

A young person wearing a blue t-shirt and green rubber boots is standing in a lush, green field. They are looking down at something in their hands. The background is filled with dense green vegetation and trees under a cloudy sky.

Minority
Rights
Group

Annual Report & Audited Accounts 2024

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Cover Image: A man from the Batwa
community walks on felled trees in
deforested land on the edge of Kahuzi-Biega
National Park. January 2022. *Ed Ram*.

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Minority Rights Group

About us

Minority Rights Group (MRG) is the leading human rights organization working with ethnic, religious and linguistic minorities, and indigenous peoples worldwide. Millions of people miss out on basic rights because they are different. We support minorities and indigenous peoples in the defence of their rights – to the lands they live on, to the languages they speak, to the beliefs they practise, to the cultures they enjoy, to equal opportunities in education and employment, and to full participation in public life.

We work with ethnic, religious and linguistic minorities, and indigenous peoples to secure their rights and promote understanding between communities. We are guided by the needs expressed by our worldwide network of over 300 partner organizations in more than 60 countries. Together, we challenge power structures that exclude and silence those who are different. We understand how discrimination based on age, class, gender and disability can have multiple impacts on disadvantaged minorities and indigenous peoples. Our campaigns target governments and communities to eradicate such attitudes. MRG has over 50 years' experience of working with non-dominant ethnic, religious and

linguistic communities, and we bring a long-term view to bear in all the work we do. We work with minorities and indigenous peoples as diverse as Batwa in Central Africa, Roma in Europe, Christians in Iraq, and Dalits in India and Nepal to name but a few. MRG is an international non-governmental organization with an international governing Council that meets twice a year. We have consultative status with the United Nations Economic and Social Council and observer status with the African Commission for Human and Peoples' Rights (ACHPR). MRG is also registered with the Organization of American States.

Our truly global scope is guaranteed with our two regional offices in Kampala (Uganda) and Budapest (Hungary), as well as our regional presence in Asia, Latin America, the Middle East and North Africa. Our engagement with regional and international bodies such as the African Commission on Human and Peoples' Rights, the European Union, the Council of Europe, the Organisation for Security and Cooperation in Europe and the United Nations is facilitated by our staff based in Banjul, Geneva and Brussels.

A few words from our Executive Director

The levels of polarization, stress and anxiety in societies worldwide make it clear that no one is happy with 'business as usual'. Despite the clear-cut case for more responsible human behavior towards the planet and each other, elections are being won by those who seek only to extract greater and greater wealth, focusing on narrow self-interest while fostering anger by blaming others. The election results of 2024 underline how much further we have to travel before we can achieve the necessary system change.

Minorities, indigenous peoples, stateless persons, people with disabilities, the urban poor, the rural marginalized, landless labourers, migrants and refugees, women and LGBTQ individuals experience structural exclusion, marginalization, and subjugation while facing individually targeted violence or mass persecution on the basis of their identity.

It is in this context that MRG has framed its newest strategy, deepening our commitment to ending persecution, combatting marginalization and securing climate justice for minorities and indigenous peoples. In solidifying our intersectional approach, we will foster greater engagement with youth, call upon and seek to influence data gathering and disaggregation processes, and ensure inclusion in responses to situations of humanitarian disaster that disproportionately affect the communities with whom we work.

Shrinking civic spaces and the disintegration of democracies require us to work smarter than ever before, in closer collaboration with those who share our vision.

We remain grateful to all who share our world view – to our indigenous and minority-led partner organizations, numbering 300 globally, and to the



donors, staff and allies who fuel our determination. The slope we must climb is steep, but when we see others who are just as determined, this enables us to proceed with confidence.

A handwritten signature in black ink, which appears to read 'Claire Thomas'.

Claire Thomas, March 2025

Why MRG's work matters

Equal rights for Tajik women

Tajikistan is working to improve living conditions for all citizens through policies and tools promoting equal access to rights. Despite these efforts, vulnerable communities, especially Roma and other minority women, continue to face poverty, unemployment, violence and gender inequality. The legal framework is weak and poorly enforced. Civil society lacks the capacity to monitor implementation or influence decisions. In 2023, MRG's *Resilience, Inclusivity, Support and Equality* programme began supporting local organizations in advocacy, awareness-raising and promoting human rights. As a result, Tajikistan's Committee for Women and Family Affairs is considering reserving 5 per cent of grants given to craftswomen nationally for women from Roma and other minority communities, helping them gain an independent income and enhancing their role in society.



Takhmina of the Tajik organization Women and Society in the 21st century, shows off the new bylaws of her organization, which now include working with minorities in the mission statement. Nurangiz Khodzharova / MRG

Mapping Somalia's minorities

In Somalia, a lack of reliable data and knowledge about minorities has led to their receiving less humanitarian aid and being more likely to experience aid

diversion. MRG partnered with minority-led organizations to produce two innovative research studies highlighting significant disparities in aid distribution and presented them widely among national and international aid actors. This work has significantly raised

awareness of issues affecting minority communities in Somalia, leading to several aid organizations including the World Bank and the Gates Foundation commissioning MRG to carry out further research.

MRG's advocacy also affected policy; the UN's post-distribution aid diversion action plan for Somalia now references minorities in half its actions, and representation of minorities among several national-level aid actors has increased.

Supporting Tunisia's exiled activists

In 2023, anti-migrant sentiment surged in Tunisia after President Kais Saied claimed migration was a plot to alter national demographics. This was linked to violence, arrests and a crackdown on civil society. One human rights organization became a direct target, its president was arrested and its vice-president was questioned and forced to flee the country. MRG provided them with an emergency security grant to cover their relocation and medical costs. The grant stabilised their situation, improving their mental resilience and ability to focus on long-term advocacy. This enabled them to support their colleagues in Tunisia and continue defending human rights from exile.



A Shiidle girl returns from a water kiosk at Al-Biri IDP Camp in the outskirts of Mogadishu, Somalia. *Mahamud Utaama.*

Protecting indigenous livelihoods in Thailand

Minority Malay Muslim communities living near the Si Po waterfall in Southern Thailand came into conflict with the Thai government when it wanted to designate the area as a national park, which would have criminalized many aspects of their way of life. As part of its ongoing peacebuilding efforts in Thailand, MRG provided the communities with training on land rights laws and conducted participatory research into the potential impacts of the national park. Residents created a report outlining the risks posed to traditional livelihoods, which was used in advocacy with local and national bodies. The affected communities also formed the Tanah Kita Network, dedicated to land rights protection around the waterfall. Participants reported that the project helped them articulate their issues more effectively and engage with local authorities fostering a sense of agency and empowerment.



Malay Muslim women serving rice at a wedding. *Waeasmee Waemanor*.

Backing reform and recognition for Lebanon's religious minorities

Since Lebanon's last census in 1932, demographic data has been politically sensitive, leading to the

misrepresentation or erasure of many religious minorities. Only 18 groups are officially recognized, leaving communities like Alawites, Buddhists and Baha'is unrecognized and vulnerable. In 2024, MRG awarded the Adyan Foundation a grant to map and document discrimination against

minorities in Lebanon. The Foundation published 'The Rights of Religious Minorities in Lebanon' report, revealing widespread discrimination. The report's launch sparked media coverage and dialogue, empowering minorities to gain visibility, influence legal reform, and engage in national discourse.

Restoring justice for the Batwa people in DRC

For generations, the Batwa people lived sustainably in the Kahuzi-Biega forests of eastern DRC. In 1975, they were violently evicted following the creation of a national

park. Those who returned in 2018 faced brutal attacks. After thorough investigation and the 2015 submission of a communication by MRG and our partner Environnement, Ressources Naturelles et Développement (ERND), the ACHPR ruled that DRC had violated Batwa people's

rights. The decision condemned the eviction of the indigenous Batwa for nature preservation ('Fortress Conservation' model), recognized them as true guardians of biodiversity, and called for their reintegration, legal protection and compensation. The Batwa of Kahuzi-Biega and MRG welcomed the decision and continue to push for its full implementation.



A Mutwa (singular of Batwa) community member speaks at a celebration of the historic judgment by the African Commission on Human and Peoples' Rights in Kalehe, DRC. 13 September 2024. *Forest Peoples' Programme*.

Peace through journalism in west Africa

In Ghana, Sierra Leone, and Senegal, press freedoms are fragile and minority voices often go unheard. MRG addressed critical gaps in ethical and inclusive journalism across these countries by training journalists in conflict-sensitive reporting, covering climate impacts in Ghana, civil war legacies in Sierra Leone and minority marginalization in Senegal. The EMMAP programme hosted journalism awards, roundtables and retreats while supporting journalists' safety through legal aid and partnerships. Over 200 articles were published in the media thanks to the programme. It influenced policy, like the 2023 parliamentary bill in Ghana protecting elderly women accused of witchcraft, built strong journalists' networks, and amplified the impact of MRG's annual *Minority and Indigenous Trends* report.



EMMAP journalists in the field in Senegal. *Karol Grygoruk.*

Challenging disability discrimination against Black Brazilians

References to race and disability are often limited in the work of international human rights bodies, hindering effective advocacy. MRG challenged this practice, supporting the 2022 UN Committee for the Elimination of Racial Discrimination (CERD)'s review of Brazil. MRG collaborated with its local partner, Vidas Negras com Deficiência Importam (VNDI) and the University of York (UK), to investigate intersectional discrimination experienced by Black people with disabilities in Brazil and present an alternative report to the committee along with policy recommendations. In December 2022, the CERD released its concluding observations for Brazil, which included the most detailed coverage of race and disability by any international human rights committee to date. MRG and VNDI successfully leveraged this result in Brazil to lobby for a census supplement collecting data disaggregated by race for people with disabilities.



Luciana Viegas of Vidas Negras com Deficiência Importam (left) and Lauren Avery of MRG (right) in Geneva, Switzerland, presenting the alternative report to the UN Committee on the Elimination of Racial Discrimination. *Lauren Avery / MRG.*

Report of the Council: Acknowledgments

Our Allies

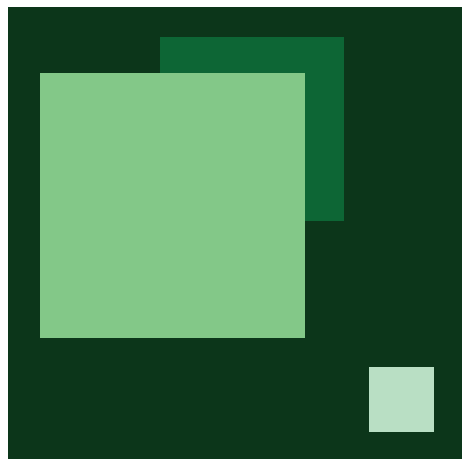
MRG would like thank all the partners and activists who have worked with us in 2024, many in challenging security environments. We are grateful to all decision-makers at the local, national or international level who listened to minority and indigenous viewpoints and

acted. We thank those many journalists and editors who featured news on minorities and indigenous peoples in print, broadcast or online media. Special thanks to Ashurst LLP for their invaluable pro bono legal support.

Our Donors

Our donors in 2024 included: the Blanes Trust, the Canadian International Development Research Centre, the Central European Initiative, the Conrad N. Hilton Foundation, the Embassy of the Kingdom of the Netherlands in Hungary, the Embassy of the Kingdom of the Netherlands in Tunisia, the Eleanor Rathbone Charitable Trust, the Ericson Trust, the European Union, the Evan Cornish Foundation, the Finnish Ministry for Foreign Affairs, the Foundation for International Law for the Environment, the International Research & Exchanges Board, Irish Aid, the estate of John Trevor Scott, the Norwegian

Agency for Development Cooperation, the Open Society Foundations, the Norwegian Ministry of Foreign Affairs, the Swedish Ministry of Foreign Affairs, the Swedish International Development Cooperation Agency, the Swiss Federal Department of Foreign Affairs, the Taiwan Foundation for Democracy, the U.S. Agency for International Development, the United Nations Democracy Fund, the United Nations Office of the High Commissioner for Human Rights, the United Nations Population Fund, the United States Bureau of Democracy, Human Rights, and Labor, and the Wellcome Trust.





Report of the Council: Implementing the fourth year of our 2021-2024 strategy

In this final year of our 2021–2024 strategy period, we are pleased to report that we have met or exceeded all but one of the targets set. Throughout the year, we remained focused on our three main strategic pillars and continued working towards the overarching goals MRG set out to achieve by 2024.

Objective 1: Combating persecution

Minority and indigenous communities face persecution, harassment or intimidation simply because of who they are. For too many minority and indigenous rights defenders, activism is difficult and often dangerous. They are asserting their right to be treated equally in increasingly hostile environments, in countries where democratic and civic space is shrinking and where persecution and intimidation are rampant and ever-evolving.

These tendencies are visible in most, if not every country where MRG is implementing programmes falling under Objective 1. In India, anti-Muslim sentiment is the main rallying call to mobilise voters. The persecution of migrants seeking basic shelter and refuge is becoming ever more acute in countries like Tunisia as the promise of the Arab Spring crumbles. Meanwhile in Iran, ethnic and religious tensions continue to divide communities. Our job remains to document, advocate, build resilience and support those committed to ending all kinds of persecution through interventions as diverse as the contexts to which they are tailored.

Highlights

Most of our work on countering persecution is implemented in countries where democratic and civic space is extremely limited and where activists face restrictions and threats to their work. This is true in the MENA region,

India, Iran, Pakistan, Thailand and Türkiye, where we often work without publicity to minimize risks and repercussions towards partners. Citing results in this area is therefore challenging in view of the 'Do No Harm' principle and the need to safeguard frontline communities, activists or the results themselves. The highlights mentioned below are therefore just a limited selection.

- In Lebanon, Morocco, Palestine, Egypt and Tunisia, 54 per cent of participants who attended training workshops and mentoring schemes aimed at building capacity in advocacy and public engagement, project management and monitoring and evaluation were women. This highlights significant female involvement in professional capacity building programmes, suggesting a positive step toward equitable gender representation in these key areas.
- Grantees under our programme in Thailand submitted an open letter to the Secretary-General of the United Nations and the member states of the United Nations Human Rights Council (HRC), requesting an investigation into the violation of human rights of Malay Muslim activists and Human Rights Defenders. Additionally, MRG submitted a written contribution to CERD and CMW on states' obligations

to adopt comprehensive public policies to combat xenophobia and its impact on the rights of migrants and other non-citizens facing racial discrimination, including gender and disability aspects.

- Numerous commitments against the persecution of minorities have been made by duty-bearers following MRG and partners' activity. In Thailand, a public statement on conflict resolution was made by the Chairman of the Ad-Hoc Committee on Peacebuilding at a parliamentary session in Bangkok. The statement emphasized the need for the Committee to support ongoing peace talks while addressing the root causes of conflict in the Malay-Muslim majority Southern Border Provinces, such as misunderstandings around identity and culture, inequality, social injustice, a lack of participatory governance, education inequality and misaligned resource management. In Palestine, MRG's grantee MUSAWA met with the Ministry of Social Development, the Ministry of Local Governance, and the Ministry of Education and Higher Education, during which the ministries reaffirmed their commitment to advancing the rights of Bedouin communities and people with disabilities. An additional commitment was expressed by the Jerusalem Governorate Water

Authority. The Wall and Settlement Resistance Commission committed to discuss the needs of Bedouin communities. Such commitments were followed by action, as in the case of the Ministry of Social Development covering the tuition fees of deaf students enrolled in private or community schools until government secondary schools are established for them.

- MRG made a contribution in the development process of the Policy on Slavery Crimes, launched by the ICC Office of the Prosecutor on 2 December 2024, during a side event at the Assembly of States Parties held at the World Forum in The Hague. This is the first policy issued by an international court or tribunal specifically addressing international slavery crimes.
- In March 2024, the UNHRC-established Fact-Finding Mission on Iran issued strong legal conclusions affirming that crimes against humanity (specifically persecution based on gender, intersecting with ethnicity and religion) were committed during the repression of the 2022 protests. The Mission extensively drew on MRG's work on women's rights to document the contextual elements of the crime and formally acknowledged MRG's significant contribution.

Objective 2: Challenging marginalization

In many places where we work, minority and indigenous communities live on the fringes of society. They are robbed of opportunities and livelihoods and deprived of access to basic services such as health and education. Financial instability, high inflation and unemployment drain the resilience of these communities. Our programmes under this objective focus on ensuring that marginalized and vulnerable communities have equality of opportunity when budgets are set, development programmes designed, humanitarian responses implemented, and jobs are filled. Whether in Tajikistan, Thailand or Tanzania, supporting communities in this way means that more people are empowered to challenge exclusion.

Highlights

Under this objective, MRG has been delivering programmes focused on ensuring that minority and indigenous peoples have equal access to opportunities, to thrive and to contribute to the societies they form part of. Hundreds of duty-bearers were sensitized, trainees applied new knowledge in their communities, and numerous statements, publications and campaign materials were produced to support inclusion, justice and political participation.

■ Over 500 activists and CSO representatives around the world applied the knowledge and skills they acquired through MRG and partner trainings to their work in 2024. Notable achievements include the training of 201 individuals in Sri Lanka (146 women and 14 persons with disabilities) on political participation. They were trained on challenging barriers safely, documenting electoral inclusion and exclusion, monitoring political rights violations, advocacy and accountability. 93 trainees (66 women) reported to have applied their learning and shared it within their communities through discussions and awareness sessions, significantly raising awareness about voter rights, political developments, and the importance of informed electoral choices.

■ In Kenya, 30 Community Health Volunteers (including 17 women and 2 people with disabilities) from ethnic minority communities received training from MRG's partners on psychosocial counselling. This training equipped them to guide their communities on critical health issues such as reducing open defecation, completing tuberculosis treatment cycles, and attending prenatal clinics. The programme's success led county government administrations to integrate most of

these volunteers into their community health policy initiatives.

■ Over 400 duty-bearers participated in activities aimed at sensitizing them to the extreme exclusion and needs of marginalized minorities and indigenous communities. Take as an example MRG's disability programme, which works worldwide to link up the fields of disability, minority and indigenous rights, creating support for intersectional movement-building by applying the principle 'nothing about us without us'. MRG hosted a side event at the 17th Conference of States Parties (COSP) to the Convention on the Rights of Persons with Disabilities, focusing on the situation of indigenous and minority persons with disabilities during emergencies. The event convened local and national decision-makers from Kenya, representatives from the Finnish diplomatic mission, and a member of the UN Committee on the Rights of Persons with Disabilities, several of whom expressed interest in future collaboration with MRG. In Rwanda, local leaders and administrators participated in dialogue meetings on social justice for Batwa with disabilities and took part in a national advocacy event and celebrations for the International Day of Persons with Disabilities.

- Over 100 publications and research outputs challenging marginalization were produced by MRG and partners in 2024. In Sri Lanka for example, partners produced extensive research on the history and present situation of minority representation in Sri Lankan

politics, developing detailed policy recommendations for Sri Lanka's political system to ensure long term rights and justice for minorities. Ahead of the historic November 2024 election, preliminary research findings and recommendations were shared

with the Sri Lankan press and widely covered. A full report on the research is forthcoming.

- In Slovakia and Bulgaria, MRG partners Human Rights Institute and Amalipe researched online anti-Roma hate speech and disseminated the results via video alongside a social media counternarrative campaign. MRG also contributed to the 2024 Malta Declaration, by delivering presentations at the Organization for Security and Co-operation in Europe (OSCE) Parallel Civil Society Conference and helping to draft the chapter on discrimination against vulnerable groups, including minorities, in OSCE countries.

- MRG met with officers from the Uganda National Statistics Office ahead of the UN World Data Forum in Colombia. At the Forum, MRG co-organized the session 'We Are No Longer Invisible: Data Solutions to the Dilemmas of Leaving No One Behind' with ONAMIAP, UNFPA, and the foreign ministries of Ireland and Brazil. The session highlighted the need for disaggregated data (by gender, ethnicity, indigeneity, language, and religion) to inform inclusive, rights-based policies. MRG stressed civil society's role in building partnership with national statistical authorities, advancing community-led data



MRG and Amalipe meet with Iva Jecheva, Head of the Rights of the Child Directorate of the Bulgarian Ombudsperson's Office to present the results of the online hate speech monitoring. *Andrea Spítálszky / MRG.*

efforts, and ensuring marginalised voices are reflected in policy.

Objective 3: Realizing climate justice

Despite contributing little to carbon

emissions and environmental destruction, minorities and indigenous peoples are overrepresented among communities facing the harshest effects of the climate crisis. Indigenous values and traditional knowledge are now finally acknowledged as crucial in

climate mitigation and adaptation strategies. Yet indigenous environmental defenders continue to be silenced and marginalized, since their non-market-based solutions threaten the wealth acquisition processes of powerful actors like extractive industries. Climate justice can only be achieved by ensuring that those with the greatest experience and knowledge of the planet's ecosystems are at the heart of system change. We strive to create spaces and platforms where these voices can take centre stage in mitigating this urgent crisis.

Highlights

The consequences of climate change are impacting minority communities and indigenous peoples across the world, affecting not only the land where communities live and the natural resources they rely on, but also their physical, mental, cultural and spiritual health. Our work under this objective responds to the needs of affected communities, with a significant focus on sub-Saharan Africa.

- In July 2024, after many years of support to the Batwa of Kahuzi-Biega, we were successful in litigating to protect their land rights. The ACHPR ruled that the forcible eviction of the indigenous Batwa from their ancestral lands within the Kahuzi-Biega



At an MRG training event 2024: Gulmira Mussayeva from the CSO 'Lithuanian Kazakh Community Nursaulė' deep in discussion with Nejra Kadić Meškić, MRG Croatia Liaison officer, and Jurgita Ribinskaite-Glatzer of 'Rykantai Post', also of Lithuania. *Emília Lola Eördögh.*

National Park was a violation of their rights by the DRC government. The ruling recognizes Batwa as the best guardians of biodiversity and calls for their return to their land. A briefing published by MRG on this landmark ruling was distributed at the 16th meeting of the Conference of the Parties (COP) to the Convention on Biological Diversity (COP16). Our work around the case was mentioned 141 times in the media, and these articles were cumulatively seen more than 300 million times.

- MRG saw a very positive result from our engagement with the UN Environment Programme (UNEP), which recently finalized its guidelines on private conservation actors. We participated in the consultations and submitted written comments on the draft, which were incorporated into the final version. UNEP published the guidelines at COP16. In total, 6 recommendations were submitted, of which 3 related specifically to women; most crucially, we were able to safeguard indigenous peoples' right to free, prior and informed consent.

- MRG and its partners produced more than 60 reports and other materials on climate change's impacts of minority and indigenous communities. For instance, we were a co-founder of Land Body Ecologies,



Luciana Viegas of VNDI and Mahasan Asae, minority disability activist, Mahasan Asae from Thailand's Pattani-Malay minority, pose in Room XX of the Palais des Nations before the 17th Session of the UN Forum on Minority Issues begins. *Lauren Avery / MRG.*

an interdisciplinary research group exploring the intersections of environmental change, mental health and the rights of indigenous peoples. With a global and interdisciplinary network of human rights practitioners, artists, design

researchers and academics, the group shared its findings via traditional academic research as well as artworks, panel discussions, installations and more. Highlights from 2024, the last year of the programme, included a four-day public festival in London exploring

the deep connections between mental health and ecosystem health, and the release of a book, *Stories of Solastalgia*.

- 17 submissions of rights claims seeking to address violations, discrimination or exclusion of minority and indigenous communities were made by MRG in 2024. This included a statement made to the UN HRC about the situation of human rights in the DRC An update was provided to the ACHPR on human rights violations against the Mosopisyek of the Benet people related to the harassment and violence perpetrated against their community members by the Ugandan Wildlife Authority (UWA). MRG partners ESCR-Net organized a protest march in Nairobi in response to the repeated failure of the Kenyan government to implement ACHPR decisions in the Endorois and the Ogiek cases and redress decades of inequality, violations and neglect.

Press and digital media

In 2024 MRG launched a new website focussing on showcasing our 56 years of activity and making all the vital information generated in that time more accessible than ever. The new website is also hosted sustainably and is far more multilingual than its predecessor.



A copy of *Stories of Solastalgia. Land Body Ecologies*.

In 2024 there were 1.2 million active users who spent around 12% longer on MRG’s website than the internet wide average. Twitter followers decreased by 0.6%, as compared to 2023, while Facebook increased by 0.1%, Instagram increased by 18%, LinkedIn increased by 21% and YouTube increased by 16%.

These divergent results reflect a turbulent year in social media worldwide and changes to MRG’s communications strategy. In 2024, MRG was mentioned in the media 1,204 times (up 45% from 664 in 2023), with overall views of these articles at 3,239,082,684 (up 8%). Major sources of coverage included the

ACHPR judgment on the Batwa of Kahuzi-Biega and references to our *World Directory of Minorities and Indigenous Peoples* in breaking news stories with minority angles.

International Advocacy African Union

In 2024 we continued to engage the ACHPR and the African Court on the progress on the implementation of the Endorois and Ogiek cases. We supported our partner organizations and staff to engage at the ACHPR's Ordinary sessions, such as on the forcible eviction of the Sengwer indigenous people of Kenya from their ancestral lands in the name of conservation. We are pioneering the discourse on challenging fortress conservation at ACHPR and encouraging states to ensure the inclusion of indigenous peoples as the custodians of conservation areas.

European Union

MRG is an active member on major regional EU civil society platforms. We are members of the EU-ASEAN Civil Society Steering Committee on human rights in Brunei, Cambodia, Indonesia, Laos, Malaysia, Myanmar, Philippines, Singapore, Thailand and Vietnam. We are also members of the EU Civil Society Facility for the Mediterranean, under a framework partnership working on

supporting human rights in Algeria, Egypt, Israel, Jordan, Lebanon, Libya, Morocco, Palestine, Syria and Tunisia. We are also regularly participating in human rights and political dialogues between the EU and individual Asian countries, namely Kyrgyzstan, Tajikistan, India, Pakistan, Nepal and Sri Lanka.

MRG briefed the European Commission in advance of its annual progress report on Turkey's EU Accession, as well as the EU Parliament on the same issue. MRG also facilitated the participation of Pamiri activists in the EU's Human Rights Dialogue with Tajikistan. This has led to Pamiri rights becoming a key issue in ongoing negotiations between the EU and Tajikistan on GSP+ status. In November 2024, MRG in cooperation with the European External Action Service held a global anti-discrimination training for the human rights focal points operating within each EU delegation. MRG also increased its activity on minority rights within the EU, supporting a new informal grouping of European minority rights CSOs active at EU level and with its *Minorities, Accountability, Rights, Independence and Organizational Development* (MARIO) programme having run a training and networking event in Brussels for its 2024 cohort of CSOs.

UN and other advocacy

A key UN advocacy event for MRG is the annual Forum on Minority Issues, which

was held on 28 to 29 November 2024 in Geneva. It focused on minority representation and self-representation in public spaces and discourses. We supported the attendance of 19 minority rights defenders from Africa, Asia, Europe and Latin America (8 female and 11 male). Of this total, two were persons with disabilities belonging to minority communities. At the Forum, MRG co-hosted a side event with the Permanent Mission of Austria on overcoming obstacles to minority cultural expression. Among the speakers were the UN Special Rapporteur on minority issues and one of the laureates of the International Contest for Minority Artists, an initiative of the City of Geneva, United Nations Office of the High Commissioner for Human Rights and MRG. Around 100 people were in the room, including several state representatives.

MRG also participated in the civil society consultations ahead of the UN's Summit of the Future, held in September 2024. Our written contribution towards the then-proposed UN Declaration on Future Generations emphasised the importance of combatting racism and discrimination as well as the need for comprehensive data disaggregation. The Declaration on Future Generations adopted in September 2024 contained a provision that echoed our submission on one specific point not mentioned by other NGOs, namely the importance of

addressing inter-generational traumas, inequalities and discrimination. The language was not as strong as we would have liked, but we understand that even keeping it at all had been debated.

MRG has continued to provide country-specific information to UN treaty bodies, and inputs to them and Special Procedures and as they are developing thematic reports, guidance and recommendations on specific topics. Five reports were submitted between July and December 2024 on the DRC, Egypt, India, Iran and Namibia. Seventeen recommendations were made by UN human rights mechanisms to member states based on MRG submissions. At the HRC, MRG contributed to the drafting and negotiations of the minority rights resolution put forward by Austria and adopted by consensus in early April 2024. We also organized the first-ever side event at the HRC featuring the Chair of the UN Fact-Finding Mission on Iran, on the day after they presented their investigation report. That event was moderated by one of our Iranian Kurdish partners.

Other advocacy included extensive consultations involving MRG and partner staff with the International Council on Mining and Minerals during the preparation of its updated Position Statement on indigenous peoples,

published in November 2024. Certain elements reflected MRG's inputs, for instance on the importance of respecting traditional knowledge and cultural heritage.

Other side events have included:

- **Listening Better to Reach Inclusion: Beyond age, disability and gender** in May and in partnership with Clear Global at the Humanitarian Networks Partnership Week (HNPW) in Geneva. The HNPW was a new advocacy space for us and could potentially be useful to return to in the next strategic period, given our forthcoming cross-cutting focus on minorities and indigenous peoples in humanitarian emergencies.
- **Open civic space and the right to participation: Essential steps on the path to climate justice** also in May and with Amnesty International was a webinar organized ahead of the annual climate talks in Bonn. We deliberately chose this theme, given the poor human rights track records of recent and current climate COP hosts.
- **Indigenous Youth as Agents of Change in Economic, Social and Cultural Rights** was held at the UN Permanent Forum on Indigenous Issues under the Land Body Ecologies programme. Participants included MRG partners representing

the Ogiek, Endorois and Batwa communities as well as representatives from the Saami and Newar communities and the Permanent Representative of Finland to the United Nations.

Legal work

Former DRC warlord Roger Lumbala will be tried in a historic Universal Jurisdiction case for crimes against humanity affecting Bambuti from 17 November to 19 December 2025. MRG and four Bambuti victims are civil parties in the criminal proceeding, which is based on evidence exposed by a landmark 2004 MRG report. The case is a historic opportunity for justice for the indigenous Bambuti and other victims. It will be the first-ever case before a domestic tribunal adjudicating the mass atrocities committed in the DRC during 2002-2003.

For the members of the indigenous Mosopisye of the Benet in Uganda, individual court cases have been brought by MRG to challenge the human rights violations perpetrated against them, including killings and violence, by park rangers when trying to access their ancestral land, which was gazetted as a protected area. Though MRG has succeeded in achieving compensation for one applicant, these cases have proceeded slowly in the past six months for reasons related to the capacity and

functioning of the domestic judicial system. The filing of a broader land rights case to claim the collective right of the community to its ancestral territory is currently under consideration. In 2009, Sejdić and Finci, two citizens of Bosnia and Herzegovina belonging respectively to the Roma and Jewish minorities, approached the European Court of Human Rights to challenge the discriminatory nature of their country's constitution and electoral law. They won their case, in which Finci was represented by MRG, in a landmark ruling. Yet fifteen years later, the implementation of the Sejdić and Finci judgment remains stagnant, with discriminatory provisions still barring minorities from key political roles in Bosnia and Herzegovina. MRG continues to advocate for the implementation of the judgement, including by submitting communications to the Committee of Ministers of the Council of Europe, which oversees the implementation of judgments from the European Court of Human Rights.

The Ogiek of Mau have lived in Kenya's Mau Forest since time immemorial and are the custodians of the environment on which they depend. Yet for decades, they have been routinely subjected to arbitrary forced evictions from their ancestral land without consultation or compensation. MRG has been assisting their case against their government



Representatives of the Ogiek of Mau community and some of their legal team at a 2024 implementation hearing on their case outside the African Court buildings. Samuel Ade Ndasi / MRG.

since 2009. In 2024, the African Court on Human and Peoples' Rights held the first hearing on implementation in its history, for the Kenyan government's failure to implement a landmark judgment recognizing the Ogiek's right to their ancestral lands in the Mau

Forest. The next hearing has been fixed for 4 June 2025.

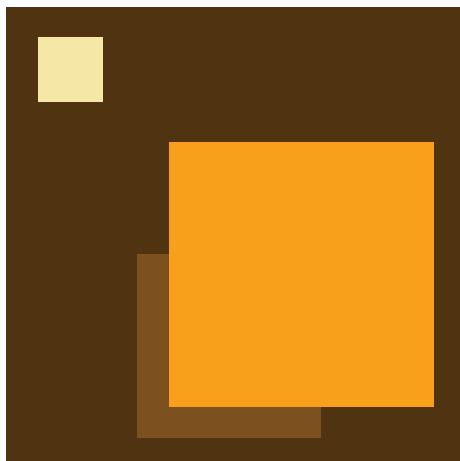
In the DRC Batwa case, a favourable landmark decision was rendered by the ACHPR and was published by MRG in July 2024. We are now working on its

implementation, but the current crisis in East DRC is delaying the envisioned work plan. We continue to work on climate justice litigation including scoping for cases involving minority and indigenous children in Africa before the African Committee of Experts on the Rights of the African Child.

Publications

In 2024, we published the following reports: *Equality in accessing justice: Removing barriers for Roma in pursuing their rights in discrimination cases*; *Unveiling Discrimination: Minorities in Türkiye*; *The Situation of Minorities in Tajikistan*; and *Justice served: The Batwa of Kahuzi-Biega and the failure of fortress conservation*. MRG reports were downloaded 11,400 times in 2024.

Since 1997, MRG's *World Directory of Minorities and Indigenous Peoples* has been a trusted and verified source of information for journalists, governments, UN officials and academics across the globe. We continued to recruit regional advisers to our network of contributors for our *Directory*, with two joining in 2024. We now have six advisers covering the following regions: Central America and the Caribbean, Latin America, Central Asia, East Asia and Oceania. In 2024, we updated 18 entries of our *Directory*.



Minority Rights Group's Structure, governance and management

MRG is a charitable company limited by guarantee and its governing document is its Articles of Association. The Charity operates with an international governing Council (who are also the Trustees) that meets twice a year. It has consultative status with the United Nations Economic and Social Council (ECOSOC) and observer status with the ACHPR.

The MRG Council is chaired by Anastasia Crickley. Council membership is broadly balanced and includes members from different world regions, with different skill sets and with members of minority and indigenous communities. Because of MRG's broad constituency and global remit, Council members do not represent any particular community but safeguard the mandate that MRG address minority and indigenous peoples' rights globally. Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of

winding up. The total number of such guarantors at 31 December 2024 was 9. Members of the Council are members of the charity, but this entitles them only to voting rights.

One third of Council members retire in rotation each year (but can be re-elected). Council members normally serve a maximum of 6 consecutive years (or 8 in the case of officer bearers). As Council members step down, new members are identified who have particular skills, or who could bring relevant experience and expertise to the charity. New Council members are encouraged to visit MRG's offices for briefings with staff as part of the induction process and are provided with relevant documents and access to information about the governance and the work of the charity.

The Council decides the organizational budget, approves the accounts, appoints the auditors and sets the strategic direction for MRG. It monitors and ensures control measures are in place for major risks. The Council operates through an established sub-committee - the Finance & General Purposes Committee, which meets a minimum of twice annually to ensure oversight of MRG's financial processes and procedures. The sub-committee also considers personnel, risk management and property issues.

Day to day management of the Charity is carried out by a Leadership Team of 10 senior staff led until 30th March 2025 by the Co-Executive Directors who report to the Council (as of 31st March 2025, one of the two Co-Directors resigned, and it was agreed that the other, Claire Thomas, would remain as the sole Executive Director). To facilitate closer access to local partners, MRG is supported by two regional offices: Minority Rights Group Africa (Uganda) and Minority Rights Group Europe (Hungary). Another MRG entity was established in Belgium during 2018.

We have staff based in countries and regions where programmes are implemented and in strategic locations such as Geneva and The Gambia where inter-governmental organizations operate. We cooperate with like-minded

charities in a much wider range of countries, to share information and achieve common goals. MRG adheres to the Charity Commission's public benefit guidance by making the MRG International Council and Trustees aware of their duties. Our entire operation is subject to review and challenge to ensure the public benefit aspects of our charitable objectives.

Reviewing risks to the charity 2024

The MRG Council and the Finance and General Purposes Committee regularly assess the risks that the organization is exposed to. Over 20 risk areas are identified and assessed for likelihood and impact, with detailed information on their potential causes, impacts and mitigation measures reviewed and confirmed. The most relevant risks during this report's timeframe, include:

■ While insufficient core funding remains a risk, we can confirm that the Swedish International Development Cooperation Agency (SIDA) has agreed to renew its core funding agreement with MRG for the period 2025-2028. Additionally, Norway has renewed its core funding agreement for 2025. Although the Norwegian funding is annual and therefore short-term,

conversations for 2026 are ongoing and remain positive.

- The risk of a failure to secure sufficient match-funding has increased, although simultaneously there are factors reducing the risk. Irish Aid have removed the match-funding requirement, and we have followed a policy of prioritizing responses to calls for proposals with lower proportions of co-financing requirements. However, in a period when we have lower reserves and when our core funding uncertainty is greater than usual, we have needed to be fully aware of this risk and its potential impact.
- The risk of MRG having inadequate unrestricted reserves has increased, because we ended 2023 with a deficit which reduced the reserves and makes the impact of any further loss more concerning. Throughout 2024, the organization worked to reduce core-funded expenditure and ended the year with a budget that was significantly closer to being in balance.
- The risk of problems arising from regional offices' financial management has increased due to the significant growth in turnover in MRGE meaning that, even if we are confident that the finances of that

office are exceptionally well-managed, this is largely the work of a few individuals, on whom we are highly reliant and if anything were to go wrong, due to the size of the projects, the impact would be great. Meanwhile, for the first time in almost a decade, MRGA has funding direct from a donor to deliver a project with limited involvement of MRGI.

- The risks of constraints affecting MRG's project income have also risen in recent months. The stop orders issued by the US authorities in early 2025 did not have a significant impact on MRG as a whole (although two projects were paused or ended). However, the ramifications of this abrupt cessation of support to humanitarian, development and human rights work is having knock-on effects on our partners and other donors, and is putting increasing pressure on all funding sources.
- Rising intolerance against organizations working with minorities, indigenous peoples or migrants has materialized on several occasions in recent months, although we have been able to contain the damage.
- Cyberattacks are a growing concern as states and other actors increasingly target human rights NGOs.

Plans for future periods

In early 2025 MRG launched its strategy for the period 2025-2028. We will continue to focus on persecution, marginalization and climate justice, deepening our ongoing and important work in these critical areas. Partner consultations conducted during strategy development reaffirmed these priorities but also emphasized four cross-cutting areas of focus to drive our work across each strategic objective. These cross-cutting themes are as follows:

Data, Information and Disinformation

Rapid technological advances over recent decades have changed many aspects of human life. Policy making is increasingly data-driven but minority and indigenous communities' relative absence from this space means their needs can be neglected. Negative information and stereotyping significantly harms minorities, increasing their persecution. Even organized disciplines – science, economics, history or law – continue to disrespect narratives that challenge dominant, anthropocentric and extractive value-systems to the exclusion of minority and indigenous knowledge and worldviews. This cross-cutting focus will enable us to prioritize designing work to tackle hate speech; ensuring data around minority and indigenous communities is

responsibly collected, stored and used to diagnose and design bespoke solutions to challenges; and in investing in minority journalists' and academic networks that collect, analyse and present information beyond traditional colonially influenced knowledge domains.

Humanitarian Emergency Response

Every indicator around the climate crisis points towards escalation of human catastrophe from human-induced disruptions to the biosphere. Political breakdown in states and widespread disinformation also makes minorities and indigenous peoples vulnerable to societal breakdown in addition. Help through humanitarian action is slow to mobilize, and areas where minority and indigenous communities live are often deprioritized zones. This thematic focus will enable us to advocate for better response rates to minority and indigenous communities in a climate of growing danger, strife and uncertainty.

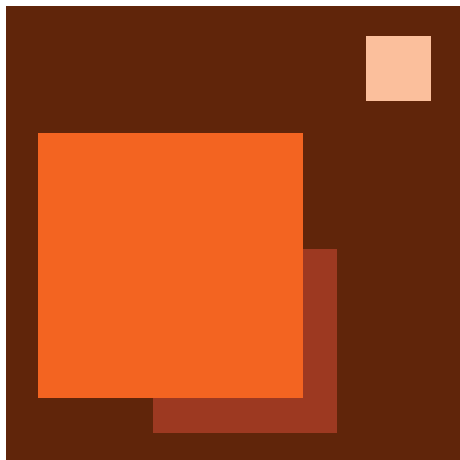
Young People

Minority and indigenous communities have the right to transmit their cultures, languages, religion, beliefs and ways of life to future generations. Exclusion of these from formal spaces alongside undue pressures to conform to majority cultures erodes human diversity. Our emphasis on this theme will enable

sharper engagement with youth to ascertain their perspectives, respond to their challenges, including in access to health, education and employment; and to encourage and motivate those keen to develop advocacy for minority and indigenous rights and the survival and thriving of their cultures. We will also look to the youth we engage to increasingly assume responsibility, as we witness that a generational shift is taking place across the minority and indigenous rights movements.

Intersectionality

An intersectional lens to programming has been a feature of MRG's work for over two decades. Our gendered lens was enhanced in the last period by a deliberate focus on disability enabling us further reach into exclusion within communities while also building their relationships with disability rights advocates who previously struggled to access such communities. Our commitment to intersectionality will enable us to pay attention to additional grounds of disadvantage and exclusion in a bid to ensure that emerging systems focused on inclusion address an ever-widening range of factors that inhibit the equal enjoyment of rights for every member of a minority or indigenous community.



Report of the Council: Financial review

During the year under review, MRG's income fell by 4.8% from £6.21 m (2023) to £5.91 m. Although unrestricted income in 2024 was slightly higher (up approx. £78K), there was a sharp decline in restricted income of £390K or 7.8% from £4.99 m in 2023 to £4.60 m in 2024. In contrast, group expenditure was £6.61 m during the year, only marginally lower than it was in the previous financial year (£6.66 m). The substantial increase in restricted expenditure was by no means unexpected as it related largely to expenditure in 2024 funded by grants received and recognised in the second half of 2023. Nevertheless, the combined effect of the above was deficits in both our restricted and unrestricted financial activities - £550K

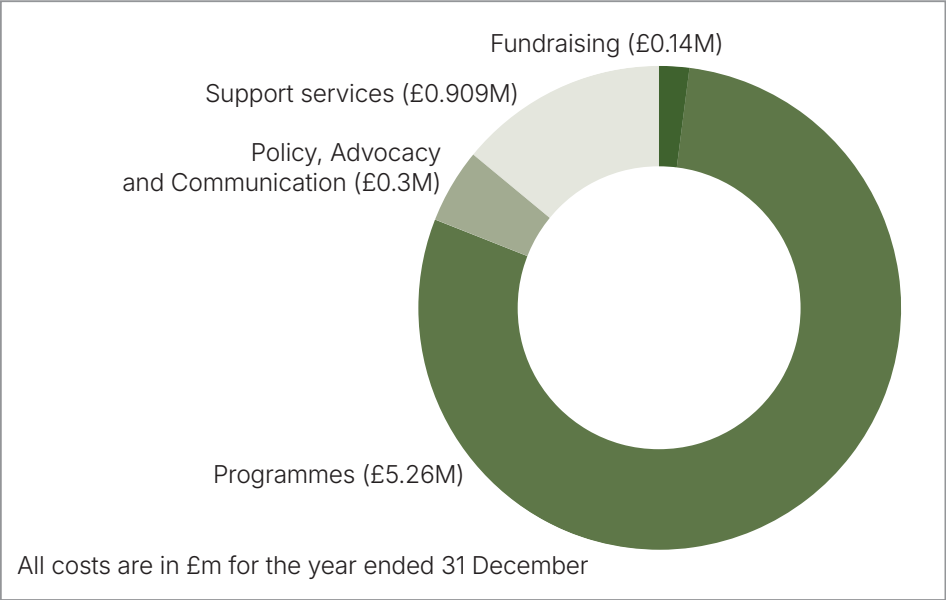
and £146K respectively. The Group continues to provide substantial financial support to local minority and indigenous rights organisations, participants and activists in a growing number of countries and regions of the world. In 2024 £3.1 m, or nearly 47%, of total group expenditure related to sub-grants and associated activities (43%, 2023).

Overall group income has, as the chart below shows, stabilised at an average annual level of £5.5 m. As expected, group expenditure is also averaging at around £5.4 m pa. MRG is very grateful for the financial support the group continues to receive from all our primary donors including the European Union, Sida, Norad, Ministries of Foreign Affairs of Finland, the Netherlands and Ireland.

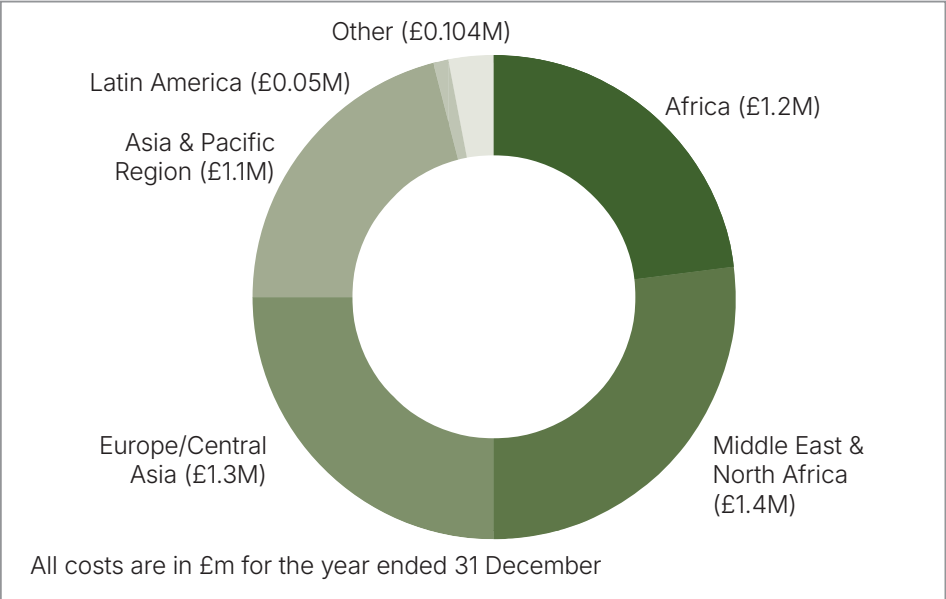
Click on any of the links below to go directly to the appropriate page:

28	Reserves Policy
29	Investment Policy and Performance
30	Council of Management's Responsibilities
31	Independent Auditor's Report
35	Group & Charity Statement of Financial Activities
36	Group Balance Sheet
37	Charity Balance Sheet
38	Group and Charity Cashflow Statement
39	Notes to the Financial Statements
60	Company / Charity Details

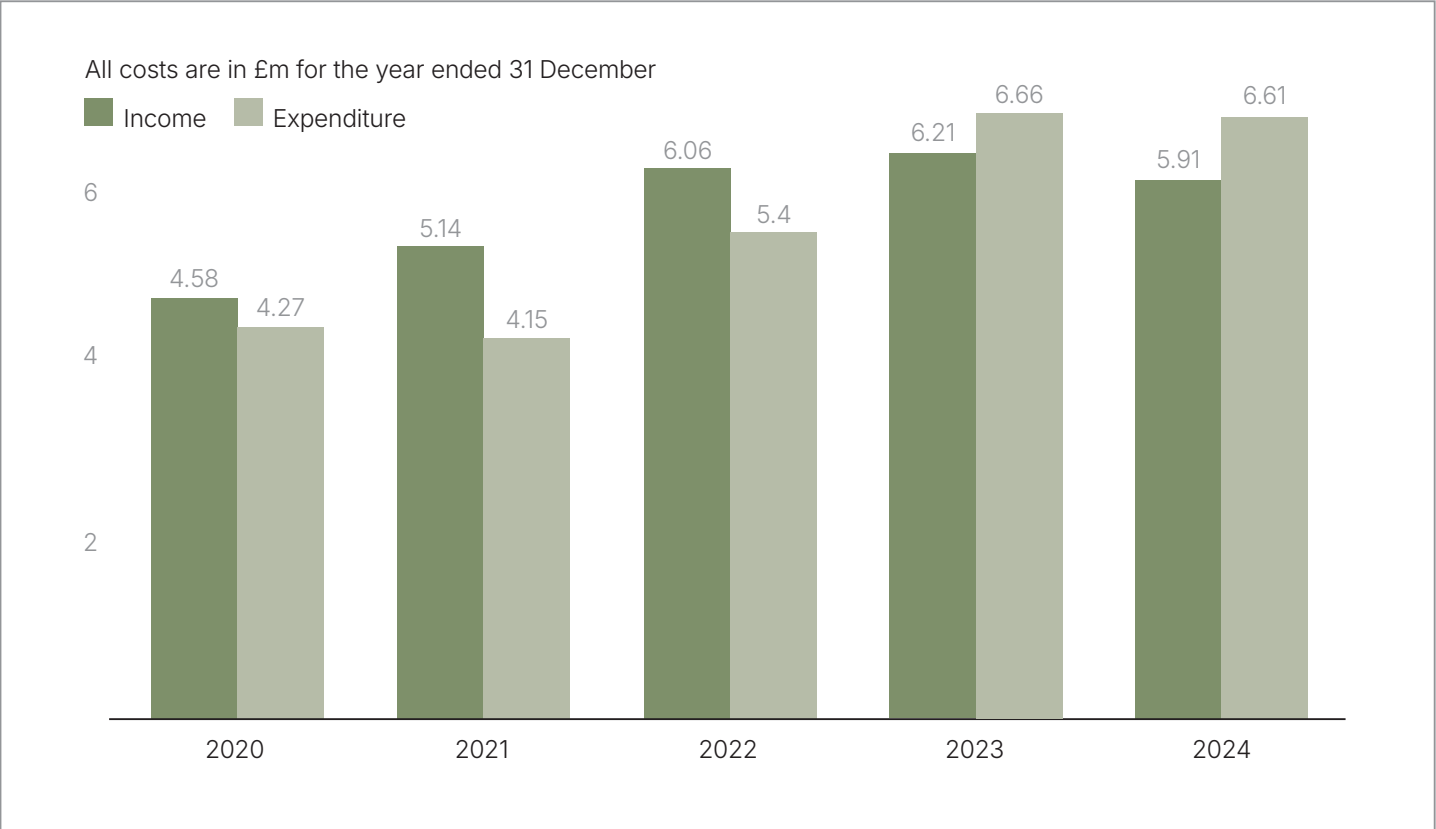
MRG spend breakdown by area of work in 2024



Total figures by MRG by region of work in 2024



MRG Income and Expenditure (£m) 2020-2024



Reserves policy

Restricted funds

These funds are tied to particular purposes, as specified by the donor or in a grant agreement. Unspent restricted funds are showing at £1.44 m on 31 December 2024 (£1.89 m on 31 December 2023).

Unrestricted funds

Unrestricted funds comprise funds that are not subject to specific grant restrictions as to their ultimate purpose other than to provide financial support for all or most of MRG's charitable activities. Total unrestricted funds at 31 December 2024 were at £242K (£472K, 2023).

General reserves policy

General reserves are defined as that portion of unrestricted funds remaining once the Trustees have set aside any amounts required as either designated funds or in respect of any pension scheme deficit. The Trustees agreed a new General Reserves policy in June 2022, which will continue to build our financial resilience and sustainability, whilst at the same time ensuring we do not retain income for longer than required. The Policy determines a new target level for reserves of £370K,

equivalent to the current underlying cost of support and central services per annum, and in line with the following principles.

- MRG should be resilient to financial shocks and be able to continue operations where income or expenditure fluctuates significantly, the Charity suffers a sudden and unexpected loss or cut in grant funding, or in the unlikely event that it has to close down all or a substantial portion of its operations.
- Charitable donations should be spent in a timely manner, in line with the expectations of donors, whilst balancing the need for resilience and sustainability.
- MRG's primary objective is to promote and defend the rights of minorities and indigenous peoples on an ongoing basis, and this must be balanced with the need for financial resilience and sustainability.

General Reserves

General reserves are not restricted, set aside or designated for a particular purpose. General reserves were £62K, significantly lower than at the end of 2023 (£326K).

Designated Funds

Designated funds are those unrestricted funds that have been allocated at the Trustees' discretion for particular purposes. They can remain unallocated should circumstances change. The Trustees have agreed to designate a number of funds totalling £180K (£146K, 2023):

Investment revaluation reserve: This is the unrealised increase in the market value of investments. This was £114K at the end of 2024 (£108K, 2023).

Project continuity and Strategic

Litigation fund: This is a reallocation from general reserves to cover the costs associated with post project completion and strategic litigation. This amounted to £79K in December 2024 (£44K, 2023).

Investment policy and performance

For the level of investment and surplus funds available to the charity, it aims to secure the maximum return possible for minimal risk and a suitable degree of liquidity. Pursuant to these objectives, the charity's surplus funds were invested in two high-rated, unit-based funds to limit risk and provide good liquidity, and all the income from investments were reinvested. The market value of the charity's investment portfolio stood at just £308K on 31 December 2024 (£292K, 2023). These were invested in the ethical funds of two reputable investment managers – Columbia Threadneedle Investments (£244.4K, 31 Dec 2024) and Axa Investment Managers (£63.2K, 31 Dec 2024). The latter was sold for £65K in February 2025.

Grant making policy

Funds are provided to partners for joint activities including events, research, publications, national and international advocacy, translations, and other activities within our mandate and charitable objects. The disbursement of

these funds is governed by contracts that specify the work to be carried out by the partner, their reporting requirements, deadlines for completion of work, and the disbursement schedule for tranches of funds. MRG also occasionally provides small capital grants for partners for IT equipment as a component of some of its programmes. For these grants, partners must provide a motivation for the use of the equipment, and copies of purchase invoices to verify that funds have been utilised for the intended purpose.

Acknowledgements

MRG is very grateful to all the partners and activists who have worked with us in 2024, many in tough security environments. We are grateful to decision makers at local, national or international level who listened to minority and indigenous viewpoints and concerns and acted; to those who reported news in print, broadcast or the internet – and to all our donors – individuals and institutions – who provided financial support, without which none of this important work could have taken place.

MRG benefitted from the support several temporary interns who supported the organisation's work through their skills and time in 2024. This donated work time, whether through funded placements, as part of a course or freely offered, was invaluable to MRG and is much appreciated. We are mindful that using unpaid interns may reinforce restrictions in access to opportunities to those who can afford to work unpaid to gain experience, can confirm that we never use full-time unpaid interns, and are reviewing our general use of unpaid interns, especially when not interning as part of a course of study requirement or on an internship funded by an institution.

Remuneration Policy

The governing principles of the Charity's remuneration policy are as follows:

- To ensure delivery of the Charity's objectives
- To attract and retain a motivated workforce with the skills and expertise necessary
- That remuneration should be equitable and coherent across the organization
- To take account of the purposes, aims and values of the Charity
- To ensure that pay levels and pay increases are appropriate.

Senior Executive Remuneration

In relation to deciding remuneration for the Charity's senior executives, the Charity considers the potential impact of remuneration levels and structures of senior executives on the wider Charity workforce and will take account of the following additional principles:

- To ensure that the Charity can access the types of skills, experiences and competencies that it needs in its senior staff operating in an international environment, the specific scope of these roles in the Charity and the link to pay.
- The nature of the employment offer made to senior employees, where pay is one part of a package including personal development and fulfilment

and association with the public benefit delivered. The Charity recognizes that it is, on occasion, possible to attract senior executives at a discount to rates in the public or private sectors.

In line with the recommendations of the NCVO Inquiry into Executive Remuneration published in April 2014, the Charity has decided to disclose the remuneration of all staff who earned more than £50,000 per annum (pro rata). In 2024, these were the Co-Executive Directors, Director of Policy and Advocacy, Director of Finance, Administration and IT; and Director of Fundraising.

Remuneration for the year ended 31 December 2024 comprised salary and pension contributions. There are no other pecuniary benefits for senior or other staff at the Charity.

Statement of responsibilities of the Council of Management

The Trustees (who are also directors of Minority Rights Group under company law) are responsible for preparing the Council/Trustees report and the financial statements in accordance with applicable law and UK Accounting Standards (UK Generally Accepted Accounting Practice) in that period. Under company law the Trustees must not approve the financial statements

unless they are satisfied that they give a true and fair view of the state of affairs of the Company of the Group and of the income and expenditure for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, including FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statement;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation;
- ensure that statements comply with the Companies Act 2006.

The Trustees/Council are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. In so far as the Trustees are aware: there is no relevant audit information of which the charitable company's auditors are unaware; and the Council has taken all steps that they ought to have taken to make themselves aware of any relevant audit information

and to establish that the auditors are aware of that information.

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

The Trustee's Report has been prepared in accordance with the small companies regime and exemption has been taken from preparing a strategic report.

Approved by the trustees and signed on their behalf by:

Anastasia Crickley *Bill Samuel*

Anastasia Crickley,
Chair of Council
27th June 2025

William Edgar Foyle Samuel,
Treasurer
27th June 2025

Independent Auditor's Report to the members of Minority Rights Group

Opinion

We have audited the financial statements of Minority Rights Group for the year ended 31 December 2024 which comprise the Group and Parent Charitable Company Balance Sheet as at 31 December 2024, Group Statement of Financial Activities, the Group Cash Flow Statement for the year and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including 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 group's and of the parent charitable company's affairs as at 31 December 2024, and of the group's and parent charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group 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 group'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 trustees are responsible for the other information. The other information comprises the information included in the Trustees' Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Annual Report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' Annual Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report (which incorporates the directors' report).

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

- adequate accounting records have not been kept by the group and parent charitable company; or

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

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 30, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the

group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Based on our understanding of the group and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to company law and applicable employment regulations, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011, and consider other factors such as payroll tax, general data protection regulation and compliance with local legislation by group's overseas branches and subsidiaries.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to revenue and management bias in accounting estimates. Audit procedures performed by the engagement team included:

- Discussions with management including consideration of known or suspected instances of

non-compliance with laws and regulation and fraud;

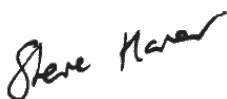
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with risk characteristics based on our risk assessment processes; and
- Challenging assumptions and judgements made by management in their critical 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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditors responsibilities](http://www.frc.org.uk/auditors-responsibilities). This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



*Steven Harper (Senior Statutory Auditor)
For and on behalf of HaysMac LLP,
Statutory Auditor
10 Queen Street Place,
London EC4R 1AG*

30 June 2025

Group and Charity Statement of Financial Activities* – (Including Income and Expenditure Accounts)

For year ended 31 December 2024		2024			2023		
	Notes	Restricted	Unrestricted	Total	Restricted	Unrestricted	Total
		£	£	£	£	£	£
Income from:							
Donations and legacies	2	–	1,241,925	1,241,925	–	1,193,531	1,193,531
Investment income		–	10,526	10,526	–	7,808	7,808
Programmes		4,604,689	–	4,604,689	4,994,327	–	4,994,327
Other Income		–	54,218	54,218	–	12,013	12,013
Total	15/2	4,604,689	1,306,669	5,911,358	4,994,327	1,213,352	6,207,679
Expenditure on:							
Raising funds	3	–	161,958	161,958	–	239,710	239,710
Advocacy and programmes	3	5,154,445	939,945	6,094,390	5,271,285	762,132	6,033,417
Policy and publications	3	–	350,507	350,507	–	385,196	385,196
Total	15/3	5,154,445	1,452,410	6,606,855	5,271,285	1,387,038	6,658,323
Net income/(Expenditure) before gain/loss on investments		(549,756)	(145,741)	(695,497)	(276,958)	(173,686)	(450,644)
Unrealized gain/Loss on investments	8	–	5,677	5,677	–	14,504	14,504
Net income/(Expenditure)		(549,756)	(140,063)	(689,820)	(276,958)	(159,182)	(436,138)
Unrealized gain on foreign exchange transactions		18,402	(6,288)	12,114	(19,364)	(6,288)	(25,652)
Transfer between funds		84,169	(84,169)	–	(9,743)	9,743	–
Net movement in funds		(447,185)	(230,521)	(677,706)	(306,065)	(155,726)	(461,791)
Reconciliation of funds:							
Funds at the start of the year	15	1,885,895	472,147	2,358,042	2,191,960	627,873	2,819,833
Funds at the end of the year		1,438,710	241,626	1,680,336	1,885,895	472,147	2,358,042

* being a consolidation of the MRGI, MRG Africa and MRG Brussels Charities with the charity in Hungary, in line with FRS 102.

All the above results are derived from continuing activities. There were no other recognized gains or losses other than those stated above.

Movements in funds are disclosed in note 15 to the Financial Statements.

Company number: 1544957. Charity number: 282305.

MINORITY RIGHTS GROUP (LIMITED BY GUARANTEE): FINANCIAL STATEMENTS

Group Balance Sheet

For year ended 31 December 2024		2024		2023	
	Notes	£	£	£	£
Fixed assets	7		70,133		87,685
Tangible fixed assets	8		307,658		291,454
Investments			377,791		379,139
Current assets					
Debtors	9	662,294		616,989	
Cash at bank and in hand		1,076,692		1,684,969	
		1,738,986		2,301,958	
Creditors: amounts due within 1 year	10a	(423,522)		(317,286)	
Net current assets			1,315,464		1,984,672
Pension provision	10b		(12,919)		(5,769)
Net assets	11		1,680,336		2,358,042
Funds	15 & 16				
Restricted funds					
In surplus			1,438,710		1,885,895
Unrestricted funds					
Designated funds					
Pension provision			(12,919)		(5,769)
Investments revaluation reserve			113,607		107,929
Project continuity and strategic litigation fund			78,952		43,564
General reserves			61,986		326,423
Total funds			1,680,336		2,358,042

The notes form part of the financial statements.
The financial statements were approved and authorised for issue by the Council/Board of Trustees on 27th of June 2025 and signed on thier behalf by:

Company number: 1544957. Charity number: 282305.

Anastasia Crickley Bill Samuel

Anastasia Crickley, Chair of Council William Edgar Foyle Samuel, Treasurer

Charity Balance Sheet

For year ended 31 December 2024		2024		2023	
	Notes	£	£	£	£
Fixed assets					
Tangible fixed assets	7		64,821		77,237
Investments	8		307,658		291,454
			372,479		368,691
Current assets					
Debtors	9	248,939		1,382,468	
Cash at bank and in hand		222,789		100,472	
		471,728		1,952,246	
Creditors: amounts due within 1 year	10a	(674,860)		(265,387)	
Net current assets			(203,132)		1,217,553
Pension provision	10b		(12,919)		(5,769)
Net assets	11		156,428		1,580,475
Funds	15 & 16				
Restricted funds					
In surplus					
Unrestricted funds			677,985		1,108,329
Designated funds					
Pension provision			(12,919)		(5,769)
Investments revaluation reserve			113,607		107,929
Project continuity and strategic litigation fund			78,952		43,564
General reserves			(701,197)		326,422
Total funds			156,428		1,580,475

The deficit of the parent charity before consolidation in 2024 was £1.2 m (2023, surplus of £290K). Some 90% (or £1.05 m) of this deficit relates to restricted expenditure including project expenses in 2024 paid for by restricted income recognised in 2023.

The notes form part of the financial statements.

The financial statements were approved and authorised for issue by the Council/Board of Trustees on 27th of June 2025 and signed on their behalf by:

Company number: 1544957. Charity number: 282305.

Anastasia Crickley Bill Samuel

Anastasia Crickley,
Chair of Council

William Edgar Foyle Samuel,
Treasurer

MINORITY RIGHTS GROUP (LIMITED BY GUARANTEE): FINANCIAL STATEMENTS

Group and Charity Cash Flow Statement

For year ended 31 December 2024	2024	2023
	£	£
Net income/(expenditure)	(695,497)	(450,643)
Interest received	(3,363)	(7,808)
Interest paid	2,831	2,831
Investment income	(10,526)	(7,808)
Depreciation charges	46,036	45,100
Decrease/(increase) in debtors	(45,307)	(323,947)
(Decrease)/increase in creditors	106,237	(252,526)
Net cash inflow/(outflow) from operating activities	(599,589)	(994,801)
Purchase of tangible fixed assets	(31,259)	(86,382)
Disposal of tangible fixed assets	—	—
Interest received	3,363	7,808
Interest paid	(2,831)	(2,831)
Net currency exchange adjustments	22,038	(41,539)
Increase/(decrease) in cash in the period	(608,277)	(1,117,745)
Net cash in hand and at bank on 1 January 2024/2023	1,684,969	2,802,714
Net cash in hand and at bank at the end of the year	1,076,692	1,684,969
Cash in hand and at bank	31 December 2024 (£)	31 December 2023 (£)
Cash in hand - GBP	660	3,834
Cash at bank - GBP	(932,868)	(687,997)
Cash in hand - foreign currencies (GBP equivalent)	8,680	10,263
Cash at bank - foreign currencies (GBP equivalent)	2,000,219	2,358,869
Net cash in hand and at bank	1,076,692	1,684,969

Foreign currency balances - the Euro, USD, Hungarian HUF and Ugandan Shillings - are converted into GBP at year-end rates.

Minority Rights Group (Limited by guarantee)

Notes to the financial statements

For the year ended 31 December 2024

Note

1. Accounting policies

a) The financial statements have been prepared under the historical cost convention as modified by the inclusion of investments at market value, and in accordance with applicable accounting standards and the Companies Act 2006. They follow the recommendations in the Statement of Recommended Practice, Accounting and Reporting by Charities (issued in January 2019). Due to the introduction of the FRS 102 SORP the Group financial statements consolidate the financial statements of the Charity and its subsidiary undertakings for the year. Minority Rights Group Europe (Hungary) is consolidated in these financial statements as a subsidiary. All financial statements are made up to 31 December 2024. All intra-group transactions, balances and unrealised gains on transactions between group entities are eliminated on consolidation. Unrealised losses are also eliminated unless the transaction provides evidence of impairment of the asset transferred. Where necessary, adjustments are made to the financial statements of the subsidiary to bring the accounting

policies used into line with those used by other members of the group. For the purpose of these accounts, Uganda is treated as a branch and Hungary as a subsidiary.

- b) All income is recognised when there is entitlement to the income, the receipt is probable and amount can be measured reliably. Intangible income is recognised where the service provider has incurred a financial cost. Volunteer time is not included in the financial statements.
- c) Grants are recognised in full in the statement of financial activities in the year when the income recognition criteria (as above) have been satisfied. Grants received in advance for a specific future accounting period are deferred only if any pre-conditions of entitlement to the grant have not been met.
- d) Income received from overseas is translated at the sterling amount on the day of receipt. Costs incurred overseas are translated into sterling at the average rate of exchange for the month. Foreign funds held are translated into sterling at the rates of exchange ruling at the balance sheet date. Exchange differences are taken into account in arriving at the net incoming resources.
- e) Interest and dividends are recognised when receivable.
- f) Subscriptions are included in income in the year in which they fall due.

- g) Expenditure is recognised in the period 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. Expenditure is included in the Statement of Financial Activities on an accruals basis inclusive of any VAT which cannot be recovered. Staff expenses are recognised when a valid claim is submitted.
- h) Expenditure is allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of direct expenditure attributable to each activity.
- i) Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.
- j) Debtors and creditors receivable or payable within one year of the reporting date are carried at their at transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the present value of the expected future receipts or payments discounted at a market rate of interest.

- k) Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of financial activities in the year in which they fall due.

l) Advocacy and programme support costs comprise costs incurred in supporting advocacy and programme activities which are not covered by specific restricted fund grants. Other support costs comprise costs incurred in running the charity, which cannot be directly allocated to the charity's projects or fundraising.

m) The costs of raising funds relate to the costs incurred by the charitable company in raising funds for the charitable work.

n) The charitable company operates a pension scheme on behalf of its employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no current liability under the scheme other than for the payment of those contributions although there is a contingent liability in respect of guarantees given by the pension fund trustee which is described more fully in note 15 to the financial statements.
- o) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management and support costs.

p) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity.

q) Designated funds are unrestricted funds earmarked by the Council of Management for particular purposes.

r) Transfers are made from unrestricted and designated funds to restricted funds to cover shortfalls in project funding.

s) Depreciation is calculated so as to write off the cost of fixed assets on a straight line basis over their estimated useful lives as follows:

Furniture & equipment: general: 4 years

Furniture & equipment - programmes: Depreciated in full in year of purchase

Fixtures, fittings, plant and machinery: Duration of lease for office premises

Items of equipment are capitalised where the purchase price exceeds £250. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities.

t) Investments held as fixed assets are revalued at mid-market value at the
- balance sheet date. The gain or loss for the period is taken to the statement of financial activities.

u) The Charity registered a negative unrestricted reserve of £551K in 2024, which the trustees and management have been addressing successfully by a combination of continued cost savings, and a substantial increase in core funding in 2025. The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable group to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. The Trustees have considered the charitable group's forecasts and projections and have taken account of pressures on grant income and other factors. After making enquiries the Trustees have concluded that there is a reasonable expectation that the charitable group has adequate resources to continue in operational existence for the foreseeable future. At the date of sign off, the Trustees confirm there are no material uncertainties in relation to the going concern assumption. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

Note 2: Unrestricted income analysis

For year ended 31 December 2024	2024	2023
	£	£
Grants and donations		
Blanes Trust	25,000	25,000
Orr Mackintosh Foundation	–	10,000
Evan Cornish	5,000	–
Ericson Trust	5,000	3,000
Swedish International Development Cooperation Agency (Sida)	753,573	763,929
Norwegian Ministry of Foreign Affairs/Norwegian Agency for Development Cooperation	363,362	370,741
Myriad Foundation (formerly King Baudouin Foundation)	–	7,956
Foundation for International Law for the Environment	78,952	–
Other donations	11,038	12,905
Sub-total	1,241,925	1,193,531
Other income		
Other income	54,218	12,013
Investment income	10,526	7,808
Other income adjustment	–	–
Sub-total	64,744	19,821
Total	1,306,669	1,213,352

Note 3a: Expenditure – Group and Charity (2024)

For year ended 31 December 2024	Raising Funds	Programmes	Policy, Advocacy & Comms	Support Costs	Total Actual 2024
	£	£	£	£	£
Staff costs (Note 5)	87,341	640,351	175,383	351,722	1,254,797
Regions & consultants (Note 5)	42,192	1,040,545	79,311	106,435	1,268,484
Volunteers	–	962	–	–	962
Staff training & development	117	500	820	6,278	7,715
Staff travel and subsistence	(122)	114,015	8,783	17,525	140,201
Partner and related activities	–	2,636,624	–	120,599	2,757,223
Seminars, training and events	–	299,957	11,266	58,663	369,886
Policy, research and information	400	95,302	6,660	2,845	105,207
Project audits	–	3,693	–	(–)	3,693
Bank charges and forex	51	18,683	424	58,765	77,923
Other project expenses	–	13,086	–	422	13,508
IT expenses	–	3,211	–	119,328	122,539
Local premises & related expenses	268	7,946	133	(18)	8,329
Legal and professional fees	417	41,943	–	7,870	50,230
Sub-total	130,664	4,916,818	282,780	850,434	6,180,697
Office running costs	931	35,017	2,014	6,057	44,019
General audit and accounting	1,739	65,445	3,764	11,320	82,268
Premises and related expenses	4,204	158,211	9,099	27,365	198,879
Recruitment	5	190	11	33	239
Depreciation charges	978	36,783	2,116	6,362	46,239
Trustees' expenses & meetings	101	3,786	218	655	4,760
Other costs	1,052	39,580	2,276	6,846	49,754
Sub-total	9,010	339,012	19,498	58,638	426,158
Total	139,673	5,255,831	302,279	909,072	6,606,855
Support costs*	22,285	838,559	48,228	(909,072)	–
Total expenditure	161,958	6,094,390	350,507	–	6,606,855

* Support costs are apportioned to primary activities in proportion to the total direct and allocated expenses of such activities.

Note 3b: Expenditure – Group and Charity (2023)

For year ended 31 December 2023	Raising Funds	Programmes	Policy, Advocacy & Comms	Support Costs	Total Actual 2023
	£	£	£	£	£
Staff costs (Note 5)	143,127	842,168	176,161	296,147	1,457,603
Regions & consultants (Note 5)	67,016	1,185,088	121,090	13,057	1,386,251
Volunteers	–	288	–	424	712
Staff training & development	2,802	9,357	104	4,898	17,161
Staff travel and subsistence	1,284	129,827	3,897	43,923	178,931
Partner and related activities	–	2,413,071	2,487	808	2,416,366
Seminars, training and events	599	446,373	4,927	(998)	450,907
Policy, research and information	22	76,016	30,741	188	106,967
Project audits	–	37,040	–	–	37,040
Bank charges and forex	103	(46,628)	696	(64,899)	(110,728)
Other project expenses	–	88,336	–	495	88,831
IT expenses	4,430	100,358	7,074	18,432	130,294
Local premises & related expenses	–	19,356	–	–	19,356
Legal and professional fees	–	69,127	–	–	69,127
Sub-total	219,383	5,369,777	347,177	312,485	6,248,818
Office running costs	3,068	75,100	4,856	4,370	87,394
General audit and accounting	–	54,534	–	2,870	57,404
Other Finance costs	402	9,846	637	573	11,458
Premises and related expenses	2,015	151,082	9,510	8,560	171,167
Recruitment	–	6,826	–	360	7,186
Depreciation charges	1,564	38,274	2,474	2,227	44,540
Trustees' expenses & meetings	–	6,803	–	15,355	22,158
Other costs	778	6,555	455	410	8,197
Sub-total	7,827	349,020	17,932	34,725	409,504
Total	227,210	5,718,797	365,109	347,206	6,658,322
Support costs*	12,500	314,620	20,086	(347,206)	–
Total expenditure	239,710	6,033,416	385,196	–	6,658,322

* Support costs are apportioned to primary activities in proportion to the total direct and allocated expenses of such activities.

Note 4: Incoming/(outgoing) resources for the year – Group and Charity

For year ended 31 December 2024 This is stated after charging / crediting:		2024	2023
		£	£
Depreciation		46,239	44,540
Council members' expenses		4,759	22,158
Auditors' remuneration:	Group and charity general audit	30,000	25,995
	Component and project audits	25,302	37,040
	Other accounting services	26,966	31,409
Operating lease rentals:	Property	142,501	142,510
	Other	10,927	17,109

Council members' reimbursed expenses represent the reimbursement of travel and subsistence costs of £4,759 (2023: £22,158) to members relating to attendance at meetings of the Council.

Note 5: Staff costs and numbers

For year ended 31 December 2024 Staff costs were as follows:		2024	2023
		£	£
Salaries and wages		2,238,416	2,537,584
Social security costs		205,952	221,695
Pension contributions		78,912	84,578
		2,523,280	2,843,857

Salaries include those of 2 Key management personnel, the highest paid employees, who earned a total of £164,430 during the year (2023: £163,220). These two employees earned above £60,000 in 2024: the first employee earned between £70,000 and £80,000; the second employee earned between £90,000 and £100,000. Employer pension contributions for those employees totalled £16,443 (2023: £16,322). The salary and pension costs of the three other key staff were £160,647 (2023: £186,443).

The average weekly number of employees (full-time equivalent) during the year was as follows:

	2024	2023
	No.	No.
Directors' office including fundraising	8	9
Administration and finance	9	9
Projects and project support including Regional Offices	51	64
	68	82

Operational and management staff time is assigned to activities on the basis of time actually worked. Support staff time is assigned to activities pro rata based on the numbers of employees (full-time equivalent) working on those activities. In addition, MRG also has a number of overseas based consultants on long term contracts.

Note 6: Taxation

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

Note 7: Tangible fixed assets – Group and Charity

For year ended 31 December 2024	Group		Charity	
	Furniture & equipment 2024	Furniture & equipment 2023	Furniture & equipment 2024	Furniture & equipment 2023
	£	£	£	£
Cost				
At the start of the year	192,411	107,985	167,249	88,404
Additions in the year	31,259	86,382	27,418	79,374
Disposal in the year	–	–	–	–
At the end of the year	223,670	194,367	194,667	167,778
Depreciation				
At the start of the year	107,501	61,582	91,237	51,633
Charge for the year	46,036	45,100	38,608	38,908
Disposal in the year	–	–	–	–
At the end of the year	153,536	106,682	129,845	90,541
Net book value				
At the end of the year	70,133	87,685	64,821	77,237
At the start of the year	87,685	35,597	77,237	35,055

Note 8: Investments – Group and Charity

For year ended 31 December 2024	2024	2023
	£	£
Market value at the start of the year	291,454	269,141
Investment income reinvested	10,526	7,808
Net gains/losses	5,677	14,504
Market value at the end of the year	307,658	291,454
Historic cost at the end of the year	90,301	90,301

Note 9: Debtors

For year ended 31 December 2024	Group		Charity	
	2024 (£)	2023 (£)	2024 (£)	2023 (£)
Regional offices balances	–	–	–	681,442
Other debtors	363,723	32,527	63,997	32,527
Prepayments	247,221	61,814	123,480	58,524
Accrued income	51,350	522,648	61,462	433,173
	662,294	616,989	248,939	1,382,468

Note 10a: Creditors: amounts due within 1 year

For year ended 31 December 2024	Group		Charity	
	2024 (£)	2023 (£)	2024 (£)	2023 (£)
Trade creditors	2,212	16,588	2,212	8,694
Taxation, social security & other payroll	55,751	124,535	41,940	111,895
Regional Offices balances	–	–	307,210	–
Other Creditors	337,226	176,283	323,498	144,927
Accrued expenses and deferred income	28,333	(129)	–	(129)
Other liabilities	–	–	–	–
	423,522	317,277	674,860	265,387

The charity entered into a multi-currency overdraft facility with its bankers, NatWest Bank PLC, of up to £120K in 2012. This facility is secured by a debenture on its assets.

Note 10b: Pension provision

For year ended 31 December 2024	Group		Charity	
	2024 (£)	2023 (£)	2024 (£)	2023 (£)
Pension liability	12,919	5,769	12,919	5,769
	12,919	5,769	12,919	5,769

Note 11: Analysis of net assets between funds

For year ended 31 December 2024	Restricted Funds	General funds	2024 Total Funds	2023 Total Funds
	£	£	£	£
Group				
Tangible fixed assets	–	70,133	70,133	87,685
Fixed asset investments	–	307,658	307,658	291,454
Long term liabilities	–	(12,919)	(12,919)	(5,769)
Net current assets	1,438,710	(123,246)	1,315,464	1,984,672
Net assets at the end of the year	1,438,710	241,626	1,680,336	2,358,042
Analysis of net assets between funds				
Charity				
Tangible fixed assets	–	64,821	64,821	77,237
Fixed asset investments	–	307,658	307,658	291,454
Long term liabilities	–	(12,919)	(12,919)	(5,769)
Net current assets	677,985	(881,119)	(203,133)	1,217,552
Net assets at the end of the year	677,985	(521,557)	156,428	1,580,475

Note 12: Operating lease commitments

	For year ended 31 December 2024	2024	2023
	The charity had commitments at the year end under operating leases as follows:		
		£	£
Property			
Under 1 year		62,500	62,500
Equipment			
<i>CCTV, Printers and franking machine</i>			
Under 1 year		2,986	4,452
2-5 years		7,941	12,657
		10,927	17,109

**Minority Rights Group
(Limited by guarantee)**

Notes to the financial statements
For the year ended 31 December 2024

Note 13. Foreign Exchange

Restricted fund balances held in foreign currencies at year end have been translated to UK Sterling at the exchange rate on 31 December 2024 in line with financial reporting standards. However, these funds remain in foreign currency bank accounts. The EC, on the charity's funders, require conversions between currencies in particular ways stipulated in contract which may result in exchange differences between the GBP value of fund balances in Note 15 and the actual value when balances are spent or converted.

Note 14. Pension scheme

Contributions paid into the Growth Plan up to and including September 2001 were converted to defined amounts of pension payable from normal retirement date. From October 2001 contributions were invested in personal funds which have a capital guarantee and which are converted to pension on retirement, either within the Growth Plan or by the purchase of an annuity.

The Trustee of the plan commissions an actuarial valuation every three years to determine the funding position of the

plan by comparing the assets with the past services liabilities at the valuation date and the rules of the plan give the trustee the power to require employers to pay additional contributions in order to ensure that the statutory funding objective under the Pensions Act 2004 is met.

The full actuarial valuation of the Scheme was carried out at 30 September 2020. The market value of the plan's assets compared with the plans Technical Provisions (i.e past service liabilities) revealed a shortfall of £31.6 million (2017: a shortfall of £230.6 million), equivalent to a funding level of 96.2% (2020: 85.8%).

If an actuarial valuation reveals a shortfall of assets compared to liabilities, the Trustees must prepare a recovery plan setting out the steps to be taken to make up a shortfall. The proposed recovery plan requires participating employers from 1 January 2017 to pay £14,378 per annum. Recovery plan payments increase 3% on the 1 April each year and continue to 31 December 2025.

Following changes in legislation in September 2005 and November 2011, there is a potential debt on the employer that could be levied by the plan's trustee. The debt is only due in the event

of the employer ceasing to participate in the plan or the plan winding up. Minority Rights Group has been notified by the Pensions Trust of the estimated employer debt on withdrawal from the plan based on the financial position of the plan as of 30 September 2016. Minority Rights Group would have been liable for an estimated share of the employer debt of £317,201 (2015: £272,022) if it had left the scheme in September 2016.

In the opinion of the Council of Management, as the charity intends to continue offering membership of the plan and as they are unaware of any intention for the plan to be wound up, the debt is likely to crystallise in the foreseeable future.

In the opinion of the Council of Management, as the charity intends to continue offering membership of the plan and as they are unaware of any intention for the plan to be wound up, the debt is likely to crystallise in the foreseeable future.

Note 15: Movement in funds

For year ended 31 December 2024		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
AFRICA:						
FIN22	Realising Rights for All: Tackling the Structural Drivers of Economic, Social and Cultural Rights Deprivations Facing Marginalised Groups	95,228	718,889	(815,666)	–	(1,549)
	The Finnish Ministry for Foreign Affairs	95,228	718,889	(815,666)	–	(1,549)
IR5	Furthest Behind First	68,608	–	(108,819)	–	(40,211)
	Irish Aid	68,608	–	(108,819)	–	(40,211)
IR6	Minority and Indigenous Peoples' Collective Action	–	166,681	(75,291)	–	91,390
	Irish Aid	–	166,681	(75,291)	–	91,390
EMM22	Engaging Media & Minorities to Act for Peacebuilding	(284,645)	123,740	175,274	–	14,369
	European Union	(284,645)	123,740	175,274	–	14,369
IDEA23	Inclusive Development and Equitable Assistance	23,257	(20,591)	(2,348)	–	318
	US Agency for International Development via Education Development Centre Inc	23,257	(20,591)	(2,348)	–	318
SWISS24	Assessing Progress Concerning Minority Inclusion in Kenya	–	15,942	(3,919)	–	12,023
	Swiss Embassy in Kenya	–	15,942	(3,919)	–	12,023
RVW24	Rift Valley Waters: Indigenous-led Research on Climate Change and Health in Lake Turkana and Lake Bogoria	–	26,470	(261)	–	26,209
	The Wellcome Trust	–	26,470	(261)	–	26,209
USMOG23	Empowering Young Minority Individuals	6,666	134,756	(148,060)	–	(6,638)
	The United States Bureau of Democracy, Human Rights and Labor	6,666	134,756	(148,060)	–	(6,638)
RG24	Researching Green Activism: How to Better Protect Communities, Civil Society Organisations, Networks and Climate Change Defenders in East Africa	–	99,780	(97,654)	–	2,126
	The Canadian International Development Research Centre	–	99,780	(97,654)	–	2,126
WELT21	Sostalgia - The Impacts of Environmental Change on Mental Health	(20,692)	145,509	(121,403)	–	3,414
	The Wellcome Trust	(20,692)	145,509	(121,403)	–	3,414
Sub total/Africa Region		(111,579)	1,411,173	(1,198,148)	–	101,451

Note 15: Movement in funds (continued)

For year ended 31 December 2024		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
MIDDLE EAST & NORTH AFRICA:						
MACS23	Minorities, Accountability and Civil Space	636,888	617,131	(734,859)	–	519,160
	European Union	636,888	617,131	(734,859)	–	519,160
BAE24	Baham Advocacy Empowerment Project	–	–	(31,579)	–	(31,579)
	The United States Bureau of Democracy, Human Rights and Labor via Miaan Group	–	–	(31,579)	–	(31,579)
SMV23	Strengthening Minority Voices	176,566	(2,898)	(132,468)	–	41,200
	European Union	176,566	(2,898)	(132,468)	–	41,200
TUI22	All4All Phase 2 – pour le droit a la difference et l'elimination de toutes les formes de discrimination en Tunisie	166,752	452,884	(378,292)	–	241,344
	The Embassy of the Netherlands in Tunisia	166,752	452,884	(378,292)	–	241,344
TFD23	Pour une Tunisie sans discrimination	(1,503)	129,824	(113,739)	–	14,582
	European Union	(1,503)	129,824	(113,739)	–	14,582
Sub total/Middle East & North Africa Region		978,702	1,196,940	(1,390,936)	–	784,707

Note 15: Movement in funds (continued)

For year ended 31 December 2024		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
EUROPE/CENTRAL ASIA REGION:						
CEI24	Capacity Building Training & Exchange visits for Rural, Grassroots and Minority Organisations in CEI Region	–	–	(10,042)	–	(10,042)
	The Central European Initiative	–	–	(10,042)	–	(10,042)
COACH22	Countering Online Anti-gypsyism and Cyberhate	56,498	–	(101,463)	–	(44,965)
	European Union	56,498	–	(101,463)	–	(44,965)
CSA23/4	Civil Society Action To Protect Civil Society Space in OSCE Region	(617)	72,658	(78,901)	–	(6,860)
	Swedish Ministry of Foreign Affairs	(617)	72,658	(78,901)	–	(6,860)
DJA23	Development Journalism Award	4,175	–	(4,755)	–	(580)
	Embassy of the Kingdom of Netherlands in Hungary	4,175	–	(4,755)	–	(580)
ERE21	Equality for Roma Through Enhanced Legal Access	(72,059)	–	–	–	(72,059)
	European Union	(72,059)	–	–	–	(72,059)
EVC23	Empowerment of Vulnerable Communities Through Building Effective & Sustainable Civil Society	97,156	–	(95,042)	–	2,114
	European Union	97,156	–	(95,042)	–	2,114
MARIO22	Minorities, Accountability, Rights, Independence & Organisational Development	132,335	579,348	(625,403)	–	86,280
	European Union	132,335	579,348	(625,403)	–	86,280
REP22	Improving access for Roma communities to employment opportunities in the hospitality industry	80,474	4,832	(81,469)	–	3,837
	Conrad N. Hilton Foundation	80,474	4,832	(81,469)	–	3,837
PRE22	Promoting Roma Equality in Slovenia and Slovakia	(25,512)	36,666	(101,390)	–	(90,236)
	European Union	(25,512)	36,666	(101,390)	–	(90,236)
Rise23	Resilience, Inclusivity, Support and Equality	45,062	80,486	(134,247)	–	(8,699)
	European Union	45,062	80,486	(134,247)	–	(8,699)
TUR21	Minorities, Accountability, Rights, Collaboration	53,648	3	(69,609)	–	(15,958)
	European Union	53,648	3	(69,609)	–	(15,958)
NRD	Protecting the Rights of Religious Minorities	–	(110,071)	92	–	(109,979)
	The Norwegian Agency for Development Cooperation	–	(110,071)	92	–	(109,979)
Sub Total Europe/Central Asia Region		371,160	663,922	(1,302,229)	–	(267,147)

Note 15: Movement in funds (continued)

For year ended 31 December 2024		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
ASIA & PACIFIC REGION:						
AFRB24	Asia Action for Freedom of Religion or Belief	–	578,695	(4,900)	–	573,795
	European Union	–	578,695	(4,900)	–	573,795
JETF24	The Just Energy Transition Fellowship	–	89,190	(47,649)	–	41,540
	The International Research and Exchanges Board	–	89,190	(47,649)	–	41,540
MEDP24	Minority Empowerment for Democracy and Pluralism in Sri Lanka	–	229,381	(161,766)	–	67,615
	European Union	–	229,381	(161,766)	–	67,615
THAI21	Inclusive Peacebuilding in Thailand's Southern Border Provinces	145,567	86,801	(265,565)	–	(33,197)
	European Union	145,567	86,801	(265,565)	–	(33,197)
	Taiwan Foundation for Democracy	–	–	–	–	–
MODE23	Movement on Disability Equality in Thailand's Southern Border Provinces	161,613	–	(159,142)	–	2,471
	European Union	161,613	–	(159,142)	–	2,471
	Taiwan Foundation for Democracy	–	–	–	–	–
CJSA22	Towards Accountability for Minority Rights Abuses in South Asia	355,538	–	(323,397)	–	32,141
	The Open Society Foundations	355,538	–	(323,397)	–	32,141
IND21	Safeguarding tribal rights in the context of extractive industries operating in India	55,958	318,006	(130,844)	–	243,120
	European Union	55,958	318,006	(130,844)	–	243,120
Sub total/Asia & Pacific Region		718,676	1,302,072	(1,093,263)	–	927,486

Minority Rights Group (Limited by guarantee): Notes to the financial statements (continued) – Note 15: Movement in funds

For year ended 31 December 2024		Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
		£	£	£	£	£
LATIN AMERICA:						
PROM22	The Promised Land: Law, Land Restitution and Indigenous Communities in Colombia	48,135	–	(49,854)	–	(1,719)
	European Union	48,135	–	(49,854)	–	(1,719)
Sub total/Latin America Region		48,135	–	(49,854)	–	(1,719)
		£	£	£	£	£
LEGAL EMPOWERMENT & STRATEGIC LITIGATION:						
LG17	Cultivating Routes to Freedom: Growing a Movement for Slavery Survivors' Rights	22,635	–	(22,539)	–	96
	The United States Bureau of Democracy, Human Rights and Labor via Anti-Slavery International	22,635	–	(22,539)	–	96
UJ21	Bambuti Case	(391)	–	(4,569)	4,960	(–)
	Minority Rights Group: Core Funded	(391)	–	(4,569)	4,960	(–)
Sub total/Legal empowerments & Strategic Litigation		22,243	–	(27,107)	4,960	96
		£	£	£	£	£
Z. OTHER VARIOUS CHARITABLE ACTIVITIES						
DIS21	Intersectional Minority and Disability Rights Advocacy	–	–	(79,211)	79,211	–
	Minority Rights Group - Core Funded (Sida Grant)	–	–	(79,211)	79,211	(–)
IAC23/24	International Arts Contest: Recognising Minority Artists	–	–	(1,726)	–	20,001
	United Nations Office of the High Commissioner for Human Rights	–	–	–	–	–
IFMY23	Inclusion Fellowship for Minority Youth in Somalia	10,529	11,198	(674)	–	(674)
	United Nations Democracy Fund	–	–	–	–	–
UNFPA	Data on to Illuminate Systemic Causes of Marginalisation	(2,279)	19,383	(11,297)	–	5,807
	UN Population Fund	–	–	–	–	–
Sub total/Other		8,250	30,581	(92,908)	79,211	25,134

Note 15: Movement in funds (continued)

For year ended 31 December 2024	Start of the year	Incoming resources	Outgoing resources	Transfers Incl MRG Match Funding	End of year
	£	£	£	£	£
RESTRICTED FUNDS:					
Africa	(111,579)	1,411,173	(1,198,148)	(–)	101,446
Middle East & North Africa	978,702	1,196,940	(1,390,936)	(–)	784,706
Europe/Central Asia region	371,160	663,922	(1,302,229)	(–)	(267,148)
Asia & Pacific region	718,676	1,302,072	(1,093,263)	–	927,486
Latin America	48,134	–	(49,854)	(1)	(1,720)
Legal empowerment & strategic litigation	22,243	–	(27,107)	4,960	95
Other charitable activities	(94,472)	30,581	(92,908)	79,211	(98,281)
Total restricted funds	1,932,864	4,604,689	(5,154,445)	84,169	1,446,583
Unrealized foreign exchange differences	(46,967)	–	18,402	–	(7,873)
Total restricted funds	1,885,897	4,604,689	(5,136,043)	84,169	1,438,710
UNRESTRICTED FUNDS:					
Revaluation reserve	107,929	5,677	–	–	113,606
Pension provision	(5,769)	–	(7,150)	–	(12,919)
General fund	369,986	–	(229,047)	–	140,939
Total unrestricted funds	472,146	5,677	(236,197)	–	241,626
Total funds	2,358,042	4,610,366	(5,372,240)	84,169	1,680,336

The total fund is positive where the grant received is more than the amount spent up to the year end. The carried forward balances are spent on the grant activities in subsequent years. The fund balance is negative where the amount spent in the year end exceeds the grant received. The carried forward balances are reimbursed from payments from donors in subsequent years.

Note 16: MRG Income & Expenditure 2024 by Results

MRG Income & Expenditure 2024 by Results		Income	Expenses	Partners' Expenses	Total Expenditure
		£	£	£	£
16	PROGRAMME GRANTS, DONATIONS AND ACTIVITIES	1,241,925	(1,123,727)	–	(1,123,727)
	Other income	54,218	(54,218)	–	(54,218)
	Investment income	10,526	–	–	–
	Fundraising	–	(161,958)	–	(161,958)
	Management, Finance, Administration, IT, Premises and Other Overheads	–	(909,072)	–	(909,072)
	Less: Operating costs recovery	–	–	–	–
	Management, Finance, Administration, IT, Premises and Other Overheads	–	796,565	–	796,565
PROGRAMME GRANTS, DONATIONS AND ACTIVITIES		1,306,669	(1,452,410)	–	(1,452,410)
Result 1: Civil Society Organizations and activists representing or defending the rights of minorities and indigenous peoples are better equipped to advocate for rights protection through legal and policy influencing and social and cultural mechanisms					
BAE24	Baham Advocacy Empowerment Project	–	(31,579)	–	(31,579)
AFRB24	Asia Action for Freedom of Religion or Belief	578,695	(4,900)	–	(4,900)
CEI24	Capacity Building Training & Exchange visits for Rural, Grassroots and Minority Organisations in CEI Region	–	(10,042)	–	(10,042)
COACH22	Countering Online Anti-gypsyism and Cyberhate	–	(44,937)	(56,526)	(101,463)
MARIO22	Minorities, Accountability, Rights, Independence & Organisational Development	579,348	(298,023)	(327,380)	(625,403)
MACS23	Minorities, Accountability and Civil Space	617,131	(734,859)	–	(734,859)
MEDP24	Minority Empowerment for Democracy and Pluralism in Sri Lanka	229,381	(31,496)	(130,270)	(161,766)
MODE23	Movement on Disability Equality in Thailand's Southern Border Provinces	–	(72,142)	(87,000)	(159,142)
PRE22	Promoting Roma Equality in Slovenia and Slovakia	36,666	(36,893)	(64,497)	(101,390)
RISE23	Resilience, Inclusivity, Support and Equality	80,486	(66,993)	(67,254)	(134,247)
THAI21	Inclusive Peacebuilding in Thailand's Southern Border Provinces	86,801	(106,684)	(158,881)	(265,565)
TUI22	All4All Phase 2 – pour le droit a la difference et l'elimination de toutes les formes de discrimination en Tunisie	452,884	(147,598)	(230,694)	(378,292)
TFD23	Pour une Tunisie sans discrimination	129,824	(52,792)	(60,947)	(113,739)
TUR21	Minorities, Accountability, Rights, Collaboration	3	(68,860)	(750)	(69,609)
USMOG23	Empowering Young Minority Individuals	134,756	(37,903)	(110,157)	(148,060)
ERE21	Equality for Roma Through Enhanced Legal Access	–	–	–	–
EVC23	Empowerment of Vulnerable Communities Through Building Effective & Sustainable Civil Society	–	(57,133)	(37,909)	(95,042)
NRD	Protecting the Rights of Religious Minorities	(110,071)	92	–	92
Sub-total		2,815,904	(1,802,740)	(1,332,265)	(3,135,005)

Result 2: Journalists, media and opinion formers display a better understanding of religious and ethnic persecution and patterns of exclusion and marginalization

EMM22	Engaging Media & Minorities to Act for Peacebuilding	123,740	(4,326)	179,600	175,274
JETF24	The Just Energy Transition Fellowship	89,190	(47,649)	–	(47,649)
RWW24	Rift Valley Waters: Indigenous-led Research on Climate Change and Health in Lake Turkana and Lake Bogoria	26,470	(261)	–	(261)
SWISS24	Assessing Progress Concerning Minority Inclusion in Kenya	15,942	(3,919)	–	(3,919)
Sub-total		255,341	(56,156)	179,600	123,444

Result 3: Increased recognition of, and commitment to addressing, religious and ethnic persecution, marginalization and exclusion by relevant decision-makers, duty bearers and key influencers

UJ21	Bambutu Case	–	(4,569)	–	(4,569)
CJSA22	Towards Accountability for Minority Rights Abuses in South Asia	–	(278,589)	(44,808)	(323,397)
LG17	Cultivating Routes to Freedom: Growing a Movement for Slavery Survivors' Rights	–	(22,539)	–	(22,539)
SMV23	Strengthening Minority Voices	(2,898)	(117,288)	(15,180)	(132,468)
Sub-total		(2,898)	(422,984)	(59,988)	(482,972)

Result 4: Improved governance environments to improve the participation of minorities & indigenous peoples in decision-making

CSA23/4	Civil Society Action To Protect Civil Society Space in OSCE Region	72,658	(70,578)	(8,323)	(78,901)
DJA23	Development Journalism Award	–	(4,755)	–	(4,755)
FIN22	Realising Rights for All: Tackling the Structural Drivers of Economic, Social and Cultural Rights Deprivations Facing Marginalised Groups	718,889	(279,098)	(536,568)	(815,666)
IR5	Furthest Behind First	–	(84,587)	(24,232)	(108,819)
IR6	Minority and Indigenous Peoples' Collective Action	166,681	(29,021)	(46,270)	(75,291)
RGA24	Researching Green Activism: How to Better Protect Communities, Civil Society Organisations, Networks and Climate Change Defenders in East Africa	99,780	(47,662)	(49,992)	(97,654)
IDEA23	Inclusive Development and Equitable Assistance	(20,591)	(2,348)	–	(2,348)
Sub-total		1,037,416	(518,049)	(665,385)	(1,183,433)

Result 5: Improved development opportunities for highly marginalized communities

DIS21	Intersectional Minority and Disability Rights Advocacy	—	(47,648)	(31,563)	(79,211)
IND21	Safeguarding tribal rights in the context of extractive industries operating in India	318,006	(42,158)	(88,686)	(130,844)
PROM22	The Promised Land: Law, Land Restitution and Indigenous Communities in Colombia	—	(49,854)	—	(49,854)
WELT21	Sostalgia - The Impacts of Environmental Change on Mental Health	145,509	(68,608)	(52,796)	(121,403)
REP22	Improving access for Roma communities to employment opportunities in the hospitality industry	4,832	(54,125)	(27,344)	(81,469)
Z.OTHER	Various Charitable Activities	30,581	(13,697)	—	(13,697)
Sub-total		498,927	(276,090)	(200,388)	(476,479)
Results 1-5		4,604,689	(3,076,019)	(2,078,426)	(5,154,445)
TOTAL ACTIVITY		5,911,358	(4,528,429)	(2,078,426)	(6,606,855)

Note 17: Co-financing arrangements

Nearly all MRG projects require co-financing to be provided from other/secondary sources including MRG's own core funding. Sida and the Norwegian Ministry of Foreign Affairs provide the bulk of this core funding and are used to co-finance our projects. However, there is a limited number of cases where a set of activities are shared by two or more projects: this is treated as co-financing by a project of another with the approval of the primary funder. The table below shows the confirmed co-financing for 2024.

Cross-project Match Funding 2024	Codes of Match-funded projects												
Match Funding Project	IR 5	PRE 22	MARIO 22	IND 21	SMV 23	RISE 23	MACS 23	MODE 24	COACH 22	TFD 23	EVC 23	RISE 23	THAI 21
FIN22													
MRG Partners													
TUI22													
Hilton													
CEI													
Taiwan Foundation for Democracy													
Evan Cornish													
Eleanor Rathbone Charitable Trust													



Reference and Administrative Details

The organization is a charitable company limited by guarantee, incorporated on 11 February 1981 and registered as a charity on 11 May 1981.

Governing document

The articles of association, amended on 14 October 2011, establish the objects and powers of the charitable company and how it is governed.

Summary of investment powers

The governing document gives Minority Rights Group power to invest funds not immediately required for the charity's purposes.

Company number

1544957

Charity number

282305

Registered office and Operational address

54 Commercial Street,
London E1 6LT

Honorary officers

Anastasia Crickley, *Chair*
William Edgar Foyle Samuel,
Treasurer
Claire Thomas, *Secretary*

Members of the Council/Trustees

The Council of Management who served during the year and up to the date of this report were as follows:

Anastasia Crickley (*Chair*)
Amana Dawuda Wodu
Vivek Sinha
William Edgar Foyle Samuel -
Treasurer
George Ngwane
Sima Luiptert
José Guevara Bermúdez
Astrid Thors
Stefania Kulaeva
Pratima Gurung
(*resigned 14/08/2024*)

Principal staff

Joshua Castellino *Co-Executive Director and Company Secretary (resigned 30 March 2025)*
Claire Thomas (*Co-Executive Director, Sole Executive Director from 31 March 2025*)
Carl Söderbergh (*Director of Policy and Advocacy*)
Berihu Mohammed (*Director of Finance, Administration and IT*)

Bankers

NatWest, 38 Strand,
London, WC2H 5JB

Solicitors

Bates, Wells and Braithwaite,
10 Queen Street, London ECAR 1BE

Auditors

HaysMac, 10 Queen Street Place,
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Minority Rights Group

**Visit minorityrights.org for
multimedia content about
minorities and indigenous
peoples around the world.**

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