitional Justice Project	Funds were received to support a project on transitional justice in North Korea
Fundraising Capacity-Building	This capacity-building fund was to support the development of our fundraising.

14 Related party transactions

Connect: North Korea is a related party of which all serving Trustees are also Trustees of Korea Future Initiative CIO.

During the period ended 31 December 2021, the trustees of Connect: North Korea CIO have provided a loan of £35,000 (2020: £53,027) to Korea Future Initiative CIO to pay expenses of the charity. During the period, Korea Future Initiative CIO made repayments totalling £43,329 (2020: £44,698). The closing balance is £nil (2020: £8,329)

During the period, Korea Future Initiative CIO made repayments for a loan of £1,250 (2020: £7,088) to pay expenses of the charity from the CEO. The amount in the balance sheet at the year-end was £nil (2020: £1,250).

The Charity has provided management services to Connect: North Korea CIO - £20,000 (2020: £14,888) was received during the period for those services.

Accounts

Korea Future Initiative CIO

Charitable Incorporated Organisation

CIO Registration Number: 1185332

Unaudited Accounts

Trustees Report and Financial Statements

For the period ended 31 December 2020.

Korea Future Initiative CIO

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Korea Future Initiative CIO

Reference and Administration Details for the Period Ended 31 December 2020.

Trustees

Robin Peter Walker (Chair)

Richard Moreton (Treasurer)

Deborah Moore (resigned: 25/01/2021)

Sultan Torshkhoev

Margaret Ahn

Jennifer Holroyd

Jinhee Lee (appointed: 27/04/2020)

Alice Chamberlain (resigned: 26/09/2020)

Mario Dunn (appointed: 25/01/2021)

Charity Registration Number

1185332

Registered Office

149 High Street, New Malden, Greater London, KT3 4BH

Bank

Triodos Bank, Deanery Rd, Bristol, BS1 5AS

Korea Future Initiative CIO

Trustees Report for the Period Ended 31 December 2020.

The Trustees present their annual report together with the financial statements of the CIO for the year 16 September 2019 to 31 December 2020. The Trustees confirm that the Annual Report and financial statements of the CIO comply with the current statutory requirements, the requirements of the company's governing document, and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) as amended by Update Bulletin 1 (effective 1 January 2019).

Since the CIO qualifies as small under section 382, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Structure, Governance, and Management

Governing Document

Korea Future Initiative CIO is constituted as a Charitable Incorporated Organisation registered with the Charity Commission in September 2019 under registration number 1185332. The current constitution was adopted on September 1, 2019.

Organisational Structure

The board of trustees – which currently has 7 members – administers the charity. The trustees receive no financial remuneration for their involvement. The board meets on a quarterly basis and there are sub-committees covering fundraising, audit and risk, and communications which normally meet quarterly. A Chief Executive Officer is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the Chief Executive Officer has delegated authority, within terms of delegation approved by the trustees, for operational matters including, finance, employment, and all programme activities.

Recruitment of Trustees

Existing trustees are responsible for recruiting new trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO. Any appointment must be made at a meeting held according to the ordinary practice of the Board of Trustees as outlined in the Constitution. Each appointment is for a term of three years.

Potential trustees are invited to attend trustees' meetings as observers and are given more details of the charity's aims and activities and, if all agree, they are then proposed as new trustees at the subsequent trustees' meeting. This process allows due consideration of the person's eligibility, personal competence, specialist knowledge and skills.

Trustee Induction and Training

In the first instance, approaches from those wishing to serve as a Trustee shall be made to the Chair. Following further discussion and consideration, prospective Trustees shall be invited to observe at least 1 Board meeting. Subsequently, if willing, the prospective Trustee shall make written representations to the Board, who will decide whether to co-opt the prospective Trustee as a full member of the Board, with all the rights and responsibilities that entails. All Trustees shall subsequently be elected at the next board meeting through a ballot of board members. The ballot shall be administered by the Secretary. Trustees standing for election shall be required to verbally present their reasons for wishing to be elected to the Board. In terms of size, the Board shall not exceed 12 Trustees, and shall seek to be a body which is diverse in terms of skills, experience and professional background. Trustees shall serve for a 3-year term, which may be extended.

To enable him/her to hit the ground running, new trustees must be provided with:

- The constitution (and any supporting guidelines or regulations)
- The last Annual Report (and any other explanatory leaflet, brochure or prospectus issued by the charity);
- The last audited accounts, the current Budget and the most recent (monthly or quarterly) Management Accounts;
- Copies of the last three Board Minutes and the Agenda for the next Board meeting (and a note of any future meeting dates);
- Any Code of Conduct or Board Policies in existence;
- Details of any Conflicts of Interest requirements;
- Details of the Committee and staff structures and reporting processes.
- The essential trustee: what you need to know, what you need to do (CC3)

Trustees are encouraged to attend appropriate external training events to improve their understanding of their role and to improve the skillsets of the board for more effective governance.

Objectives and Activities

The objectives of the CIO are:

- 1) To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) in North Korea by all or any of the following means:
 - monitoring abuses of human rights;
 - obtaining redress for the victims of human rights abuse;
 - relieving need among the victims of human rights abuse;
 - research into human rights issues;
 - providing technical advice to government and others on human rights matters;
 - raising awareness of human rights issues;
 - international advocacy of human rights; and
 - eliminating infringements of human rights.

In furtherance of that object but not otherwise, the trustees shall have power

- To engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objects.
- 2) The relief and assistance of North Korean refugees in China and Southeast Asia through the raising and provision of funds to provide safe passage to third-countries.

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit. The trustees consider that the activities undertaken - as summarised below - provide benefit to the community we serve and the wider public.

Achievements and Performance

Following the successful launch of our ground-breaking research on sexual and gender-based violence against North Korean women and girls, we expanded the focus of our work in 2020 to include increasing accountability for religious freedom violations in North Korea. Despite the challenges presented by COVID-19, we were able to conduct 117 interviews with survivors, witnesses, and perpetrators over a period of seven months. This resulted in the publication in October of "Persecuting Faith: Documenting religious freedom violations in North Korea, Volume I." The research on religious freedom will continue into 2021 and beyond.

The report and accompanying database - viewable at <https://koreafuture.uwazi.io/> - delivered information on 273 victims, 54 individual perpetrators, and 85 named locations. In total, 897 distinct human rights acts were documented and have been made available to users.

Effective targeting of key audiences during and following the completion of Volume contributed to the engagement of relevant actors and stakeholders, including accountability experts at the Office of the United Nations High Commissioner for Human Rights, various foreign ministries, and human rights NGOs. Strong networks were formed with exiled North Korean community and faith-based organisations in South Korea, thus increasing the capacity of Korea Future Initiative to advocate for justice for those communities more effectively.

The report and database launch were covered by international, national, and issue-specific news/media groups, including: Voice of America; Radio Free Asia; Chosun Ilbo; Kukmin Ilbo; Daily Mail; The Sun; Nederlands Dagblad; Trow; Christianity Today; International Christian Concern. The report's findings were raised in the United Kingdom Houses of Parliament by Lord Alton of Liverpool and received a favourable response from the UK government.

Challenges were experienced during the year. The emergence of COVID-19 in South Korea coincided with the beginning of the project's investigation phase of in-person interviews. Within the first month, fears over COVID 19 had led to the cancellations of over 90% of interviews and heightened fear among prospective interviewees. International travel restrictions and the slowdown of North Korean exiles into South Korea prevented staff from interviewing recently escaped North Koreans. Later in the project, COVID-19 impacted the Korea Future Initiative team with all members of staff having to self-isolate at different periods. These challenges were overcome through rapid changes to outreach in the initial month of investigations, ongoing monitoring of performance, and responsiveness to changing environments. It is a testament to the resilience of our staff that this report was published on time and to a high-standard.

Future Activities

From our first report, the international community has been provided with new and authoritative information about the victims, perpetrators, and locations of religious freedom in North Korea. In 2021, we seek to expand that knowledge base further by beginning phase two of the research on violations of religious freedom in North Korea. A new report and additions to the database will be forthcoming in 2021. A new research project is underway and will continue for 4 years. We will release details of this new project in the coming months.

Financial Review

Reserves Policy

The ultimate aim of our reserves policy is to maintain 3 months of unrestricted reserves to cover any changes in our income. Trustees felt that funds should be deployed to be able to grow the organisation, meaning we have no reserve at this moment. It is our goal to have at least 3 months of unrestricted reserves by the end of the next financial year – we are hiring a fundraising officer in 2021 to make this a reality.

Investment Policy

We have no investments. All cash is held within our Triodos and Transferwise accounts, which earns a small amount of interest. We will assess the possibility of investments and creating an investment strategy, policies, and procedures – if required – at the end of the next financial year.

Risk Management

The CIO ensures the highest standards of governance are maintained through its implementation of a robust risk management strategy, which entails:

- a Risk and audit committee which performs a quarterly review of the risks the charity may face and proposes mitigation strategies to the main board;
- an array of policies and procedures, with particular attention to financial policies and health and safety;
- the establishment of a governance checklist with key dates planned a year in advance; and
- the creation and quarterly update of a risk register.

The greatest risk to the organisation has been identified as a lack of funds to meet our obligations. In response, the fundraising subcommittee has developed a detailed fundraising strategy with appropriate funders – both institutional and private – identified and we are planning to recruit a part-time Fundraising Officer to meet our financial objectives.

Statement of Trustees' Responsibilities

The CIO's trustees are responsible for preparing an annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing the 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 accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008, and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees and directors in the period and at the report approval date were:

Robin Peter Walker (Chair)

Richard Moreton (Treasurer)

Deborah Moore (resigned: 25/01/2021)

Sultan Torshkhoev

Margaret Ahn

Jennifer Holroyd

Jinhee Lee (appointed: 27/04/2020)

Alice Chamberlain (resigned: 26/09/2020)

Mario Dunn (appointed: 25/01/2021)

Statement as to Disclosure to our Independent Examiner

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the independent examiner in connection with preparing their report, of which the organisation's independent examiner is unaware, and
- the trustees, having made enquiries of fellow directors and the group's independent examiner that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant information and to establish that the examiner is aware of that information.

Approved by the Trustees and signed on its behalf:

Robin Walker

Robin Peter Walker (Chair)

Date: 05/04/2021

Independent Examiner's Report to the Trustees of Korea Future Initiative CIO

I report to the charity trustees on my examination of the accounts of the charity for the period ended 31 December 2020 which are set out on pages 12 to 20.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Samantha Rouse FCCA DChA

Certified Chartered Accountant

Kreston Reeves LLP

37 St Margaret's Street

Canterbury

Kent

CT1 2TU

Date: 6 April 2020

Korea Future Initiative CIO

Statement of Financial Activities for the period ended 31 December 2020

	Note	Restricted Funds £	Unrestricted Funds £	Total Funds 2020 £
Income from:				
Donations and Grants	5	227,668	18,853	246,521
Investments		-	-	-
Other Income		-	14,891	14,891
Total Income		227,668	33,744	261,412
Expenditure on:				
Raising Funds: Voluntary Income	6	-	13,112	13,112
Charitable Activities	7	190,143	16,357	206,500
Governance	8	1,003	1,344	2,347
Total Expenditure		191,146	30,813	221,959
Net Movement in Funds		36,522	2,931	39,453
Total Funds Brought Forward		-	-	-
Total Funds Carried Forward		36,522	2,931	39,453

The notes on pages 14 to 20 form part of these financial statements.

Korea Future Initiative CIO

Balance Sheet as at December 31 2020

	Note	Restricted Funds £	Unrestricted Funds £	Total Funds 2020 £
Fixed Assets	9	9,316	-	9,316
Current Assets Debtors	10	35,861	4,350	40,211
Cash at Bank and in Hand		-	9,437	9,437
Current Assets		35,861	13,787	49,648
Creditors: amounts falling due within one year	11	(8,655)	(10,856)	(19,511)
Net Current Assets	12	27,206	2,931	30,137
Net Assets		36,522	2,931	39,453
Total Funds	13	36,522	2,931	39,453

The CIO's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The Trustees consider that the company is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ("the Act") and members have not required the CIO to obtain an audit for the year in question in accordance with section 476 of the Act.

The Trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Robin Walker

Robin Peter Walker, Chair

Date: 05/04/2021

Notes to the Financial Statements

The registered office for the CIO is 149 High Street, New Malden, Surrey, KT3 4BH, United Kingdom.

Registered as a Charitable Incorporated Organisation in England on 16 September 2019.

These accounts cover the period 16 September 2019 to 31 December 2020.

1. Accounting policies

The principal accounting policies are summarised below.

1.1 Basis of preparation

The financial statements have been prepared in accordance with applicable United Kingdom accounting standards, including Financial Reporting Standard 102, ('FRS 102'), with the Companies Act 2006.

The preparation of financial statements in compliance with FRS 102 requires certain critical accounting estimates. It also requires management to exercise judgement in applying the CIO's accounting policies (see note 3).

The financial statements have been prepared on the historical cost basis and are presented in Sterling (£). Rounding is to the nearest pound.

Korea Future Initiative CIO meets the definition of a public benefit entity under FRS 102.

1.2 Organisational status

Korea Future Initiative CIO is a Charitable Incorporated Organisation. The members of the company are the Trustees named on page 1. In the event of the CIO being wound up, the liability in respect of the guarantee is limited to £1 per member of the CIO.

1.3 Income

All income is recognised once the CIO has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably.

In accordance with the Charities SORP (FRS 102), the general volunteer time of the volunteers is not recognised and refer to the Trustees' report for more information about their contribution. On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the CIO which is the amount the CIO 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.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Governance costs are those incurred in connection with administration of the CIO and compliance with constitutional and statutory requirements.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the CIO's operations, including support costs and costs relating to the governance of the CIO apportioned to charitable activities.

1.5 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

1.6 Value Added Tax

The CIO is not registered for VAT and accordingly, where applicable, all costs and expenditures incurred are inclusive of VAT.

2. Staff numbers and costs

The charity had 1.5 full-time employees in 2020. Staff costs were as follows:

	2020 £
Wages and Salaries including Donations in Kind	53,019
Pension costs	1,111
Total	54,130

No employee received remuneration amounting to more than £60,000 for the year. The total remuneration received by key management personnel was £12,975.

3. Trustees remuneration and expenses

The Trustees, who are also directors of the Charity, are not entitled to receive any remuneration from the Charity. No expenses were paid to any Trustee or connected person during the period.

4. Tax on ordinary activities

Korea Future Initiative CIO is a registered CIO and is potentially exempt from taxation in respect of income and capital gains received within the categories covered by Section 505 of the Taxes Act 1988 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

5. Donations & Grants

	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £
Donations	-	15,853	15,853
Grants	227,668	3,000	230,668
<u>Totals</u>	<u>227,668</u>	<u>18,853</u>	<u>246,521</u>

6. Cost of Raising Funds

	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £
Fundraising costs	-	13,112	13,112
<u>Totals</u>	<u>-</u>	<u>13,112</u>	<u>13,112</u>

7. Charitable Activities

	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £
Research expenses	5,230	-	5,230
Consultants	102,485	-	102,485
Depreciation	661	-	661
IT expenses	12,905	1,027	13,932
Rent	20,217	-	20,217
Disbursements	22	187	209
Insurance	-	677	677
Salaries	41,809	11,210	53,019
Staff training	-	377	377
Pension costs	971	140	1,111
Advertising & marketing	878	-	878
Travel expenses	3,198	20	3,218
General expenses	1,767	2,719	4,486
<u>Totals</u>	<u>190,143</u>	<u>16,357</u>	<u>206,500</u>

8. Governance Costs

	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £
Audit & accountancy	600	1,100	1,700
Bank charges	403	244	647
<u>Totals</u>	<u>1,003</u>	<u>1,344</u>	<u>2,347</u>

The Independent examiner's remuneration is included in the audit and accounting costs listed above and total £900.

9. Fixed Assets

	Office Equipment £	2020 £
Cost		
Additions	9,977	9,977
At 31 December 2020	<u>9,977</u>	<u>9,977</u>
Depreciation		
Charge for year	661	661
At 31 December 2020	<u>661</u>	<u>661</u>
Net book value		
At 31 December 2020	<u>9,316</u>	<u>9,316</u>

10. Debtors

	2020 £
Trade debtors	35,861
Other debtors	<u>4,350</u>
<u>Total debtors</u>	<u>40,211</u>

11. Creditors

	2020 £
Trade creditors	3,180
Social security and other taxes	1,502
Deferred income	4,350
Related party creditors	9,579
Accruals	900
<u>Total creditors</u>	<u>19,511</u>

There is deferred income due to timing differences in the receipt of funds.

Deferred income as at 16 September 2019	-
Resources deferred during the year	4,350
Deferred income at 31 December 2020	<u>4,350</u>

At the balance sheet date, the CIO was holding funds received in advance for the 2021 financial year in respect of grant income for Investigating Persecution of Religion or Belief Project 1 and Documenting Human Rights Violations in North Korean Prisons.

12. Fund movements summary

	Restricted funds £	Unrestricted funds £	Total funds £
Opening balance	-	-	-
Incoming resources	227,668	33,744	261,412
Expenditure	(191,146)	(30,813)	(220,959)
<u>Totals</u>	<u>36,522</u>	<u>2,931</u>	<u>39,453</u>

13. Restricted funds

	Incoming £	Outgoing £	Total funds £
Investigating Persecution of Religion or Belief Project 1	106,729	(106,728)	1
Investigating Persecution of Religion or Belief Project 2	37,698	(24,020)	13,678
Female Leadership Programme	12,804	(6,357)	6,447
Documenting Human Rights Violations in North Korean Prisons	53,437	(53,434)	3
Fundraising Capacity-Building	17,000	(607)	16,393
<u>Totals</u>	<u>227,668</u>	<u>(191,146)</u>	<u>36,522</u>

14. Related party transactions

Connect: North Korea is a related party of which all serving Trustees are also Trustees of Korea Future Initiative CIO.

During the period ended 31 December 2020, the trustees of Connect: North Korea CIO have provided a loan of £53,027 to Korea Future Initiative CIO to pay expenses of the charity. During the period, Korea Future Initiative CIO made repayments totalling £44,698. The amount due to Connect: North Korea CIO at the balance sheet date is £8,329 and is included in creditors.

During the period, Korea Future Initiative CIO received a loan to pay expenses of the charity from the CEO for £8,327. During the period, repayments of £7,088 were made to the CEO. The amount due to the CEO on the balance sheet date is £1,250 and is included in creditors.

The Charity has provided management services to Connect: North Korea CIO - £14,888 was received during the period for those services.