



FSD

ANNUAL REPORT 2023



ANNUAL REPORT 2023

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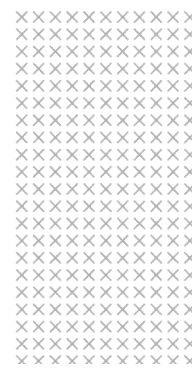

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For over 25 years, FSD has
been protecting civilians from
landmines and explosive
remnants of war.

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2023 KEY FIGURES



FSD IN 2023



605

staff members

of which 90% were recruited
and trained locally

234,850

people

educated about the danger
of mines and unexploded
ordnance

210

mine victims

and their families supported
through socio-economic
projects

5,733,843

square metres

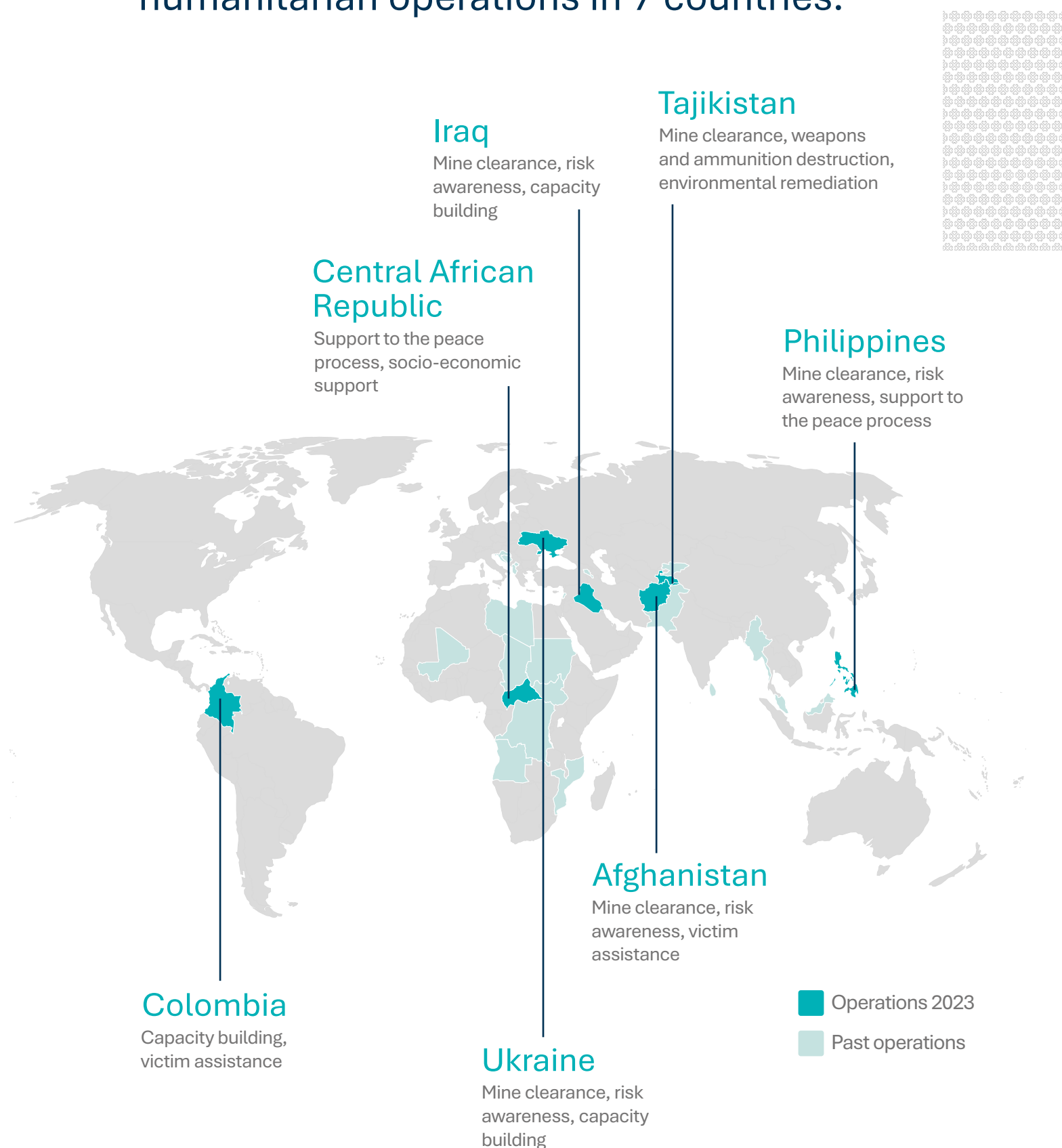
secured by FSD's teams

5,093

landmines

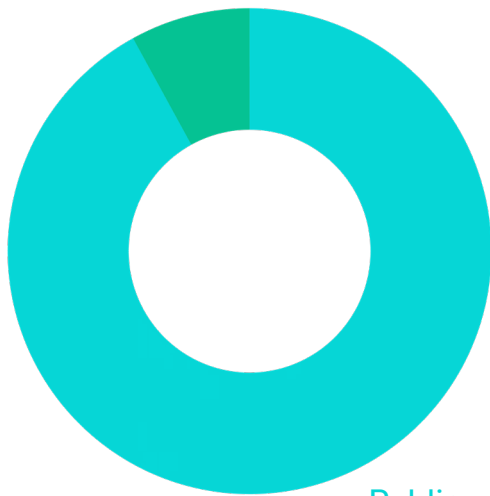
and explosive remnants of
war destroyed

In 2023, FSD has carried out humanitarian operations in 7 countries.



FUNDING AND ALLOCATION OF EXPENDITURE

Private donors 8%



Public donors 92%

33,000,000

Swiss francs

In 2023, FSD implemented CHF 33 million worth of humanitarian projects. Our action is funded by governments, multilateral organisations, Swiss cantons and municipalities, foundations and more than 10,000 private donors.

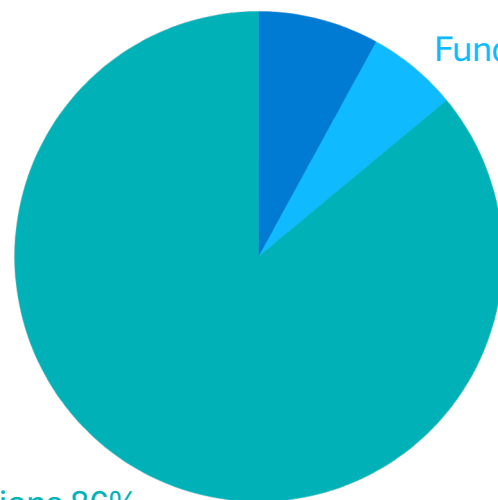
86%

of funds allocated to field operations

For each 100 CHF received by FSD, 86 CHF are directly allocated to our programmes in the field, 8 CHF to administration and 6 CHF to fundraising activities.

Administration 8%

Fundraising 6%

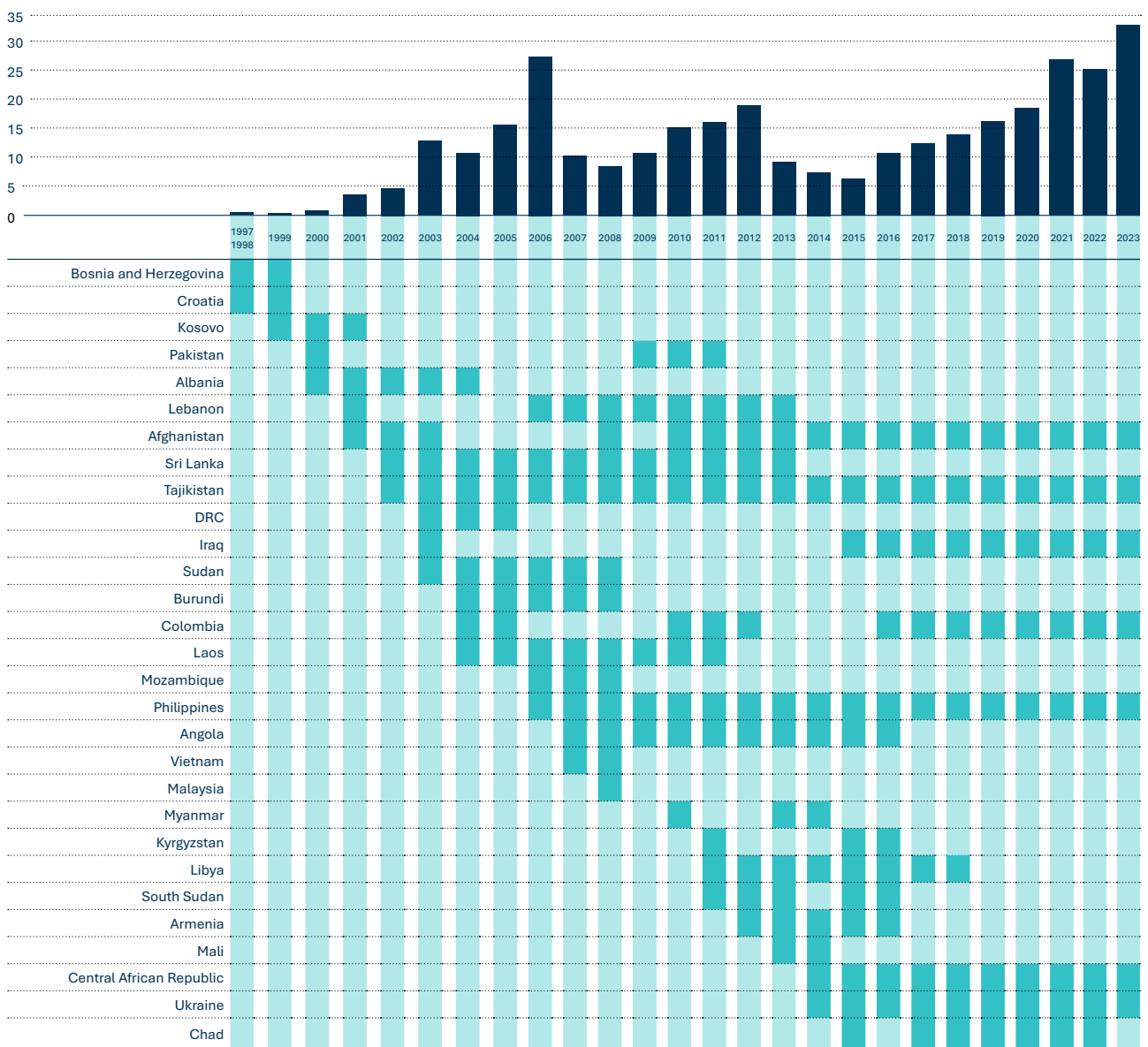


Operations 86%

OUR PROGRAMMES SINCE 1997

FSD ANNUAL EXPENDITURE AND TIMESCALE OF OPERATIONS PER COUNTRY

Million CHF



Nearly a third of the countries
in the world are contaminated
by landmines and explosive
remnants of war.

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OUR PROGRAMMES



AFGHANISTAN



Mine
clearance



Risk
awareness



Victim
assistance

In 2023

987

anti-personnel mines were
located and cleared

10

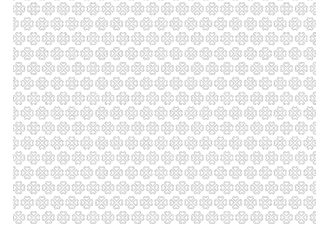
landmine survivors were
trained in income-generating
activities compatible with
their disabilities

99

FSD staff members were
working in Afghanistan

FSD has been working in Afghanistan for more than 20 years. This country is one of the most contaminated with landmines and explosive remnants of war, a consequence of almost four decades of armed conflict. FSD teams are focusing their efforts on the isolated province of Badakhshan, on the border with Tajikistan, as well as in Kunduz Province. Our staff, all of whom are Afghan nationals, locate and clear anti-personnel mines, educate the local population about the danger of mines, and provide socio-economic support for mine victims and their families. In 2023, the programme's scope was expanded thanks to a major donor resuming its funding after a temporary suspension.

In the first months of 2023, FSD teams continued surveying potentially contaminated areas and clearing minefields in the province of Kunduz. When the snow subsided in the mountainous Badakhshan province, demining operations restarted there as well. Most of the explosive contamination littering Badakhshan province is a legacy of the Soviet invasion



of the 1980s. It includes plenty of PFM-1 anti-personnel landmines, also known as “butterfly mines”. These small green plastic mines can easily be mistaken for toys and still claim victims almost half a century after they were laid.

FSD’s operation in Afghanistan is particularly challenging due to several environmental factors: the steepness of the terrain, frequent mudslides and avalanches, and the scarcity of paved roads, making transportation risky and prolonging travel times. Despite these obstacles, in 2023, FSD staff located and destroyed 987 anti-personnel mines, 87 items of unexploded ordnance and 647 items of abandoned ammunition. More than 450,000 square metres of terrain were carefully inspected and cleared by our teams, then handed over to local communities.

In areas not yet cleared, FSD teams teach local populations how to recognise hazardous devices and how to react appropriately to avoid accidents. Thanks to international donors resuming their funding, these activities could be upscaled in 2023. More than 3,700 people were reached by FSD’s risk education sessions, 93% of whom were children. FSD still regrets to no longer be able to provide risk education to women and girls over the age of twelve.

As in previous years, FSD has also taken advantage of its presence in remote mine-affected areas to offer targeted socio-economic support to accident survivors. In 2023, five men and five women were offered vocational training and material to initiate a new economic activity compatible with their disability, allowing them to establish a stable source of income and support their families. Women were equipped with sewing machines and provided with sewing training, while men underwent beekeeping training and were supplied with hives.

In 2023, FSD’s programme in Afghanistan was supported by the United States Department of State, the PATRIP Foundation and private donors.



As part of FSD’s mine victim assistance programme, these mine survivors attended training to become beekeepers and received hives to be able to start a new activity compatible with their disabilities.

CENTRAL AFRICAN REPUBLIC



Support to the
peace process



Socio-economic
assistance

In 2023

276

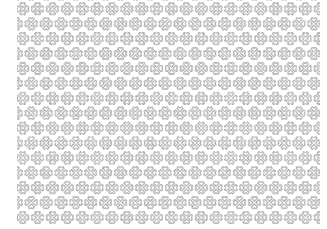
former combatants were
provided with professional
training to support their
reintegration into
civilian life

1,965

women, men and children
were supported through
targeted community
development activities

The Central African Republic faces a complex humanitarian crisis characterised by protracted violence, political instability, and endemic poverty. Access to food, water and basic services is severely limited. One out of five people remains displaced, either in the country or abroad, mostly due to insecurity and violence against civilians. FSD has been active in the country since 2014, contributing to efforts to achieve peace and stability through various projects, and providing socio-economic assistance to vulnerable people. In 2023, FSD stepped up its community development activities, with a particular emphasis on providing education to women and children.

Despite the 2019 signature of a peace agreement between the Central African government and the country's main armed groups, more than half of the territory is still outside of state control. To promote stability in the country, enable the return of displaced persons and support the local economy, a country-wide process of security sector reform alongside



demobilisation, demilitarisation, and reintegration of ex-combatants was implemented with the support of the European Union and other donors. FSD has contributed significantly to this process through many different projects for the past four years.

In 2023, FSD focused on promoting the reintegration of former rebel groups, specifically the Unités spéciales mixtes de sécurité (USMS), into civilian life. This was achieved through vocational skills training conducted in five locations: Bouar, Paoua, Bria, N'dele and Kaga-Bandoro. A total of 276 ex-combatants initially participated in a four-month programme. The first five weeks covered foundational training, including literacy and financial skills, civic education, and human rights. The following 13 weeks were dedicated to developing professional skills tailored to the preferences of each participant. These skills ranged from sewing, electrical installation, information technology, masonry, mechanics, carpentry, and soap-making to welding.

In a second phase, the graduates were offered further support in their chosen professional discipline. FSD provided them with individual kits and coaching sessions aimed at fostering their integration in the local market and ensuring the sustainability of the results. Most of this training was conceived and implemented with local partners.

In 2023, in parallel to these reintegration activities, FSD strengthened its programme aimed at supporting vulnerable communities in Bouar and Bangui, with a particular emphasis on women and children. This initiative encompassed a diverse range of activities such as organic agricultural training, literacy programmes, computer skills workshops, sewing and knitting classes and shea butter processing, as well as comprehensive support for orphans and schoolchildren, including health checks and extracurricular activities. A total of 1,965 men, women and children benefited from this project.

In 2023, FSD's programme in the Central African Republic was supported by the European Union, Swiss communes and private foundations.



In 2023, FSD strengthened its programme aimed at supporting vulnerable women in Bangui and Bouar through agricultural training, literacy programmes, computer skills workshops, sewing and knitting classes and shea butter processing.



Capacity
building



Victim
assistance

In 2023

14,700

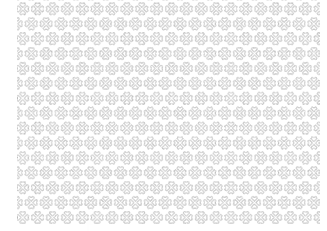
people were displaced
or confined due to the
presence of improvised
mines

150

mine and conflict victims
were supported in
establishing urban gardens
and selling their production

Nearly six decades of civil war have left Colombia littered with landmines and unexploded ordnance. In 2016, a peace agreement was signed between the Colombian government and the illegal armed group FARC, paving the way for extensive humanitarian demining efforts across the country. Over the past six years, FSD has been mentoring the Colombian national mine action authority in the development and implementation of a demining strategy. By mid-2023, this capacity-building programme reached its conclusion, with Colombia now equipped to take full ownership of its demining efforts. In parallel, FSD's mine victim assistance programme continued throughout the year, yielding significant results.

Since 2016, FSD has supported the Colombian national mine action authority by providing technical and strategic guidance. This assistance included integrating operational frameworks, enhancing demining capacities and developing Colombian land release standards. Additionally, FSD conducted training sessions for



mine action operators and offered guidance on operational efficiency and environmental impact assessment and monitoring.

Despite significant obstacles, tangible progress has been achieved, with Colombia now ready to take full ownership of its mine action strategy. However, important challenges lie ahead, one of the most crucial being the persistence and geographical expansion of the internal armed conflict, resulting in new contamination of improvised explosive devices. In 2023, these devices caused 85 victims and led to the displacement or confinement of 14,700 individuals.

While the overall number of casualties decreased in 2023 compared to the previous years, there are still thousands of mine survivors in the country facing immense difficulties. They not only have to cope with their physical injuries but also often find themselves unemployed, isolated, and sometimes perceived as burdens on society.

In 2022, FSD initiated a programme aimed at supporting the socio-economic reintegration of mine survivors and their families through urban vegetable gardens. Collaborating with the Colombian Victim Unit, FSD identified beneficiaries and provided them with hydroponic structures. Our team facilitated the installation of the structures on survivors' balconies, offered them training in cultivating various vegetables and aromatic plants and mentored them in selling their production to local markets and restaurants. The initial phase of this project was highly successful, with families now independently operating and getting a stable income after two years of training and mentoring.

In 2023, FSD expanded this programme to reach more beneficiaries by transitioning from an individual to a community approach. This involved setting up urban gardens at victim centres and supporting facilities across various locations in the southeast of the city of Bogotá. The goal of these community gardens is to enhance food security and aid in the socio-economic reintegration of not only mine victims, but also displaced persons and victims of the conflict in general. By the end of 2023, FSD had assisted eight families and four communities in Bogota and Soacha, for a total of 150 beneficiaries. New funding will allow the project to expand regionally in 2024.

In 2023, FSD's capacity-building project in Colombia was supported by the United States Department of State, while the mine victim assistance project was funded by private donors and foundations.



Hydroponic structures allow mine and conflict victims to work directly from their balconies. Such installations produced over 7,000 aromatic plants and vegetables last year.



Mine
clearance



Risk
awareness



Capacity
building

In 2023

2,735

explosive devices were
located and cleared by
FSD's teams

37,000

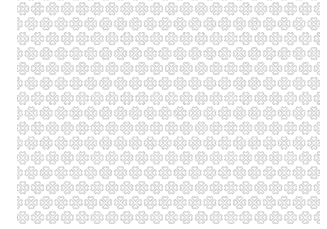
people were educated on
the danger of mines and
explosive devices in face-to-
face sessions

141

FSD staff members were
working in Iraq

Iraq is one of the world's most contaminated countries by extent of mined areas. In addition to legacy contamination resulting from various armed conflicts, the occupation of parts of the country by ISIS between 2014 and 2017 left behind hundreds of thousands of improvised explosive devices (IEDs). These lethal weapons were placed in defensive belts around villages and vital infrastructure, on roads, in fields, in homes, and in schools. Based in Erbil, FSD began clearing IEDs and conducting risk education activities in early 2016 in areas liberated from ISIS and is currently active in the governorates of Nineveh and Erbil.

Throughout 2023, despite administrative hurdles and a challenging security landscape exacerbated by escalating tensions in the Middle East, FSD's mine action project in Iraq maintained steady progress, with nearly 3.4 million square metres of land inspected and cleared. The ten demining teams operated in Al-Hamdaniya, Qayarah, and Makhmur district. Additionally, for the first time, efforts were extended to



include a clearance task in the autonomous Kurdistan region of Iraq.

A total of 2,735 explosive devices were located and destroyed, including 1,213 IEDs, 1,446 items of unexploded ammunition and 75 artisanal anti-personnel mines. In some locations, construction machines with shielded cabins supported the manual work of deminers. These are particularly useful for clearing potentially contaminated rubble. A small remote-controlled vehicle was also used to inspect the interior of potentially hazardous buildings. These mechanical assets enabled the teams to inspect and clear 50,600 cubic metres of rubble during the year.

In parallel, mine awareness activities were conducted throughout 2023, with more than 24,000 children and 12,000 women and men attending face-to-face sessions in villages and schools. Intensive online awareness campaigns were also carried out on Facebook and TikTok.

Unfortunately, in September, despite the programme's funding remaining unchanged, FSD had to reduce its clearance teams from ten to seven in response to inflationary pressures in Iraq.

Since 2021, FSD has also been working on a capacity-building project to support a local NGO, Shareteah Humanitarian Organisation (SHO), in collaboration with the United Nations Mine Action Service (UNMAS). Our experts have trained and mentored SHO's staff on the technical and management aspects of mine action for several years, leading SHO to become the first Iraqi NGO accredited for the clearance of artisanal mines and IEDs. In 2023, the focus for this final phase of the capacity-building programme was to further strengthen their governance, administration, and accounting procedures to ensure SHO was capable of passing audits of international donors. This was a significant success as a capacity-building project and a great example of localisation, demonstrating national organisations demining their own country.

In 2023, FSD's programme in Iraq was supported by the United States Department of State, the United Nations Mine Action Service (UNMAS), the Canton of Geneva, GGL Austria and private foundations.



In parallel with mine clearance operations, mine awareness activities are conducted in villages and schools to prevent accidents.

PHILIPPINES



Mine
clearance



Risk
awareness



Support to the
peace process

In 2023

250

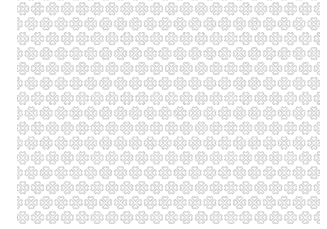
potentially contaminated
villages were inspected
by FSD's teams

41,271

children were educated on
the danger of mines and
explosive devices in face-to-
face sessions

The island of Mindanao, located in the southern Philippines, has endured decades of conflict involving illegal armed groups and the Philippines government. Each period of fighting has left behind its share of unexploded or abandoned ordnance, posing a grave risk to the local population. Active in Mindanao since 2005, FSD has been mandated under the peace agreement to foster trust between former adversaries and enhance coordination in mine action operations across the region. In 2023, FSD remained committed to this objective while also conducting surveys and implementing risk education programmes to promote awareness and safe behaviour.

In 2023, FSD expanded its geographic reach beyond the Bangsamoro Autonomous Region of Muslim Mindanao to encompass the entire western part of Mindanao Island, where the FSD teams continued to survey localities suspected of contamination by unexploded ordnance or improvised explosive devices (IEDs). In 2023, FSD surveyed 250 villages and recorded



the information in a database. When the presence of explosive devices was confirmed, the teams facilitated the intervention of the Philippines armed forces for their neutralisation. The issue of IEDs in the Bangsamoro region primarily stems from uncleared explosive ordnance. Nearly all recent incidents of IEDs involve items of unexploded ordnance repurposed into IEDs by insurgent groups. Unexploded ordnance is often found buried in village centres, nearby fields, community facilities or even near schools. Both unexploded ordnance and IEDs regularly cause casualties in this region.

To prevent accidental explosions, FSD conducted risk education campaigns in schools and village assemblies. In 2023, over 52,000 people participated in these crucial sessions. In parallel, FSD continued its collaboration with various stakeholders to integrate risk education into school curricula.

In addition to survey and risk education activities, FSD has served as the de facto mine action centre in the Bangsamoro region for the past decade. This included providing technical assistance and advice to the local authorities and acting as a liaison between various parties. FSD also helped maintain a comprehensive cartographic database containing information on contaminated areas, incidents, and mine clearance interventions.

In May 2023, a regional operations centre dedicated to explosive management and disposal was opened in the Bangsamoro region. FSD had supported the establishment of this new entity for two years, with the aim of reinforcing cooperation between former adversaries while strengthening the region's mine action capacities.

In 2023, FSD also started a project in to coordinate assistance for mine accident survivors. FSD met with representatives from governmental entities and non-governmental organisations to work on a system to better identify victims and provide them with adequate support.

Unfortunately, due to a funding gap, FSD's programme in Mindanao had to be suspended at the end of July 2023. The activities will resume in the first half of 2024.

In 2023, FSD's programme in the Philippines was supported by the Australian Department of Foreign Affairs and Trade and the City of Geneva.



Unexploded ordnance, as well as improvised mines, still regularly cause casualties in the Bangsamoro Autonomous Region of Muslim Mindanao. To prevent such tragic accidents, FSD team members and its volunteer network are delivering risk education sessions in schools and village assemblies.

TAJIKISTAN



Mine
clearance



Weapons and
ammunition destruction



Environmental
remediation

In 2023

15,752

square metres of land were
cleared from mines and
explosive remnants of war

3,680

weapons and items of
ammunition were destroyed

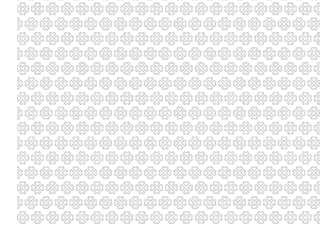
3

community greenhouses were
installed to increase resilience
against climate change

Following the dissolution of the Soviet Union, Tajikistan, like many former Soviet states, was left with substantial weapons and ammunition stockpiles scattered across the country, threatening national and regional security. For 14 years, FSD has been actively engaged in the destruction of these stockpiles. In the second half of 2023, FSD also resumed mine clearance operations along the heavily mined Afghan border. In parallel, FSD continued its environmental initiatives, focusing on land remediation and the promotion of resilience against climate change.

FSD's weapons and ammunition destruction programme in Tajikistan remained active throughout the first half of 2023. In this period, our teams eliminated 3,680 items, primarily small arms and medium ammunition. The project ended in July 2023 due to a shift in donor focus on mine clearance efforts.

In the latter part of 2023, FSD therefore resumed mine clearance activities in the country, reviving a long-standing project halted in 2018. Despite substantial progress



in Tajikistan's journey to become mine-free, its border with Afghanistan remains scattered with landmines, posing a daily threat to the population, hindering agricultural activities and the construction of new infrastructures. FSD locally recruited four men and three women and provided them with deminer training. By the end of 2023, the newly constituted team had located and cleared 194 anti-personnel mines.

In parallel to its mine action activities, FSD conducts various environment-related activities in the country. One project focuses on remediating soil contamination from obsolete pesticides, primarily DDT, which were distributed in the 1950s and 1960s to boost agricultural production. Abandoned stocks have since infiltrated the soil and water sources, contaminating the food chain. Long-term exposure to these persistent organic pollutants (POPs) correlates with various health issues, including nervous, immune, reproductive and endocrine system problems, as well as birth defects and cancers.

In 2023, FSD continued its efforts to mitigate risks for the population in Oykamar, one of the most affected villages. This included surveying the site, insulating some buildings and removing contaminated topsoil to a secure storage site in Vakhsh. FSD improved the infrastructure to make it fully adapted to the storage of pollutants. The next steps will include expanding this effort to other affected sites. FSD also conducted risk education to help people minimise their exposure to POPs, reaching about 1,000 individuals. In parallel, FSD continued its collaboration with the United Nations Environmental Programme to devise technical solutions for addressing obsolete pesticides management and disposal in Central Asia.

FSD's second environmental project in Tajikistan focuses on protecting biodiversity and enhancing food security and resilience against climate change. In 2023, our team supported sustainable vegetables' production by building three new community greenhouses, planting 3,000 trees to mitigate soil erosion, and improving irrigation systems in several key locations.

In 2023, FSD's weapons and ammunition destruction and mine clearance projects in Tajikistan were supported by the United States Department of State. Environmental activities were funded by the Global Environment Facility, the Swiss Agency for Development and Cooperation and private foundations.



In communities impacted by polluted soils, FSD delivers food security education sessions aimed at helping inhabitants minimize their exposure to persistent organic pollutants (POPs) lingering in the soil.



Mine
clearance



Risk
awareness



Capacity
building

In 2023

318

staff members working
in Ukraine

322,862

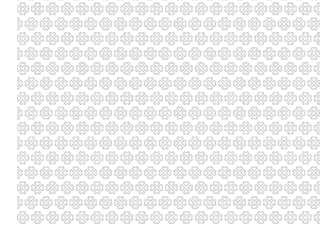
square metres of land were
cleared from mines and
explosive remnants of war

141,635

people were educated on
the danger of mines and
explosive ordnance in face-
to-face sessions

The enduring conflict in Ukraine has left behind millions of landmines and unexploded or abandoned ammunition. Ukraine is now one of the world's most heavily mine-contaminated countries, with an estimated one-third of its territory affected. These hazardous remnants of war pose significant threats to the safety and livelihoods of millions of people, obstructing humanitarian efforts and reconstruction, disrupting agricultural activities and preventing displaced persons from returning home safely. In response to this critical situation, FSD has made significant strides in strengthening and expanding its mine action operations in the country over 2023. This effort involved the local recruitment, training and deployment of dozens of new personnel, the acquisition of essential equipment and vehicles, and the integration of cutting-edge technologies.

FSD is now implementing comprehensive mine action programmes in Kharkiv and Chernihiv provinces, each comprising surveying, risk education, minefield clearance, and battle area clearance components. Throughout the year, FSD's mine action programme



has been in full swing in Chernihiv with occasional operations extending into Mykolaiv and Odesa provinces. In Kharkiv province, under our Swiss-funded project focusing on urban areas, FSD conducted surveys and risk education since June and clearance since November. In the same province, a significant programme conducted in partnership with the World Food Programme and the Food and Agriculture Organisation has been operational since the second half of the year, focusing on the clearance of small farms and household garden plots.

At the end of 2023, 318 FSD staff members were active in Ukraine. Twelve teams were engaged in surveying suspected hazardous areas, while eighteen teams of deminers were locating explosive devices in minefields and former battle zones. Specialised machinery was utilised to prepare rural areas for clearance, while armoured construction equipment aided in clearing collapsed buildings.

Concurrently, nine teams conducted risk education through face-to-face sessions held in schools and villages, complemented by online sessions tailored for humanitarian organisations and other stakeholders. FSD also ran digital campaigns on social media platforms, generating six million impressions and helping to reach more people at risk.

In 2023, FSD's efforts resulted in the clearance of nearly 323,000 square metres of land, including agricultural areas, villages, towns, and critical infrastructure. Over 141,500 individuals participated in FSD's risk education sessions, learning to identify suspicious objects and adopt safe behaviours.

In March 2023, FSD also started a capacity-building programme aimed at providing logistical support, training and advice to the State Emergency Service of Ukraine in the use of eight ground-preparation machines allocated to them by a private foundation.

In 2024, our primary focus will be to further increase our capacity with more specialized staff, to develop two new operational bases to service Kherson and Donetsk provinces and to deploy additional assets including mine detection dogs and ground-preparation machines.

In 2023, FSD's programme in Ukraine was supported by the Swiss Federal Department of Foreign Affairs, the United States Department of State, the World Food Programme, the Food and Agriculture Organisation, several private foundations and corporate sponsors.



After the escalation of the conflict, FSD stepped up its risk education campaigns, both during face-to-face sessions and through social media campaigns, reaching millions of people at risk.

Mine action is the first step to
start reconstruction and set
the foundations for lasting
peace.



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ABOUT HUMANITARIAN DEMINING



WHAT ARE MINES & EXPLOSIVE REMNANTS OF WAR?

Mine

Mine: a munition designed to be placed under, on or near the ground or other surface area and to be exploded by the presence, proximity or contact of a person or a vehicle. (*Ottawa Treaty 1997*).



Anti-tank mine



Anti-personnel mine



Improvised explosive devices

Explosive remnant of war

Unexploded ordnance (UXO): refers to explosive ordnance that has been primed, fused, armed, or otherwise prepared for use and used in an armed conflict. It may have been fired, dropped, launched or projected and should have exploded but failed to do so.

Abandoned explosive ordnance (AXO): means explosive ordnance that has not been used during an armed conflict, that has been left behind or dumped by a party to an armed conflict, and which is no longer under control of the party that left it behind or dumped it (*CCW Protocol V on Explosive Remnants of War*).



Shells



Mortars



Grenade

... and many more

THE IMPACT OF HUMANITARIAN MINE ACTION

Clearing landmines and explosive remnants of war not only saves lives, it allows:

Humanitarian organisations

to act as quickly as possible.

Securing access routes for humanitarian workers is essential, so that they can provide support where the needs are most urgent.

Affected communities

to rebuild vital infrastructure.

Damaged houses and other buildings have to be cleared of explosive hazards before their reconstruction can start.

Displaced persons

to return to their homes.

Each year, thousands of people are displaced due to the presence of explosive remnants of war.

Farmers & shepherds

to cultivate their land.

Cleared land is essential for farmers and shepherds, so that they can sow, harvest and graze their cattle.

Children

to go to school and move freely.

Every year, more than half of civilian victims of mines and unexploded ordnance are children.

Our impact in videos



THE PILLARS OF HUMANITARIAN MINE ACTION

Humanitarian mine action is the core mission of FSD. It encompasses five pillars: demining, stockpile destruction, risk education, mine victim assistance and advocacy.

Demining

Demining includes: the preliminary surveys aimed at determining the location of contaminated areas, the mapping and marking of these areas, the neutralisation and disposal of explosive devices.

To date, FSD deminers have identified and destroyed nearly 1.4 million mines and unexploded ordnance.



Risk education

Mine clearance is a long and arduous work. Until the land is safe, the best way to prevent accidents is to educate people living near contaminated areas of the risks of explosive ordnance so they can adopt a safe behaviour.

Through presentations given by FSD in villages and schools, more than 2.7 million people have learned to spot mines and unexploded ordnance and to stay safe facing this danger.

Stockpile destruction

Some countries retain large quantities of old weapons and obsolete ammunition, often stored in inadequate conditions. Chemical reactions between the components, the storage environment and human interactions can give rise to spontaneous ignitions, dangerous for the surrounding populations and for the environment.

Since 1997, FSD has destroyed around 117 tons of obsolete weapons and ammunition.



Victim assistance

Mine victim assistance is not limited to emergency care and medical treatment. It also includes measures to improve the social, economic and psychological situations of mine survivors and their families.

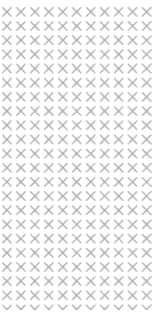
FSD intervenes through personalised training, for instance providing mine victims with access to appropriate professional activities on the basis of their disability.

Advocacy

In the context of mine action, advocacy involves public support, recommendations, and positive publicity aimed at eliminating or reducing the risk and impact of explosive ordnance.

As part of these efforts, FSD participates in various mine action forums and working groups. Additionally, FSD provides support to countries in fulfilling their obligations under the Anti-Personnel Mine Ban Convention.





Every cleared landmine
represents a life potentially
saved.

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PERFORMANCE REPORT

PERFORMANCE REPORT

FSD is a not-for-profit, non-political, independent and neutral organisation under Swiss law. Its objective is to eliminate explosive and toxic threats to human security so that people can live again in a safe environment. With this objective, FSD is focused on the following activities:

- The prevention of accidents related to explosive remnants of war through risk awareness and safety training;
- Humanitarian demining operations and the destruction of stockpiles of mines and other arms and munitions;
- The training of demining staff and managers of ammunition stockpiles, to international standards;
- The remediation of environmental pollution posing a threat to human security, such as stocks of obsolete pesticides.

THE FOUNDATION BOARD

In accordance with FSD's statutes, the Board of Trustees is made up of at least five people or legal entities, elected for a renewable three-year period. The current members are the following:

Name	Position	Elected until
Jürg Peter STREULI	President	End 2026
Michel ROCH	Member	End 2026
Thomas KODIAK	Member	End 2026
Nawal AÏT-HOCINE	Member	End 2024
Urs ENDRESS	Member	End 2025
Thierry BURKART	Member	End 2026

The members of the Foundation Board also

act as members of the Board of Crosstech S.A., a service company entirely owned by FSD. Hansjörg Eberle leads FSD and Crosstech S.A. as Director and FSD France as President. He is employed on a permanent contract. Crosstech's and FSD France's accounts are fully consolidated with those of the FSD Group.

In 2023, the Foundation Board has held three plenary meetings with the management and has taken all the formal decisions which fall within its jurisdiction. The Crosstech S.A. Board has held two plenary meetings and a General Assembly. FSD France has held one Board meeting as well as the statutory General Assembly.

OPERATIONAL PERFORMANCE

In the last 25 years, FSD has cleared more than 46,211 hectares (462,105,203 square metres) of land that could then be handed over to the local population. In total, FSD has cleared and destroyed so far more than 1,399,793 items of landmines and unexploded ordnance. In 2023 alone, FSD cleared more than 573 hectares (5,733,843 m²) of land and destroyed 5,093 items of explosive ordnance.

FUNDING

The main project revenue for FSD programs originates from the U.S. Department of State, from EuropeAid, the United Nations Office for Project Services (UNOPS), United Nations Environment Programme (UNEP), PATRIP Foundation, Department of Foreign Affairs and Trade Australia (DFAT), Swiss Federal Department of Foreign Affairs, Swiss Solidarity and World Food Program (WFP). Other contributions have been received from the Canton and the City of Geneva, other Swiss

cities, communes and foundations, as well as from private donors.

FSD has signed, and adheres to, the Code of Conduct for the International Red Cross and Red Crescent Movement and NGOs in Disaster Relief, as well as to the four humanitarian principles established by ECHO (humanity, neutrality, impartiality and independence). FSD has been certified by the ZEWO Foundation, the Swiss Certifying Authority for Charitable and Donation-funded Organizations, since 2003. Since 2022, FSD has obtained the consultative status within the Economic and Social Council of the United Nations.

The ZEWO seal attests that donations will be used economically, effectively and for their designated purpose. It certifies organisations that offer transparent information and true and fair financial reporting, have independent and appropriate control mechanisms, provide open communications and procure their funds in a fair manner.

In 2023, FSD, Crosstech S.A. and FSD France successfully renewed their ISO 9001:2015 certification, covering the areas of mine action programs as well as overall project management and all related activities including fundraising, donor relations, training, risk management and the associated support processes. The ISO 9001 norm aims at improving the quality of products or services delivered by an organisation. It encourages the management to continuously work in optimising the organisation and its processes.

USE OF RESOURCES

FSD maintains a small headquarters with 12

permanent staff in Geneva, and an important support office in Manila. More than 86% of FSD's funds are directly dedicated to the implementation of projects in the field. FSD's Manila support office has provided internal audit services for FSD's programs and issued a total of 104 internal audit reports throughout the year. FSD Manila accountants also performed four field visits for audit and training purposes. FSD Manila also provides accounting and administrative services to 10 other humanitarian and commercial outfits. The accounts of FSD, Crosstech SA and the consolidated FSD Group have been subject to a full audit by Mazars Audit & Advisory Services Industry.

SUPERVISORY BODIES

As a foundation, FSD operates under the surveillance of the Swiss Federal Supervisory Authority for Foundations under the Swiss Federal Ministry of Interior as well as of the Swiss Ministry of Foreign Affairs concerning its activities governed by the Loi fédérale sur les prestations de sécurité privées fournies à l'étranger (LPSP).

In 25 years of existence, and as the graphical analysis on page 7 shows, FSD has implemented successful humanitarian programmes in a total of 29 countries. Funding streams and operational volumes have fluctuated over all these years. FSD has remained very solid, even during years with lower donor income, both from a financial and an organisational perspective.

For civilians, the war is not over until the ground is free of mines and unexploded ordnance.

ANNUAL REPORT 2023

FINANCIAL REPORT



AUDITOR'S REPORT



Mazars Ltd
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Report of the statutory auditor to the Board of Trustees of FONDATION SUISSE DE DEMINAGE (FSD), Geneva

Report on the Audit of the Consolidated Financial Statements

Opinion

We have audited the consolidated financial statements of FONDATION SUISSE DE DEMINAGE (FSD) (the Foundation) which comprise the consolidated balance sheet as at December 31, 2023, the consolidated statement of operations, the consolidated cash flow statement, the consolidated statement of changes in capital for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies. In accordance with Swiss GAAP FER 21, the information in the performance report is not subject to the obligation of examination of auditors.

In our opinion, the consolidated financial statements for the year ended December 31, 2023 give a true and fair view of the financial position, the results of operations and the cash flows in accordance with Swiss GAAP FER and comply with Swiss law and the foundation statutes.

Basis for Opinion

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

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

Other Information

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

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

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

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

Board of Trustees' Responsibilities for the consolidated Financial Statements

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

AUDITOR'S REPORT



In preparing the consolidated financial statements, the Board of Trustees is responsible for assessing the Group'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 Board of Trustees either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the consolidated Financial Statements

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

A further description of our responsibilities for the audit of the consolidated financial statements is located on EXPERTsuisse's website at: <https://www.expertsuisse.ch/en/audit-report>. This description forms an integral part of our report.

Report on Other Legal and Regulatory Requirements

In accordance with Art. 728a para. 1 item 3 CO and PS-CH 890, we confirm that an internal control system exists, which has been designed for the preparation of the consolidated financial statements according to the instructions of the Board of Trustees.

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

MAZARS Ltd

A handwritten signature in blue ink, appearing to read "F. Chapuis".

Fanny Chapuis
Licensed audit expert
(Auditor in charge)

A handwritten signature in blue ink, appearing to read "Myriam Zaki Ibrahim".

Myriam Zaki Ibrahim
Licensed audit expert

Geneva, May 24, 2024

Attachments

- Consolidated financial statements (consolidated balance sheet, consolidated statement of operations, consolidated cash flow statement, consolidated statement of changes in capital and notes)

CONSOLIDATED BALANCE SHEET

(IN SWISS FRANCS)

CONSOLIDATED BALANCE SHEET AS OF 31 DECEMBER	2023	2022	Notes
ASSETS			
Current assets			
Cash and cash equivalents	10 586 537	10 102 746	3.1
Receivable from:			
- third parties	16 596	61 180	
Other short-term receivables	167 448	217 198	3.2
Prepaid expenses and accrued income	3 169 650	4 346 550	3.3
Total Current assets	13 940 231	14 727 674	
Non-current assets			
Fixed assets, net	432 229	207 047	3.4
Intangible assets	54 498	69 241	3.5
Rent deposit	76 127	70 062	
Total non-current assets	562 854	346 350	
Total Assets	14 503 085	15 074 024	
LIABILITIES, FUNDS & CAPITAL			
Liabilities			
Trade payables	16 280	37 369	
Other short-term liabilities	1 006 305	520 430	3.6
Accrued expenses	1 039 895	1 349 807	3.7
Projects' deferred income	1 680 109	3 759 824	3.18
Total liabilities	3 742 589	5 667 430	
Foundation Capital			
Paid-in capital	50 000	50 000	
Legal unrestricted fund	50 000	50 000	
Translation difference	(64 082)	(42 378)	
Insurance fund	5 308 532	3 940 168	
Unrestricted fund	5 408 804	5 335 034	
Annual result after allocations	7 242	73 770	
Total Foundation Funds & Capital	10 760 496	9 406 594	
Total Liabilities, Funds & Capital	14 503 085	15 074 024	

CONSOLIDATED STATEMENT OF OPERATIONS (1/2)

(IN SWISS FRANCS)

	2023 Unrestricted	2023 Project Fund	2023 Total	2022 Unrestricted	2022 Project Fund	2022 Total	Notes
INCOME							
Contributions	1 947 216	26 542 096	28 489 312	1 828 004	19 661 500	21 489 504	3.18
Revenue from field services	837 430	-	837 430	939 718	-	939 718	
Revenue from Service contract	363 865	-	363 865	284 658	-	284 658	
HQ overhead expenditures billed to the projects	2 037 693	-	2 037 693	1 528 384		1 528 384	
Total income	5 186 204	26 542 096	31 728 300	4 580 764	19 661 500	24 242 264	
DIRECT AND ADMINISTRATIVE EXPENSES							
Staff costs	2 085 063	15 301 580	17 386 643	1 508 134	10 359 096	11 867 230	3.9/3.10
Travel costs	47 935	881 687	929 622	51 274	739 456	790 730	
Equipment, Vehicles and Rentals	23 366	5 238 368	5 261 734	12 042	3 159 644	3 171 686	
Operational Consumables, repairs and maintenance	36 312	2 870 689	2 907 001	24 159	3 564 363	3 588 522	
General and office costs	311 413	1 034 845	1 346 258	354 737	884 431	1 239 168	
Professional fees	147 711	395 946	543 657	96 704	134 871	231 575	
Bank charges	8 555	89 573	98 128	9 918	53 404	63 322	
Insurance charges	31 707	638 231	669 938	27 222	462 000	489 222	
Telecommunication costs	53 274	94 172	147 446	70 743	99 890	170 633	
Public fundraising cost	1 698 511	-	1 698 511	2 057 301	-	2 057 301	
Publications and other communication and promotion expenses	41 180	47 170	88 350	49 555	32 105	81 660	
Depreciation and Amortization	92 907	-	92 907	198 478	-	198 478	3.4
Implementing partner's overhead expenditure billed to projects	-	85 781	85 781	-	-	-	3.18
HQ overhead expenditures billed to the projects	-	2 037 694	2 037 694	-	1 528 383	1 528 383	3.18
Total direct and administrative expenses	4 577 934	28 715 736	33 293 670	4 460 267	21 017 643	25 477 910	3.9
Net operating result	608 270	(2 173 640)	(1 565 370)	120 497	(1 356 143)	(1 235 646)	

CONSOLIDATED STATEMENT OF OPERATIONS (2/2)

(IN SWISS FRANCS)

	2023 Unrestricted	2023 Project Fund	2023 Total	2022 Unrestricted	2022 Project Fund	2022 Total	Notes
FINANCIAL RESULT							
Interest income	13 415	749	14 164	6 056	-	6 056	
Currency exchange gain	1 385 522	33 799	1 419 321	611 449	46 702	658 151	
Currency exchange loss	(2 004 578)	(92 066)	(2 096 644)	(766 471)	(292 829)	(1 059 300)	
Net financial result	(605 641)	(57 518)	(663 159)	(148 966)	(246 127)	(395 093)	
OTHER INCOME							
Gains arising from disposals of fixed assets	70 615	-	70 615	-	-	-	3.4
Net other income	70 615	-	70 615	-	-	-	
INSURANCE FUND RESULT							
Insurance income	4 777 635	-	4 777 635	2 405 849	-	2 405 849	3.8
Insurance expenditures	(3 359 271)	-	(3 359 271)	(1 655 877)	-	(1 655 877)	3.8
Net result of the Insurance Fund	1 418 364	-	1 418 364	749 972	-	749 972	3.8
Net ordinary result before closed projects	1 491 608	(2 231 158)	(739 550)	721 503	(1 602 270)	(880 767)	
Net result from closed projects transferred to unrestricted fund	(98 636)	98 636	-	(11)	11	-	3.18
Projects deferred income variation	-	2 132 522	2 132 522	-	1 602 259	1 602 259	
Operating result for the year before tax and allocations	1 392 972	-	1 392 972	721,492	-	721,492	
Income taxes	(17 366)	-	(17 366)	(47,722)	-	(47,722)	
Annual result before allocations to/from Funds	1 375 606	-	1 375 606	673,770	-	673,770	
Insurance Fund allocation	(1 368 364)	-	(1 368 364)	(600,000)	-	(600,000)	
Annual result after allocations	7 242	-	7 242	73,770	-	73,770	

CONSOLIDATED CASH FLOW STATEMENT

(IN SWISS FRANCS)

	2023	2022	Notes
Annual result before allocations to/from funds	1 375 606	673 770	
Depreciation and amortization	105 241	204 410	3.4/3.5
Translation difference	(21 704)	(16 666)	
Gains arising from disposals of fixed assets	(70 615)	-	
Changes in receivables	44 584	(55 230)	
Changes in other short-term receivables	49 750	158 172	
Changes in prepaid expenses and accrued income	1 176 900	(1 177 477)	
Changes in trade payables	(21 089)	30 750	
Changes in other short-term liabilities	485 875	65 330	
Changes in accrued expenses	(309 912)	480 566	
Changes in projects' deferred income	(2 079 715)	(1 482 636)	
Cash flows from operating activities	734 921	(1 119 011)	
Acquisition of fixed assets	(300 702)	(70 285)	3.4
Investments in intangible assets	(14 984)	(73 314)	3.5
Proceeds from sale of fixed assets	70 621	-	3.4
Rent deposit	(6 065)	3 511	
Cash flows from investing activities	(251 130)	(140 088)	
Change in cash and cash equivalents	483 791	(1 259 099)	
Cash and cash equivalents as at 1st January	10 102 746	11 361 845	3.1
Cash and cash equivalents as at 31 December	10 586 537	10 102 746	3.1
Change in cash and cash equivalents	483 791	(1 259 099)	

STATEMENT OF CHANGES IN CAPITAL

(IN SWISS FRANCS)

	Paid-in capital	Legal Unre- stricted Fund	Translation difference	Insurance Fund	Unrestricted Funds	Total
Balance as of 01 January 2022	50,000	50,000	(25 712)	3,340,168	5 335 034	8 749 490
Translation difference	-	-	(16 666)	-	-	(16 666)
Change in Foundation Capital:						
Net result for the year before allocation	-	-	-	-	673 770	6 73 770
Transfer of funds / allocation of funds	-	-	-	600 000	(600 000)	-
2022 Net change	-	-	(16 666)	600 000	73 770	657 104
Balance as of 01 January 2023	50,000	50,000	(42 378)	3 940 168	5 408 804	9 406 594
Translation difference	-	-	(21 704)	-	-	(21 704)
Change in Foundation Capital:						
Net result for the year before allocation	-	-	-	-	1 375 606	1 375 606
Transfer of funds / allocation of funds	-	-	-	1 368 364	(1 368 364)	-
2023 Net change	-	-	(21 704)	1 368 364	7 242	1 353 902
Foundation Capital as of 31 December 2023	50,000	50,000	(64 082)	5 308 532	5 416 046	10 760 496

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

AS AT 31 DECEMBER 2023 (IN CHF)

1. GENERAL INFORMATION

FSD Group is composed of the Fondation suisse de déminage (FSD), a Swiss foundation registered in the Canton of Geneva on 9 January 2003 as the ultimate parent entity, its fully owned subsidiary Crosstech S.A. (Crosstech), a public limited Swiss company, as well as the Association FSD France, an association registered in France in accordance with the French law 1901.

Both Crosstech and FSD headquarters are located at 14b, Avenue Giuseppe-Motta, 1202 Geneva, Switzerland, whereas Association FSD France has its address at Athéna 1 – Site d'Archamps 72 rue Georges de Mestral, 74160 Archamps, France.

FSD and Association FSD France aim to eliminate mines, unexploded ammunition, explosive remnants of war and chemical pollutants so that people can live in a safe environment. Crosstech SA is a company providing technical support in explosive hazards reduction as well as logistical services to the FSD Group.

The activity and performance report of FSD is published on the FSD website at www.fsd.ch.

For the Foundation's 2023 consolidated financial statements, the Coronavirus outbreak and the related impacts are considered non-adjusting events. Consequently, there was no impact on the recognition and measurement of assets and liabilities. Due to the uncertainty of the outcome of these events, the Foundation cannot reasonably estimate the impact these events will have on the FSD group's financial position, results of operations or cash flows in the future.

2. PRINCIPLES

2.1. BASIS OF ACCOUNTING

The consolidated financial statements of FSD Group were prepared according to the principles of the Swiss GAAP FER framework and specifically Swiss GAAP FER 21 (accounting for charitable, social non-profit organizations). Where not prescribed by law, the applied accounting and valuation principles are described below.

The financial statements present the consolidated activities of FSD Group and are compliant with the Zewo standards and method (<https://zewo.ch/>).

2.2. BASIS OF CONSOLIDATED FINANCIAL STATEMENTS PREPARATION

The entities integrated into the FSD Group's consolidated financial statements are those controlled directly or indirectly by FSD. Association FSD France and Crosstech SA are fully consolidated. The basis for preparation of the consolidated accounts are the standalone accounts of each entity that are adjusted to the group accounting standards and principles.

All inter-company positions recorded in balance sheet as at 31 December 2023 have been eliminated in the consolidated balance sheet. The intercompany transactions recorded in the statement of operations have not been eliminated, in order to not affect the statement of the operational projects, except for the projects' contributions and expenditures transactions between FSD and Association FSD France.

The annual average number of full-time staff in 2023 and 2022 is 605 and 464 respectively.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

AS AT 31 DECEMBER 2023 (IN CHF)

2.3. FOREIGN CURRENCY TRANSACTIONS

During the year, the group entities foreign currency transactions are converted into the entities' functional currency by applying the actual exchange rate at the month of the transaction. Assets and liabilities that arise in currencies other than the entities functional currency are converted at the exchange rate prevailing at year-end.

While FSD and Crosstech's accounting records are maintained in Swiss francs (CHF), the Association FSD France functional currency is the Euro (EUR).

For consolidation purposes, the annual balance sheet accounts of Association FSD France are converted from Euro into Swiss Francs using the year-end closing rate while the statement of operations accounts is converted from Euro into Swiss Francs using the average rate.

The following exchange rates were applied as at 31 December 2023:

1 CHF = USD 1.19480

1 CHF = EUR 1.02991 (average rate)

1 CHF = EUR 1.07504 (closing rate)

The exchange rates applied as at 31 December 2022 were:

1 CHF = USD 1.08222

1 CHF = EUR 0.99846 (average rate)

1 CHF = EUR 1.01626 (closing rate)

2.4. CASH AND CASH EQUIVALENTS

Cash in bank and short-term deposits with banks are considered as cash and cash equivalents.

2.5. RECEIVABLES AND OTHER SHORT-TERM RECEIVABLES

These amounts are mainly composed by receivables from customers, cash advances to employees, and other institutions.

2.6. PREPAID EXPENSES AND ACCRUED INCOME

Prepaid expenses and accrued income mainly consist of accrued income from donors and pending insurance claims.

2.7. FIXED ASSETS

Fixed assets are shown in the balance sheet at net book value. They consist of equipment and vehicles with a minimum amount of CHF 800 per item purchased for use in demining operations. Costs of fixed assets include expenditures incurred in acquiring and transporting them to their existing location and condition. These also include leasehold improvements consisting of the cost of the renovation of the rented office space at the 8th floor of the Pacifica One Center building in Manila.

Depreciation per year is 50% of the original acquisition costs for equipment and second hand vehicles, and 20%

for the new vehicles and machinery. In the case of leasehold improvements, the assets are amortized at 20% per year in line with the lease period of five years.

2.8. INTANGIBLE ASSETS

Intangible assets are related to the expenditures incurred for the change of the accounting system from Sun System to MS Dynamics.

Amortization is computed based on a 3-year period.

2.9. TRADE PAYABLES AND OTHER SHORT-TERM LIABILITIES

Trade payables are related to the purchase of goods and services from suppliers. Other short-term liabilities include reimbursements to employees, social security institutions, fees payable to the cantonal, communal and federal tax, and partners.

2.10. ACCRUED EXPENSES

Accrued expenses are expenses that have been incurred, but not yet invoiced, at the balance sheet date.

2.11. PROJECTS' DEFERRED INCOME (PROJECT FUND)

These include contributions received, but not yet earned, at the balance sheet date.

2.12. INSURANCE FUND

The FSD Group Insurance Fund operates as a captive insurance and belongs to FSD. The Fund including the overall loss settlement is managed by an external insurance expert and fund administrator.

The FSD Group Insurance Fund, protected by third party reinsurance, covers the following risks:

- Mine accidents and war risk for national and international staff;
- Health, repatriation and life insurance for international staff;
- Political and conventional risks for the assets;
- Employer's liability at the head office and in the field.

Any profit and loss generated by the Insurance Fund is recognized as income or expenditure in the consolidated financial statements.

2.13. UNRESTRICTED FUND

This reserve is the accumulation of excess funds and non-earmarked income that have been set aside without specific reservation or restriction.

2.14. INCOME

Grants, donations or contributions are recognized as income in the year in which they have been received, unless they are reserved for services that will be provided in future years. Such revenue is recorded on the balance sheet as projects' deferred income. Income not yet received but already earned is recorded as accrued income.

2.15. EXPENDITURES

Expenses are accrued and recognized when incurred. Administrative and fundraising expenditures refer to head office costs and are shown separately from direct project expenditure, which reflect the cost of project implementation exclusively.

2.16. COST ALLOCATION TO PROGRAMS

a) Participation of programs in head office costs

FSD covers its head office costs primarily by charging the projects with an overhead of 7 - 10% of the direct

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

AS AT 31 DECEMBER 2023 (IN CHF)

project expenditures, wherever the donor allows for such a charge. These overhead costs charged to projects are not eliminated in the consolidated figures. Instead, they are presented as gross amounts in the statement of operations under unrestricted revenue as well as under the projects' expenditures, in order to show a true, transparent, restricted net results and variation of deferred income.

b) Staff costs billed to projects

FSD head office charges time spent by operational and support personnel directly to the programs and projects when time can be clearly attributed and justified.

c) Rental of assets

Crosstech S.A. maintains an asset pool consisting mainly of field vehicles and technical equipment. These assets are located outside Switzerland. Such equipment and vehicles are leased to projects and programmes in Afghanistan, Central African Republic, Colombia, Iraq, Tajikistan, and Ukraine.

2.17. FINANCIAL STATEMENT PRESENTATION

For a clear presentation of the consolidated statement of operations, income and expenses relating to projects are presented separately as project funds. In addition, on the balance sheet, the insurance fund is presented within "Capital" as it is the Foundation's own, self-managed group insurance.

3. DISCLOSURE ON BALANCE SHEET AND STATEMENT OF OPERATIONS ITEMS

3.1 CASH AND CASH EQUIVALENTS

	2023	2022
At Head Office	7 084 193	6 448 749
In the field	2 282 208	2 679 266
Insurance Fund related cash	1 220 136	974 731
Total	10 586 537	10 102 746

3.2 OTHER SHORT-TERM RECEIVABLES

	2023	2022
Cash advances to employees	17 132	13 069
Sub-contractor - Association for Inclusive Peace	-	36 728
Others	150 316	167 401
Total	167 448	217 198

3.3 PREPAID EXPENSES AND ACCRUED INCOME

	2023	2022
Accrued contributions	3 030 677	4 267 282
Prepaid expenses related to Insurance Fund	138 973	79 268
Total	3 169 650	4 346 550

3.4 FIXED ASSETS

2023	Equipments	Vehicles	Other Assets	Total
Cost				
Balance 01.01.2023	110 218	1 280 228	167 866	1 558 312
Acquisition / Additions	31 287	269 415	-	300 702
Sale	-	(125 067)	-	(125 067)
Balance 31.12.2023	141 505	1 424 576	167 866	1 733 947
Accumulated Depreciation/Amortization				
Balance 01.01.2023	100 218	1 158 285	92 762	1 351 265
Depreciation/Amortization	17 410	38 076	20 028	75 514
Sale	-	(125 061)	-	(125 061)
Balance 31.12.2023	117 628	1 071 300	112 790	1 301 718
Net book Value 01.01.2023	10 000	121 943	75 104	207 047
Net Book Value 31.12.2023	23 877	353 276	55 076	432 229
2022	Equipments	Vehicles	Other Assets	Total
Cost				
Balance 01.01.2022	104 489	1 215 672	167 866	1 488 027
Acquisition / Additions	5 729	64 556	-	70 285
Balance 31.12.2022	110 218	1 280 228	167 866	1 558 312
Accumulated Depreciation/Amortization				
Balance 01.01.2022	82 302	995 891	72 735	1 150 928
Depreciation/Amortization	17 916	162 394	20 027	200 337
Balance 31.12.2022	100 218	1 158 285	92 762	1 351 265
Net book Value 01.01.2022	22 187	219 781	95 131	337 099
Net Book Value 31.12.2022	10 000	121 943	75 104	207 047

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

AS AT 31 DECEMBER 2023 (IN CHF)

During the year, acquisitions amounted to CHF 300,702 (2022: CHF 70,285). The cash increase from disposals of fixed assets amounted to CHF 70,621 (2022: nil) resulting in a net gain of CHF 70,615 (2022: nil).

3.5. INTANGIBLE ASSETS

	2023	2022
Cost of accounting system (MS Dynamics 365)	84 225	73 314
Amortization	(29 727)	(4 073)
Total	54 498	69 241

3.6. OTHER SHORT-TERM LIABILITIES

	2023	2022
Payable to employees and others	794 741	381 027
Payable to implementing partners	17 276	-
Income tax payable	20 272	38 700
Sub-contractor - Inclusive Peace	4 143	-
Other liabilities related to Insurance Fund	169 873	100 703
Total	1 006 305	520 430

FSD Group's legal entities are exonerated from paying taxes, with the exception of Crosstech SA.

3.7. ACCRUED EXPENSES

	2023	2022
Head Office accruals	29 442	141 278
Accrued field expenses	128 948	13 916
Accrual for insurance cases	881,505	1 194 613
Total	1 039 895	1 349 807

3.8. INSURANCE FUND

The insurance fund is broken down as follows:

	2023	2022
Premiums	4 044 816	1 911 240
Management Fees	19 000	25 641
Claims Income	2 732	-
Sundry Income	650 525	358 340
Foreign Exchange Gains	60 562	110 628
Total income	4 777 635	2 405 849
Premiums (RMS)	2 406 655	783 279
Claims Expenses	23 676	89 948
Sundry Expenses	578 619	628 397
Foreign Exchange Losses	350 321	154 253
Total expenses	3 359 271	1 655 877
Net result	1 418 364	749 972

Claims income refers to amounts, which the Fund received and accrued, from the Insurance Companies or the broker, while the claims expenses pertain to the accrual of expenses and payments related to the beneficiary/ employees who suffered from losses or injuries.

3.9. DIRECT PROJECT, FUNDRAISING AND ADMINISTRATIVE EXPENDITURES

The Zewo Standards require the costs to be calculated according to the Zewo method and reported in the financial statements. All expenses incurred by FSD (including expenses for fundraising, management and administration) are allocated in the statement of operations in line with Zewo since 2018.

2023	Direct Project	Fundraising	Admin.	Total
Staff costs	15 301 580	388 937	1 696 126	17 386 643
Travel costs	881 687	818	47 117	929 622
Equipment, vehicle and rentals	5 238 368	-	23 366	5 261 734
Operational consumables, repairs and maintenance	2 870 689	-	36 312	2 907 001
General and office costs	1 034 845	15 630	295 783	1 346 258
Professional fees	395 946	7 735	139 976	543 657
Bank charges	89 573	3 797	4 758	98 128
Insurance charges	638 231	-	31 707	669 938
Telecommunication costs	94 172	-	53 274	147 446
Public fundraising costs	-	1 698 511	-	1 698 511
Publications and other communication and promotion expenses	47 170	41 180	-	88 350
Depreciation and amortization	-	-	92 907	92 907

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

AS AT 31 DECEMBER 2023 (IN CHF)

2023	Direct Project	Fundraising	Admin.	Total
Implementing partner's overhead expenditure billed to projects	85 781	-	-	85 781
HQ overhead expenditure billed to projects	2 037 694	-	-	2 037 694
Total	28 715 736	2 156 608	2 421 326	33 293 670

2022	Direct Project	Fundraising	Admin.	Total
Staff costs	10 359 096	270 818	1 237 316	11 867 230
Travel costs	739 456	420	50 854	790 730
Equipment, vehicle and rentals	3 159 644	-	12 042	3 171 686
Operational consumables, repairs and maintenance	3 564 363	-	24 159	3 588 522
General and office costs	884 431	7 629	347 108	1 239 168
Professional fees	134 871	-	96 704	231 575
Bank charges	53 404	4 637	5 281	63 322
Insurance charges	462 000	-	27 222	489 222
Telecommunication costs	99 890	-	70 743	170 633
Public fundraising costs	-	2 057 301	-	2 057 301
Publications and other communication and promotion expenses	32 105	42 565	6 990	81 660
Depreciation and amortization	-	-	198 478	198 478
HQ overhead expenditure billed to projects	1 528 383	-	-	1 528 383
Total	21 017 643	2 383 370	2 076 897	25 477 910

All Zewo key ratios are reported to the FSD Board on a quarterly basis. The organization's total expenses spent on projects and services in 2023 is 86% (2022: 82%), which is within the range for similar organizations (should be at least 65%). The percentage spent on administration and funding in 2023 is 14% (2022: 18%). The organization's total expenses spent on fundraising and advertising in 2023 is 6% (2022 is 9%), which is within the range for similar organizations (25% at most).

Public fundraising campaigns

In 2023 and in 2022, FSD contracted a street fundraising service provider for door-to-door and face-to-face campaigns. The total fundraising cost including direct and indirect expenses is CHF 2,156,608 (2022: CHF 2,383,370).

3.10. STAFF-RELATED COSTS CAN BE SPLIT AS FOLLOWS:

	2023	2022
Wages and salaries	12 542 895	9 212 641
Social insurance and social benefits	4 843 748	2 654 589
Total	17 386 643	11 867 230

3.11. INTERCOMPANY

Overhead costs charged to the projects as well as the following intercompany transactions were not eliminated in the consolidated financial statements:

a) Rental income derived by Crosstech (in CHF)	Unrestricted	Projects	Total 2023	Total 2022
Fondation suisse de deminage (FSD)	-	321 060	321 060	390 839
Association FSD France	-	324 534	324 534	408 295
Total	-	645 594	645 594	799 134
b) Insurance income derived by Risk Fund (in CHF)	Unrestricted	Projects	Total 2023	Total 2022
Staff (International and National Staff Insurance)	157 940	3 205 583	3 363 523	1 419 271
Insurance cost (Third party liability and Asset insurance)	31 707	639 305	671 012	489 608
Total	189 647	3 844 888	4 034 535	1 908 879

3.12. EMPLOYEE BENEFITS

Employees located in Switzerland are insured by Swiss Life against economic consequences of old age, invalidity and death, according to the provision of the Federal Law for Occupational Benefits and Old Age and Survivors (LPP). According to Swiss Life's defined contribution plan, the employees and employer pay fixed contributions. With this plan, net returns on assets do not influence contributions and the final provision is not guaranteed. Risks are covered by Swiss Life, for which no information about economic benefit or economic liability is available.

The annual employer and employee contributions to the pension plan for the year 2023 amounted to CHF 359,611 (2022: CHF 260,491).

Expatriates who do not have their domicile in Switzerland do not benefit from this pension plan.

3.13. REMUNERATION OF COUNCIL OF FOUNDATION AND MANAGEMENT MEMBERS

FSD Group Board members are appointed on a voluntary basis. They have received no remuneration for their mandate. Neither in 2023 nor in 2022 did the President of the Foundation Council receive any payment for services rendered to the organization for his formal statutory functions.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

AS AT 31 DECEMBER 2023 (IN CHF)

The management team in Geneva is led by the director and includes the deputy director, the head of operations and his deputy. The management team, under the supervision of the Board, decides on matters of strategic, political and institutional relevance as well as on operational and administrative matters. In 2023, the management team members held meetings every second month on average.

REMUNERATION OF BOARD MEMBERS & MANAGERS

	2023	2022
	CHF	CHF
Compensation paid to the President	-	-
Compensation and remuneration paid to the Members of the Board of Directors	-	-
Gross salary of the Director	211 728	211 728
Gross salary of the other members of the Management team (cumulative)	777 533	572 500

3.14. OTHER INFORMATION

External auditors' fees

External auditors' fees for the annual examination of accounts of the FSD Group and entities amount to CHF 54,952 in year 2023 (2022: CHF 54,909).

3.15. LIABILITIES TO PERSONNEL WELFARE INSTITUTIONS

As at 31 December 2023, FSD Group has a net liability of CHF 155,803 towards the welfare institutions (2022: CHF 50,218).

3.16. CONTINGENT LIABILITY

As at 31 December 2023 and 2022, FSD Group has no contingent liability.

3.17. SUBSEQUENT EVENTS

There have not been any significant post closure events that would have an impact on the 2023 financial statements.

PROGRAMME SUMMARY BY COUNTRY AND DONORS

	Afghanistan	Central African Republic	Colombia	Ethiopia	Iraq	Nigeria	Philippines	Tajikistan	Ukraine	Middle east	Total
PUBLIC DONORS											
Canton of Fribourg									23 000		23 000
Canton of Geneva					125 000						125 000
Canton of Glarus									5 000		5 000
Canton of Obwalden									5 000		5 000
Canton of Uri									2 000		2 000
City of Pully				2 000							2 000
Department of Foreign Affairs and Trade Australia (DFAT)							235 492				235 492
EuropeAid		1 269 098									1 269 098
Ministry for Foreign and European Affairs and Trade - Malta									51 331		51 331
Municipality of Avusy								1 000			1 000
Municipality of Chancy				500							500
Municipality of Laconnex									800		800
Municipality of Plan-les-Ouates		10 000									10 000
PATRIIP Foundation	667 990										667 990
Stadt Rapperswil-Jona			5 000								5 000
Swiss Cooperation Office Dushanbe								3 548			3 548
Swiss Federal Department of Foreign Affairs									1 990 000		1 990 000
Swiss Solidarity									75 999		75 999
UN Women										143 461	143 461
United Nations Environment Programme (UNEP)								144 041			144 041
United Nations Office for Project Services (UNOPS)					1 887 193						1 887 193
US Department of State (PM/WRA)	730 906		519 468		4 597 599			520 050	11 855 542		18 223 565

Donors	Afghanistan	Central African Republic	Colombia	Ethiopia	Iraq	Nigeria	Philippines	Tajikistan	Ukraine	Middle east	Total
World Food Programme (WFP)									2 920 592		2 920 592
PRIVATE DONORS											
Gemeinsam Gegen Landminen (GGL) Austria	31 289								19 256		50 545
Other private donors	3 700		145 647	25 000		87 647		25 000	2 029 751		2 316 745
Reversal of 2022 accrued income	(286 959)		(197 091)		(1 089 735)			(121 383)	(1 921 636)		(3 616 804)
TOTAL CONTRIBUTIONS	1 146 926	1 279 098	473 024	27 500	5 520 057	87 647	235 492	572 256	17 056 635	143 461	26 542 096
OTHER INCOME AND MOVEMENTS:											
Foreign exchange differences (in contributions) absorbed by FSD Head office	29 678		17 590				(17 817)		4 348		33 799
Interest Income - Field Office			749								749
Subtotal											34 548
TOTAL INCOME AND FINANCIAL RESULT	1 176 604	1 279 098	491 363	27 500	5 520 057	87 647	217 675	572 256	17 060 983	143 461	26 576 644
DIRECT EXPENDITURE											
Direct project expenditures	(1 090 500)	(3 529 294)	(349 382)		(5 036 961)		(703 105)	(781 788)	(14 922 838)	(178 393)	(26 592 261)
HQ overhead charged to projects	(85 148)	(247 830)	(30 069)		(483 096)		(60 095)	(47 041)	(1 170 196)		(2 123 475)
TOTAL DIRECT EXPENDITURES	(1 175 648)	(3 777 124)	(379 451)		(5 520 057)		(763 200)	(828 829)	(16 093 034)	(178 393)	(28 715 736)
Net ordinary result before closed projects	956	(2 498 026)	111 912	27 500		87 647	(545 525)	(256 573)	967 949	(34 932)	(2 139 092)
Deferred projects' income (Project Fund) at beginning of year		2 548 305	21 551				443 376	323 057	345 930	38 346	3 720 565
Transfer of balance of closed projects							102 149		(3 513)		98 636
Deferred projects' income (Project Fund) at end of year	956	50 279	133 463	27 500		87 647		66 484	1 310 366	3 414	1 680 109



ANNUAL REPORT 2023

OUR TEAM

OUR TEAM

FOUNDATION BOARD

Jürg Streuli, President
 Nawal Ait-Hocine, Vice-President
 Michel Roch, Thomas Kodiak, Urs Endress, Thierry Burkart,
 Members

AUDITORS

Mazars Audit & Advisory Services Industry,
 Geneva, Switzerland

STAFF AT HEADQUARTERS

Hansjörg Eberle, Director
 Benedikt Truniger, Deputy Director
 Matthew Wilson, Head of Operations
 Alexander van Roy, Deputy Head of Operations
 Angela De Santis, Deputy Head of Operations
 Alexandra Brutsch, Head of Communications
 Férial Lonni, Head of Fundraising
 Orlane Lagarde, Senior Communications Officer
 Jovana Vidojkovic, Senior Donors Relation Officer
 Maximilian Wagner, Senior Fundraising Officer
 Océane Allaire, Multimedia Production Officer
 Eliane Dossenbach, Fundraising Officer
 Anne Witteveen, Communications & Fundraising Officer
 Gaëlle Hadorn, Communications Assistant

AFGHANISTAN

Imamdad Abdul Husain, Dawod Abdul Majid, Saddam Arif Abdul
 Maroof Sharifi, Mirwali Shah Abdul Momin, Mohibullah Abdul
 Rahim, Deldar Abdul Rasool, Farzad Abdul Saboor, Abdul Hamed
 Abdul Salam, Lutfullah Abdul Salam, Hamidullah Abdullah,
 Ismoil Abdulloev, Abdul Qayoum Ahmadi, Abdul Rasool Akbari,
 Mohammad Amin Akbarzada, Mohammad Abraham Ali Zada,
 Mohammad Sediq Amini, Amir Arsalan Amiri, Nawidullah
 Amiri, Sharifullah Amiri, Ramin Amiry, Ainuddin Amruddin,
 Abdullah Azad Bik, Dadullah Azizi, Faiz Mohammad Azizi,
 Mohammad Ajan Azizi, Nimatullah Bacha Shirin, Mohammad
 Rasa Bahadur, Mohammad Basir Basharat, Jawid Bayani,
 Mohammad Haroon Bigzad, Barakatullah Edibig, Nasir Ahmad
 Ewaz Mohammad, Mohammad Ishaq Faqiri, Philluppus Jakobus
 Fouche, Mohammad Nader Ferooz, Mohammad Edrees Ghafari,
 Mohammad Ibrahim Qaderi Ghulam Nabi, Alawat Shah Gul
 Mohammad, Muhibullah Habib Jan, Farhad Habibi, Pahlawi
 Habibullah, Wajjullah Hamidullah, Najmuddin Hamidullah,
 Khuda Dad Hazrati, Ahmad Farid Juma Khan, Ghulam Karimdad,

Abdul Wahid Karimi, Islamudin Khaliqi, Zabiullah Khial Big,
 Hadisullah Mahmood Big, Rahmat Big Mazam Big, Tarajuddin
 Merajuddin, Nazarshah Miradalshah, Shirin Shah Miram Shah,
 Jamshid Mohammad Aliph, Naqibullah Mohammad Azam,
 Abdul Azim Mohammad Esa, Abdullah Mohammad Hakim, Shah
 Husain Mohammad Husain, Farshid Mohammad Karim, Jamshid
 Mohammad Muner, Mohammad Qaseem Mohammad Naim,
 Aman Jan Mohammad Neman, Mohammad Hamid Mohammad
 Omran, Fridoon Mohammad Qadir, Bashir Ahmad Mohammad
 Sarwar, Mohammad Sarwar Mohammad Sharif, Mohammad
 Yasin Mohammad Taher, Mohammad Yasin Mohammad
 Tahri, Mohammad Sayad Farhadi Mohammad Zahir Farhadi,
 Zabihullah Mohammad Zahir, Ahmad Rafih Morwat, Ahmad
 Rawish Morwat, Ghulam Mohammad Mohammadi Mullah
 Mohammad, Mohammad Big Murad Big, Safar Ali Muradbik,
 Faiziddin Mustafiev, Rahmikhuda Najmuddin, Ewaz Nayeb,
 Naqibullah Nazari, Ehsanuddin Nezami, Sardar Mohamad
 Nickhwah, Azimullah Nikzad, Qadradin Nooradin, Mohammad
 Nasim Noori, Raz Mohammad Orzi Mohammad, Sayed Hasan
 Qadruddin, Azludin Qurban, Abdul Karim Rahimi, Nazre Khoda
 Rahme Ali, Rahmullah Rahme Ali, Najmuddin Rahmuddin,
 Said Shabir Sadat, Nazar Mohammad Sahib Nazar, Assadullah
 Sakhi Zada, Abdul Salam Sardar Mohammad, Noor Khan Sarwar
 Shah, Mohammad Farid Sarwari, Sakhi Mohammad Sarwari,
 Ghulam Rabani Sayed zada, Abdul Jabar Serajuddin, Abdul Satar
 Serajuddin, Mohammad Aslam Shah Abdul Khair, Amanullah
 Shahrahmatullah, Obaidullah Sharifi, Mujibullah Shirzad,
 Mohammad Shoaib Siddiqi, Faridoon Wahedi.

CENTRAL AFRICAN REPUBLIC

Mamadou Aoudou, Rodney Allah-Asra Nan-As-Guer, Matthieu
 Benoit Basily, Abdon Romaric Bayani li Yaira Tounametouya,
 Maurice Le Grand Bengonda Mondele, Christian Benoit Berembi,
 Emilia Bokilisoua, Jean Richard Noël Colico, Florence Dela Cruz,
 Jean-Louis Marcel Delaite, Guy Bertin Djangoa, Médard Roselin
 Doanzoyen, Virginie Marie Dodelin, Trotsky Wildor Dongopandji,
 Diana Dumaguig, Thierry Jany Duval, Corine Alda Audrey Enza-
 yagaza, Jerry Didier Loris Finoura Tokpo, Vivien Junior Gamana,
 Hervé Kendao, Simon Gondo Koye, Chantal Le Berre, Gerald
 Hubert Jean Ludet, Arnaud Madou, Nadège Gwladys Magbadjia,
 Tancy Vogel Magbe-odral, David Fernand Marcel Martinez, Gabin-
 fernand Mbawa-yetikoua, Pitié Mbimba Koyadepa, Kimberly Rose
 Misa, Syntyche Coretta Moussa Nawe, Jean De Dieu Nadjingar,
 Simplicie Cherubin Namkoisse, Gaëtan Victorien Ngazo, Vincent
 Gergo Rey Reims Nocks-nokou, Anicet Parfait Phonze, Christophe
 Gerard Patrice Roy, Angeline Somai, Simplicie Souagbo Eteme,
 Lyes Bellanove Tchedakrou, Edgard Chamberlain Tro, Mélina
 Yamokosse, Octave Aristide Yandoko, Soleil Yanibada Ndintana.

OUR TEAM

COLOMBIA

Andrés Jaramillo Abisambra, Ryan Jay Cajucom, Angela De Santis, Lukasz Marcin Olenderek, Mitchel Tatiana Paez Saenz, Sandra Patricia Salas Quijano, Olivier Richard Shu, Sebastián Tovar Jaramillo, Salomé Valencia Aguirre.

IRAQ

Shwan Qadir Abdalla, Himdad Jameel Abdulla, Arkan Hazim Abdulqader, Nawzad Razaq Ahmed, Handar Nabi Ahmed, Muthana Abdulla Ahmed, Rafiq Hama Karim Ahmed, Saman Azeez Ajaj, Khalid Mohammed Ali, Zulfaqr Muhammed Ali, Fread Zubair Ameen, Ahmed Fahd Anter, Sherzad Mala Azeez, Ali Ibrahim Azeez, Ismail Rasool Azeez, Duniya Shahab Aziz, Julian Spencer Cooney, Crispin Tony Grant Driver-Williams, Hisham Sabah Fuad, Sally Muneer Gorgees, Kawa Tofiq Hama Rashid, Ahmed Hussein Hama Rasul, Zana Hama Ameen Hama Salih, Sabri Rasool Hamad Shin, Saman Mawlood Hameed, Fouad Ahmed Hamzah, Luqman Mala Hasan, Haider Zainal Hasan, Hameed Abdalla Hassan, Salam Ismail Ibrahim, Asmaa Khalil Ibrahim, Mudhafar Mahmood Ibrahim, Omer Muhammed Ibrahim, Aya Ayad Ibrahim, Kaka Rafaat Kaka, Tara Yousif Kamil, Ahmed Hama Kareem, Kamaran Rahim Karim, Qasim Mohammed Khalaf, Muhammed Nawaf Khalil, Ayman Yusif Khdir, Majeed Hamid Majeed, Hameed Rasool Mala, Farhang Farznda Maml, Peshawa Salim Mohammed, Mohammed Abdullah Mohammed, Jamal Jalal Muhammed, Omar Ali Muhammed, Shareef Mustafa Muhammed, Rami Khalil Muhammed, Muhammed Qasim Muhammed, Sadiq Haider Muhammed, Omar Basheer Mukhlif, Steven Munro, Ali Ahmed Murawah, Muhammed Abas Murawah, Naeem Hasan Mustafa, Andrew John Nuttall, Shirwan Sidiq Qadir, Waleed Muhammed Qadir, Raza Khalil Qanber, Ashty Omar Rasool, Omar Kareem Rasul, Diyar Bakir Sabir, Ahmed Omer Saeed, Samal Mustafa Saeed, Saman Raouf Saeed, Saeed Wahid Saeed, Rebwar Ahmed Salih, Khairy Khaleel Salih, Markus Schindler, Talib Taqialdin Shawkat, Peter David Smethers, Dhahir Jij Taher, Ian David Watkins,

PHILIPPINES (SUPPORT OFFICE)

Mirajejan Abaja, Marie Jo Abella, Maricris Abad, Anna Mae Acosta, Mariann Allapitan, Arvin Andaya, Lorna Andin, Shaiannah Veylaine Apostol, Jean Real Balantoc, Marichris Banal, Cielo Karenina Bartolome, Clara Borres, Victoria Bueno, Divine Ann Bughao, Liana Shane Busalpa, Aimee Cabral, Ryan Jay Cajucom, Arlene Calalo, Ciara Nicole Calangi, Michael Ervie Camba, Ron

Lester Camposano, Arnulfo Jr. Canoy, Pamela Cariño, Rhiza Carreon, Camille Cortez, Marionne Jannah Dadiz, Mary Joy Daet, Crizle Ann De Asis, Shaira Sushmita Degamo, Florence Dela Cruz, Kate Marie Deloria, Richard Vince Depuno, Karen Marie Donato, Diana Dumaguing, Rosanna Durban, Mary Jane Fabul, Lovely Ann Gabrillo, Cristelyn Gereda, Christine Joy Geron, Jezel Hatosa, Maricar Hontiveros, Jennica Ignacio, John Daniel Illumin, Jiselle Juan, Christine Jane Lopez, Gabriel Anthony Lopre, Bergil Diamond Lugo, Christine Joy Lumabao, King Paul Macasarte, Lorieamar Magsino, Edmon Malitao, Gemille Anne Clarence Maramot, Marinel Martin, Mark Dave Martin, Michelle Mercado, Kimberly Rose Misa, Cherry Mae Moradillo, Neleresa Morcoso, Geneville Navarro, Josefina Orcullo, Mary Ann Grace Oropilla, Charmaine Palangyo, Kenneth Pedrajas, Catherine Peña, Judy Ann Peralta, Tyrone Andrei Priolo, Maricon Queddeng, Mira Ashly Rescopin, Renee Ellyn Roque, April Cyron Salivio, Zanetta Lei Simon, Janin Faith Taclan, Sherylle Tomas, Rosette Torrente, Natalie Belle Vallejos, Johannah Therese Veluz, Gie Ann Viado, Caryl Deanne Villar.

PHILIPPINES (OPERATIONS)

Sittie Fairodz Abutazil, Datu Sofeier Adil, Amin Agkat, Jim Bim Alcaide, Israhayda Angas, Elinor Angeles, Namra Bagundang, Hamdy Balamula, Adzhar Baluan, Norhana Bayangan, Archie Bermejo, Jamalia Camad, Rex Daag, Pendatun Datumanong, Paul Anthony Davies, Mertene Degay, Alvin Diadel, Craig Dreghorn, Fairuss Ebus, Naila Edza, Akmad Gandawali, Pasila Guiaman, Jr., Arsenio Labajo, Thong Maidumama, Sonny Romasanta, Mohalidin Suga, Lejla Susic, Norudin Taib, Sherwin Ulama, Joselito Usman, Reggie William Uy.

TAJIKISTAN

Saidmamad Abdumamadov, Mukhtor Akhmedov, Aminbek Alibekov, Shavkat Asmatbekov, Michael Barry, Masnav Bodurov, Shahriniso Davlyatova, Artur Gandzhumov, Jahon Ghafurov, Nigora Gulbaeva, Abdunaimzhon Ibragimov, Bakhtiyor Ibragimov, Zebonisso Iskandarova, Rahmatullo Ismatov, Fathulo Jobirov, Abdusalim Juraev, Shakhnoza Karimova, Rakhmatullo Khairulloev, Lola Latypova, Dzhamilya Madzhidova, Aziz Makhmadov, Samad Mastibekov, Sukhrob Mirzorakhimov, Shohin Mizrobov, Dzhurabek Mukhtarov, Alohidamo Nabotova, Zarina Nazarzoda, Zamira Oimahmadova, Rukhshona Ramazonova, Solehjon Saidasanov, Muboraksho Salimov, Sokhibjamol Sharipova, Saidakbar Tumanov, Najibullo Yusufi.

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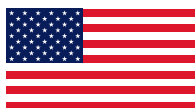
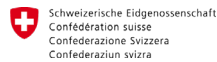
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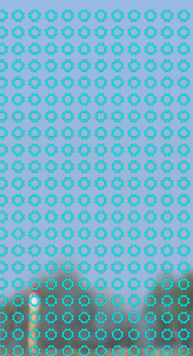
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