FSD

2022 ANNUAL REPORT

ANNUAL REPORT 2022

TABLE OF CONTENTS

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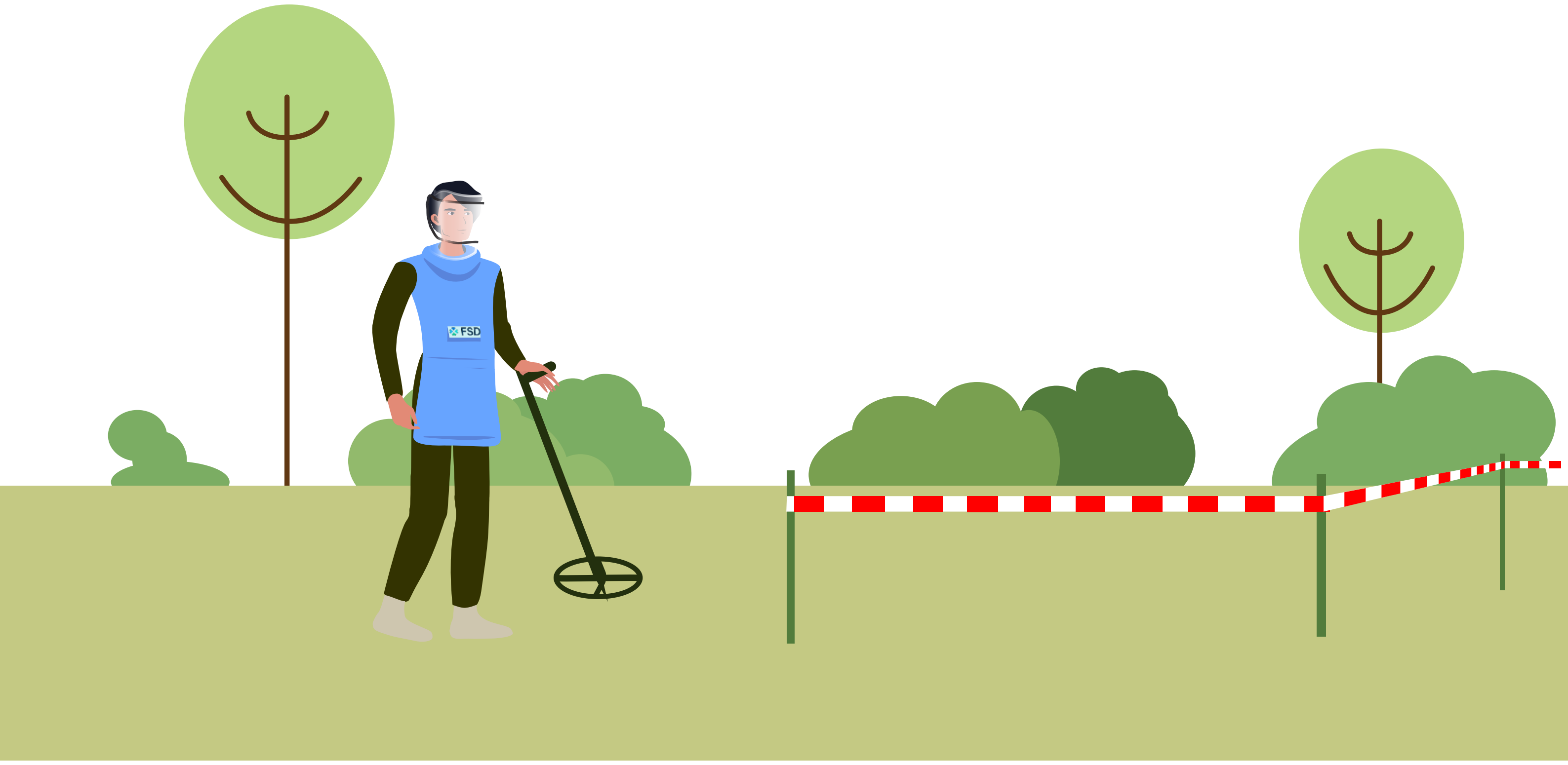
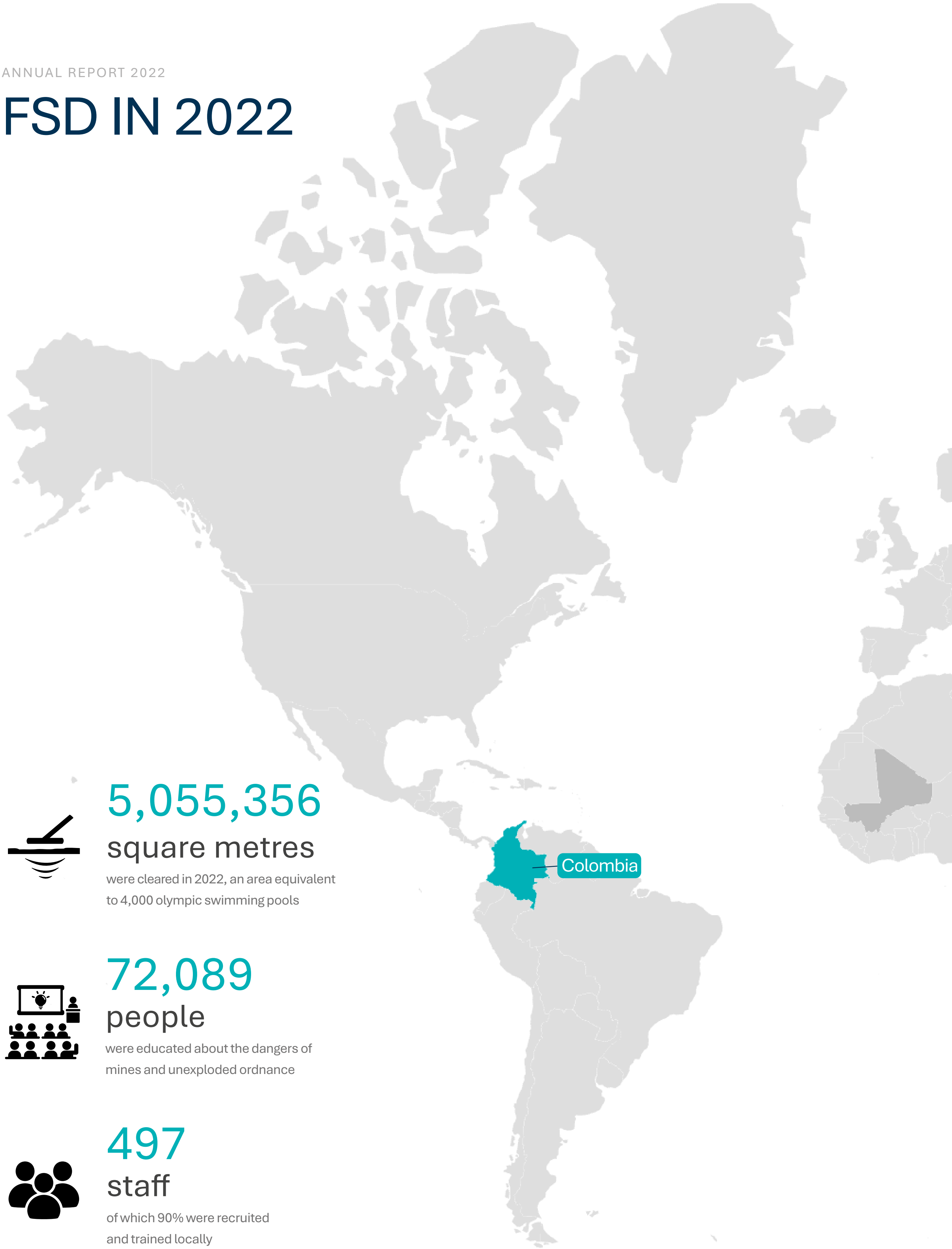
In 2022, our teams have helped to shape a safer world.



ANNUAL REPORT 2022

2022 KEY FIGURES

FSD IN 2022



5,055,356
square metres
were cleared in 2022, an area equivalent to 4,000 olympic swimming pools

72,089
people
were educated about the dangers of mines and unexploded ordnance

497
staff
of which 90% were recruited and trained locally

Discover our interactive
2022 Annual Report!

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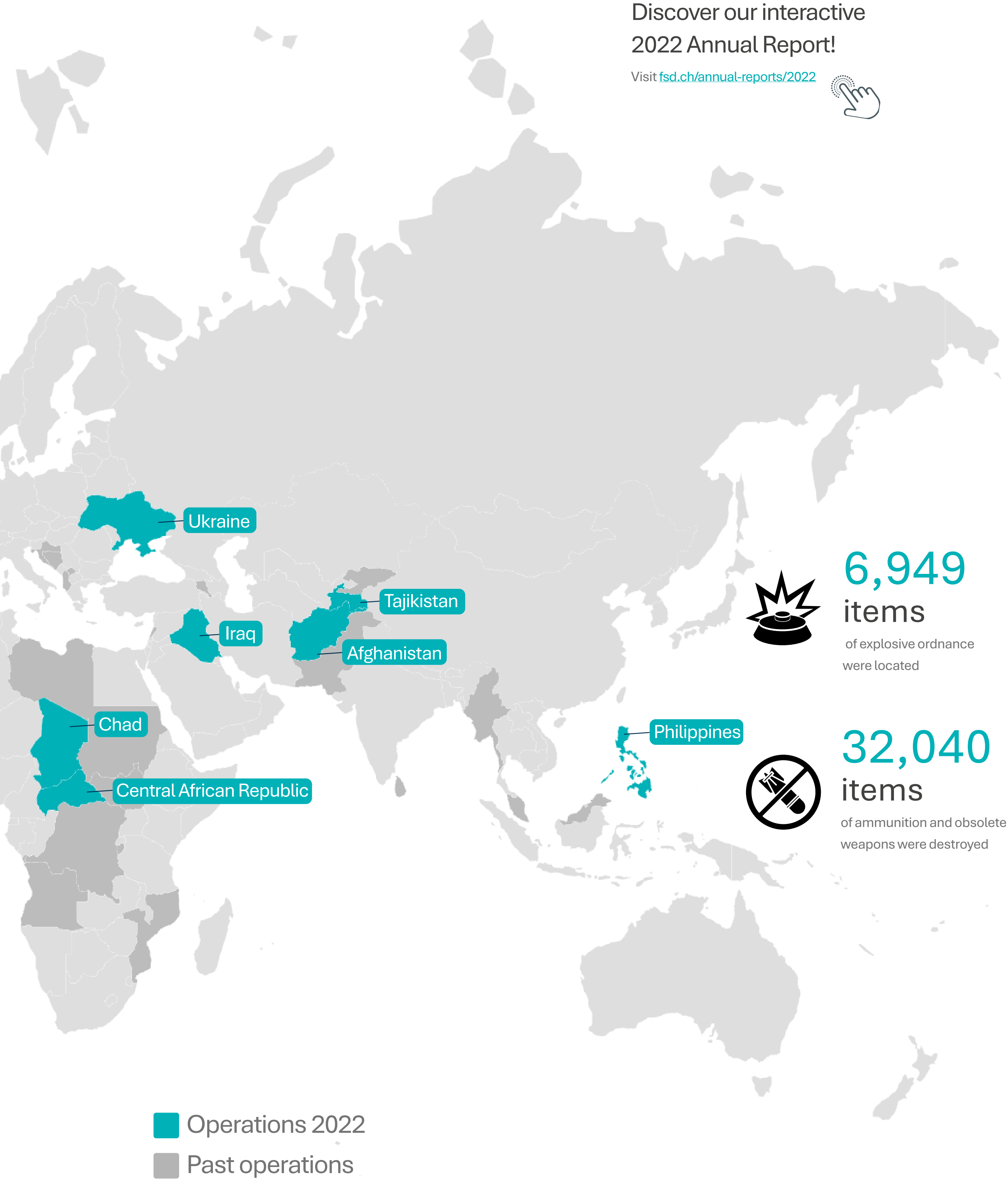
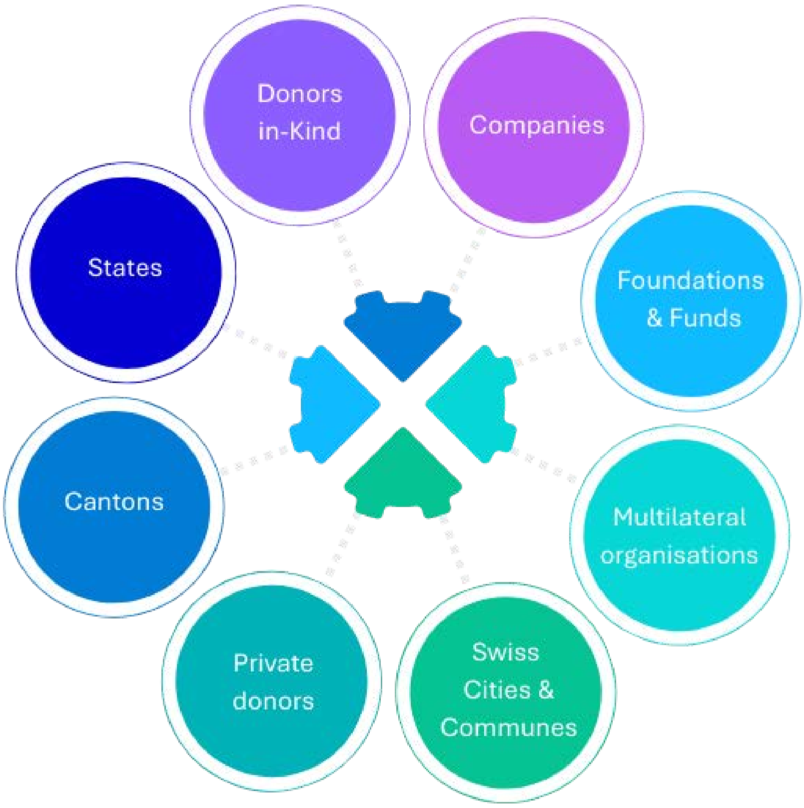


6,949 items of explosive ordnance were located

32,040 items of ammunition and obsolete weapons were destroyed

SOURCES OF INCOME

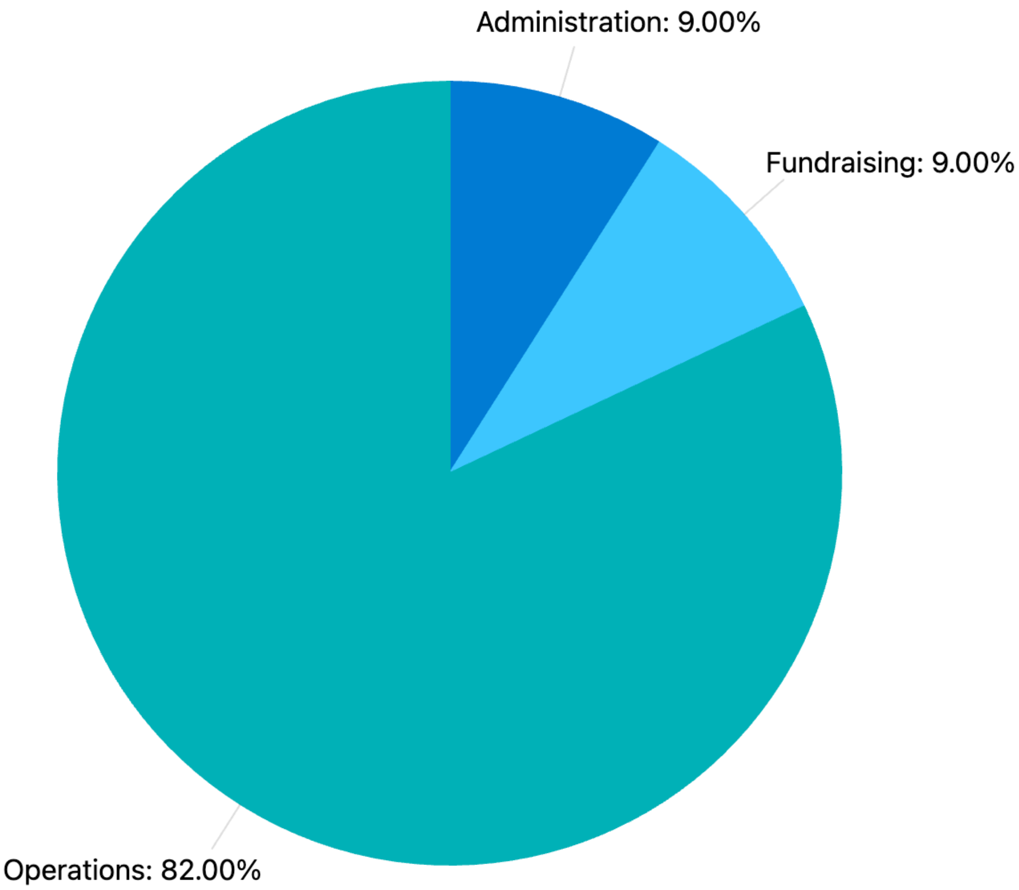


25,000,000
Swiss francs

In 2022, FSD implemented CHF 25 million worth of humanitarian projects. Our actions are funded by governments, multilateral organisations, Swiss cantons and municipalities, Foundations and private donors.

ANNUAL REPORT 2022

ALLOCATION OF EXPENDITURE



82

Percent

For each 100 CHF received by FSD, 82 CHF are directly allocated to field operations.

This diagram is interactive!

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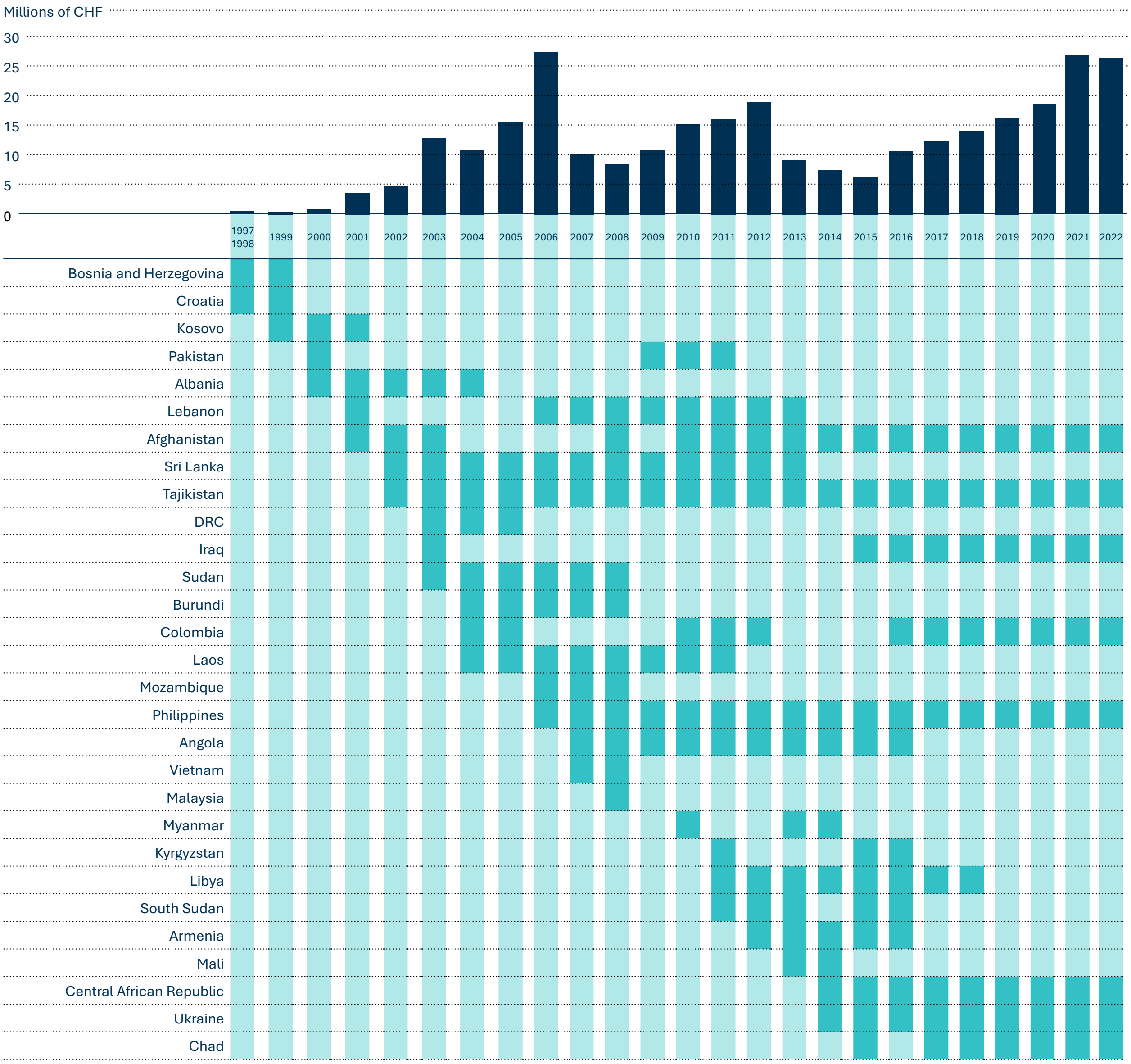
ANNUAL REPORT 2022

OUR PROGRAMMES SINCE 1997

FSD ANNUAL EXPENDITURE AND TIMESCALE OF OPERATIONS PER COUNTRY



ANNUAL REPORT 2022

OUR PROGRAMMES

PROGRAMMES/

AFGHANISTAN

MINE CLEARANCE

RISK AWARENESS

VICTIM ASSISTANCE

50 staff members

including 48 Afghan nationals

2,080 antipersonnel mines

& items of unexploded ordnance located and rendered safe

447 mine victims

interviewed for a needs assessment

FSD has been working in Afghanistan for more than 20 years. This country is one of the most contaminated from mines and explosive remnants of war in the world; a sad legacy of almost four decades of armed conflict. FSD's teams are focusing their efforts in the isolated province of Badakhshan in the north-east of the country, as well as in Kunduz Province. The staff, 96% of them local Afghan employees, 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 2022, the programme's funding was downscaled due to growing international concerns around the political situation.

FSD's mine action programme in Afghanistan is now overseen from a new operations office based in Kunduz. For the past 20 years, for logistic reasons, operational management had been located in Kalai Khum, a Tajik town bordering the Badakhshan region, where our clearance teams are deployed. Due to restrictions related to the Covid-19 pandemic and to the change of government in Afghanistan, movement across the border with Tajikistan has been almost halted, hence the closing of our office in Kalai Khum.

In the first months of 2022, FSD teams started surveying potentially contaminated areas of Kunduz Province. When the snow subsided in the mountainous Badakhshan province in mid-April, 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 antipersonnel 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.

In 2022, FSD deminers located and destroyed 1,444 anti-personnel mines, 73 items of unexploded ordnance and 563 various items of abandoned ammunition. More than 200,000 square meters of terrain were carefully inspected by our teams and handed over to local communities.

In areas not yet cleared, FSD’s teams educate the local population on how to recognise hazardous devices and how to react appropriately to avoid accidents. As a consequence of some international donors suspending their funding, these activities had to be downscaled in 2022. Only 104 people were reached by FSD’s risk education sessions, compared to 2,800 in the previous year. In addition, due to the recent political changes in Afghanistan, FSD can regrettably no longer provide risk education to women and girls over the age of twelve.

The landmines found in the mountainous province of Badakhshan in Afghanistan are a legacy of the Soviet invasion of the 1980s. They still claim victims, mostly shepherds and children, almost half a century after they were laid.

As in previous years, FSD has also taken advantage of its presence in remote locations to assess the needs of survivors of mine accidents and to provide them with targeted support. In 2022, 447 mine victims were interviewed, among which 45 were assessed as needing long-term help with their injuries. Over the year, FSD staff also facilitated the treatment of five mine victims at the ICRC clinic in Faizabad.

FSD’s programme in Afghanistan is supported by the US Department of State, GGL Austria and other private donors. In 2022, funding was still suspended by several major donors following the Taliban take over, but the support of FSD’s private donors enabled continuity and ensured that the vital link to the communities affected by explosive ordnance could be maintained.

PROGRAMMES/

CENTRAL AFRICAN REPUBLIC

SUPPORT TO THE PEACE PROCESS

SOCIO-ECONOMIC ASSISTANCE

230 former combatants

provided with professional training to reintegrate into civilian life

1 orphanage

rehabilitated in Bangui

After decades of violence and political unrest, the Central African Republic relapsed into civil war in early 2013. One out of four Central Africans fled their home. Poverty is endemic and the majority of the population lacks access to basic services. In 2019, the Central African government signed a peace agreement with the country's main rebel groups. Active in the country since 2014, FSD contributes to the peace process through various projects and provides socio-economic support to vulnerable communities in these locations.

Despite the signature of the Peace Agreement in February 2019 between the Central African government and the country's 14 main armed groups, more than half of the territory is still outside of state control. To stabilise the country, enable the return of displaced people and revitalise the local economy, a process of security sector reform alongside demobilisation, demilitarisation and reintegration (DDR) of ex-combatants/armed groups has been implemented with the support of the European Union (EU).

In 2022, FSD focused on promoting the reintegration of members of the Unités spéciales mixtes de sécurité (USMS), who are former members of rebel groups, into civilian life via vocational skills training in Bouar and Paoua. In each location more than 100 ex-combatants participated in a four-month training programme. The first five weeks covered basic general training including literacy and financial skills, civic education and human rights. The following 13 weeks focused on professional skills chosen by each participant (sewing, electrical installation, information technology, masonry, mechanics, carpentry, soap-making and welding). Most of this training was conceived and implemented with local partners.

In a second phase, the graduates will be supported further in their chosen professional discipline, notably by the provision of individual kits, and they will be coached in the medium-term to encourage the sustainability of the results.

FSD also continued facilitating the payment of a monthly food allowance to members of the USMS located in Bouar, Paoua and Ndele, a task mandated by the Peace Agreement and paid for by the EU, using a digital ID programme to track payments through biometric data control.

In parallel to these reintegration activities, FSD provided maintenance for the five camps built and rehabilitated in the previous years under the Peace Agreement for USMS personnel in major towns and population centres, as a means to provide confidence in the government and ensure stability and security across the country.

Finally, FSD continued to take advantage of its presence in different regions of the Central African Republic to carry out socio-economic development activities. In 2022, FSD completed the rehabilitation of an orphanage in Bangui and of a school and a kindergarten in Bouar.

FSD's programme in the Central African Republic is supported by the European Union and various private foundations.

In 2022, FSD provided vocational training to former members of armed groups to promote their reintegration into civilian life.

PROGRAMMES/

CHAD

CAPACITY BUILDING

©Photo: Gwenn Dubourthoumieu

4 NGOs

working together to help clear Chad of landmines

2025

the year Chad aims at being mine-free

Chad’s contamination with landmines, cluster munitions and other items of explosive ordnance largely originates from the conflict with Libya between 1978 and 1987 and from several civil wars. To date, over 3,250 people have been injured or killed in accidental explosions. Nomad communities and camel herders are particularly threatened, risking their lives when they have to transit through unknown contaminated areas. FSD has been working in Chad since 2017 as part of an EU-funded consortium project called PRODECO, jointly with Mines Advisory Group, Humanity & Inclusion and SECADEV.

In Chad, FSD’s role in the PRODECO consortium project focused on capacity-building of the Haut-Commissariat national de déminage (HCND), the national mine action authority. The year 2022 saw the end of this project. From January to April, FSD’s team consolidated the results of four years of training and handed over the projects and its assets to the HCND in a safe and efficient way.

Since 2017, FSD experts have helped this governmental entity develop effective demining management and policies, and put in place the administrative, technical and information management measures necessary to convert strategy into reality.

Together with the Chadian staff of HCND, FSD’s experts have updated the database that identifies the contaminated areas and the ongoing demining actions carried out in the country. The database can now be used for improved coordination of mine clearance by HCND and for the attribution of tasks to humanitarian demining operators.

FSD has also provided technical training and mentoring to the Demining Rapid Response unit within HCND, notably through field missions.

Finally, FSD experts assisted HCND in the fulfilment of its Ottawa Treaty obligations by helping draft an application requesting an extension of the deadline to 2025 and jointly attending the 19th meeting of the State parties to the Convention.

The PRODECO project concluded in April 2022 without agreement on a successor or alternative source of donor funding for mine action in Chad.

FSD's programme in Chad was supported by the European Union.

©Photo: Gwenn Dubourthoumieu

The year 2022 saw the end of FSD's project in Chad. From January to April, our team consolidated the results of four years of training and handed over assets to the national mine action authority in a safe and efficient way.

PROGRAMMES/

COLOMBIA

CAPACITY BUILDING

VICTIM ASSISTANCE

+ 120 casualties

of landmines and unexploded ordnance recorded in 2022

5 survivors

of mine accidents received support in setting up urban gardens on their balconies as a new source of livelihood

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 rebel group FARC, allowing the widespread deployment of humanitarian demining operations in the country. For the past six years, FSD has been mentoring the Colombian authorities in the development of a demining strategy and its implementation. In 2022, FSD added a mine victim assistance component to its mine action programme in Colombia.

Since the signature of the Peace Agreement with the FARC, significant resources have been deployed to decontaminate Colombia, with several thousands of deminers deployed throughout the country. The ultimate goal is to clear the entire country of mines by 2025. Since 2016, FSD has been providing capacity-building to Descontamina Colombia, the Colombian mine action authority, which is placed under the authority of the Colombian High Commission for Peace.

FSD supports Descontamina Colombia with technical staff guidance so that they are able to fulfil their responsibilities as a national mine action authority. This includes integrating the operational framework, information analysis and demining capacity into a broader strategy for an effective land release process.

In 2022, FSD refined Colombia land release standards and provided training to mine action operators on their implementation in the field. Our experts also provided continued guidance on the environmental impact of mine action, as well as on the monitoring of mine action operations by national authorities.

In July, following national elections, an interim team was put in place at the Colombia national mine action authority, awaiting a new administration in 2023. In order to ensure continuity, FSD spent time to finalise its results so far and put procedures in place so as to be ready to train the new administration as soon as they are in place.

In 2022, FSD also initiated a mine victim assistance project in Colombia. Every year, civilians are killed or maimed by accidental explosions across the country. Survivors not only have to deal with injuries and amputations, multiple operations and rehabilitation but also often find themselves unemployed, isolated and sometimes perceived as a burden on society.

The objective of this new project is to support the socio-economic reintegration of mine victims through the establishment of urban vegetable gardens. FSD works with the Colombian Victim Unit to identify beneficiaries. Our team then provides the necessary equipment and hydroponic structures, facilitates their installation on balconies of the survivors, and provides them with training in the cultivation of various vegetables and herbs so that they can then sell them at local markets and restaurants.

The pilot phase of the programme assisted five victims in Bogota and produced very positive results. The aim is now to extend this mine victim assistance programme to more beneficiaries in Bogota and to develop a similar strategy through community gardens in rural areas of the country.

FSD's capacity building project in Colombia is supported by the United States State Department; the mine victim assistance project is funded by private donors and foundations

Ismaelina Burbano (right) survived a mine accident in a rural area of Colombia and now lives in Bogotá. She was assisted in setting up a vegetable garden on this balcony as a way to generate a stable income for her and her family.

PROGRAMMES/

IRAQ

MINE CLEARANCE

RISK AWARENESS

CAPACITY
BUILDING

3,125 IEDs

(improvised explosive devices) located and rendered safe

1,934 risk education sessions

delivered

157 staff members

including 150 Iraq nationals

Iraq is one of the world's most contaminated countries by extent of mined area. 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 by jihadists in defensive belts around villages and vital infrastructure, on roads, in fields, in homes and in schools. Based in Erbil, FSD began working in the country in early 2016 in areas newly liberated from ISIS and is currently active in the governorates of Nineveh and Erbil.

In 2022, FSD's mine action project in Iraq progressed well, despite security issues resulting from the political violence in Baghdad in August and September. The impact of Covid-19 lessened significantly, allowing the ten demining teams to achieve good results: 4.7 million square meters of land were inspected and cleared during the year. Nearly 4,000 explosive devices were located and destroyed, including 3,125 IEDs, 670 items of unexploded ammunition and five manufactured antipersonnel landmines.

In 2022, our survey teams started using a small remote-controlled drone prior to the demining work to help determine the presence or absence of explosive ordnance contamination in a given area. Given the gain in productivity allowed by this tool, a second drone will be added to another survey team's assets in 2023.

In some localities, construction machines, whose cabs have been shielded to protect the operator, support the manual work of deminers. They are particularly useful for clearing potentially contaminated rubble and for excavating mines in hard and dry soils. A small remote-controlled vehicle, acquired in 2020, also makes it possible to inspect the interiors of potentially hazardous buildings. These mechanical assets allowed the teams to inspect and clear 53,015 cubic metres of rubble during the year.

Mine awareness activities were conducted throughout all of 2022, with more than 13,000 children and 4,000 adults attending face-to-face sessions. Intensive online awareness campaigns were carried out for the second year on FSD Iraq's Facebook page, reaching more than 295,000 people.

For the past two years, FSD has also worked on a capacity-building project to support a local NGO, Shareteah Humanitarian Organisation (SHO), in collaboration with the United Nations. Our experts have trained and mentored SHO staff on the technical and management aspects of mine action. In 2021, two teams of risk education and four demining teams were transferred from FSD to the Iraqi organisation. Shareteah has now become the first Iraqi NGO accredited for the clearance of improvised mines.

In 2022, FSD focused on strengthening the financial management and governance of the SHO and will continue to do so for an additional year. The Iraqi NGO has now successfully mobilised resources from national and international donors. In the long run, the ultimate goal of this type of project is that international NGOs can withdraw so that the demining of Iraq can be carried out by national actors.

FSD's programme in Iraq is supported by the US Department of State, the United Nations, the Canton of Geneva, GGL Austria and other institutions and private foundations.

FSD began demining Iraq in early 2016 in areas freshly liberated from ISIS and is currently active in the governorates of Nineveh and Erbil. This deminer is clearing hills adjacent to the town of Bashiqa.

PROGRAMMES/

PHILIPPINES

MINE CLEARANCE

RISK AWARENESS

SUPPORT TO
PEACE PROCESS

624 villages

potentially contaminated surveyed by FSD

24,334 people

participated in FSD's risk education sessions

The island of Mindanao, in the southern Philippines, has experienced decades of conflict of varying intensity between several rebel groups and the Philippines government. Each period of fighting has left behind its share of unexploded or abandoned ordnance, endangering the lives of people in the region. In 2019, after more than 50 years of conflict and following a referendum, the western Muslim part of the island of Mindanao gained autonomy, officially becoming the Bangsamoro Autonomous Region in Muslim Mindanao. Active in this area since 2005, FSD has continued supporting the Peace Process throughout 2022 through various mine action activities.

In 2022, FSD teams continued conducting surveys in localities suspected to be contaminated by unexploded ordnance or improvised explosive devices (IEDs). Such devices have become increasingly common and replicate technologies found in Iraq or Syria. FSD surveyed 624 villages in 2022, entered the information into a database, and when the presence of explosive devices was confirmed, facilitated the intervention of the Philippine armed forces for their neutralisation.

The growing issue of IEDs in the Bangsamoro Autonomous Regions in Muslim Mindanao (BARMM) is in reality a problem of uncleared explosive ordnance: nearly all recent incidents of IEDs involve items of unexploded ordnance re-purposed into IEDs by insurgent groups. Unexploded ordnance are often found buried in village centres and adjacent fields, in community facilities or even near schools.

Unexploded ordnance, as well as IEDs, continue to regularly cause casualties in this region. To help prevent accidental explosions, FSD carries out risk education campaigns in schools and village assemblies. In 2022, more than 24,000 people participated in a total of 586 face-to-face sessions held throughout the BARMM. At the end of the year, FSD signed an agreement with the regional authorities and UNICEF to introduce explosive ordnance risk education into the school curriculums in the BARMM. FSD will assist the Department of Education by providing material and helping conceive lesson plans.

Unexploded ordnance as well as improvised mines still regularly claim casualties in the Bangsamoro Autonomous Region of Muslim Mindanao. To help prevent accidental explosions, FSD teams conducted 585 risk education sessions in 2022.

In addition to survey and risk education activities, FSD has been acting as the de facto mine action centre in the BARMM for the past ten years. This included providing advice and technical assistance to the local authorities about mine action matters, playing a liaison role between various parties and keeping data on contaminated areas, incidents and mine clearance interventions in a cartographic database.

In the second part of 2022, significant progress was made to establish a regional operations centre for explosive management and removal. FSD will provide support and advice to this new entity, which is due to open in the first quarter of 2023.

In 2022, FSD's programme in the Philippines was supported by the European Union, the Australian Department of Foreign Affairs and Trade, and the City of Geneva.

PROGRAMMES/

TAJIKISTAN

WEAPONS AND AMMUNITION DESTRUCTION

ENVIRONMENTAL REMEDIATION & RESILIENCE AGAINST CLIMATE CHANGE

30,815 weapons

and items of ammunition destroyed

1 community greenhouse

built with mentoring given to over 40 local residents on sustainable crop production

1 upgrade to a community waterworks

increasing water availability to over 1,500 local residents

After the collapse of the Soviet Union in 1991, Tajikistan, like many former Soviet states, was left with large amounts of weapons and ammunition stockpiled in several locations throughout the country, some of which are now obsolete and in poor condition. This constitutes a serious threat to national and regional security. Since 2009, FSD has been destroying obsolete weapons and ammunition retrieved from the Tajik authorities and the border guards. For the past five years, FSD has also been implementing an environmental project in Tajikistan, focusing on the remediation of land polluted by obsolete pesticides and on the promotion of resilience against climate change.

In 2022, FSD continued to destroy stocks of obsolete weapons and ammunition in Tajikistan. These stockpiles are dangerous as they can be subject to accidental explosions or be stolen and used for the production of improvised explosive devices. Over the year, FSD's teams destroyed 30,815 items of weapons and ammunition. This work was carried out on a wider scale than in previous years, notably in the Tajikistan-Uzbekistan border region in the west of the country, where better relationships were developed with border guards.

In addition to these "traditional" activities, FSD teams deployed following the violent clashes on the disputed Tajikistan-Kyrgyzstan border, which claimed nearly 100 lives in September 2022. FSD's weapon and ammunition disposal teams worked with local authorities to help clear dangerous items of unexploded ordnance found in civilian houses, on the streets and in fields after the fighting.

FSD's other major project in Tajikistan aims to address some of the environmental challenges that this country, the poorest in Central Asia, faces. The first element of this project focuses on remediating soil contamination caused by obsolete pesticides. In the 1950s and 1960s, in the Soviet republics of Central Asia, pesticides were distributed, almost for free, to increase agricultural production. Following the collapse of the Soviet Union, large stocks were abandoned in the country. Since then, these obsolete pesticides, mainly DDT, have started to seep into the environment and contaminate the food chain. Long-term exposure to these persistent organic pollutants (POPs) has been correlated with a series of negative effects on health, from nervous, immune, reproductive and endocrine system problems to various types of birth defects and cancers.

In 2022, FSD built a community greenhouse near Vakhsh and provided mentoring to the local residents on sustainable crop production in order to reduce their vulnerability to climate shocks and food insecurity.

The first step for FSD was to safely remove contaminated topsoil in priority village locations to a secure, isolated storage site at Vakhsh. Next steps will include expanding this effort to survey and remediate other village sites and the trial and implementation of appropriate disposal technologies. This will contribute to Tajikistan's goal of permanently removing POP contamination in the country under its commitment to the Stockholm convention.

This is the focus of a project funded by the Global Environment Facility (GEF) and implemented through the United Nations Environmental Programme, that officially started in 2022. Prior to the testing phase, FSD carried out survey work at the Vakhsh storage area to assess the exact composition of various pollutants in the soil and to ensure the absence of radioactive elements via radiological surveys. Thousands of trees were also planted in Vakhsh for phytoremediation purposes. In parallel to this work, FSD teams carried out risk education campaigns in villages across Tajikistan that are considered at highest risk from POP contamination, and will hopefully be treated in priority in the upcoming years.

The second side of FSD's environmental project focuses on protecting biodiversity and providing resilience against climate change. The last two decades have witnessed high temperatures and strong winds eroding the soil across the country. Combined with poor investment in farming infrastructure and wider economic and political issues, this makes Tajikistan highly vulnerable to food insecurity. In 2022, FSD started supporting crop production by rehabilitating an irrigation pump supplying three towns and building a community greenhouse near Vakhsh, with mentoring given to over 40 local residents on sustainable crop and vegetable production.

FSD's obsolete weapons disposal project in Tajikistan is supported by the US Department of State. Environmental support activities in the country are funded by the GEF, the Swiss Agency for Development and Cooperation and private foundations.

PROGRAMMES/

UKRAINE

MINE CLEARANCE

RISK AWARENESS

SUPPORT TO EDUCATION

1,069 items

of explosive ordnance located and neutralised

5,972,987 square meters

of land surveyed for potential hazardous contamination

1,152 risk education sessions

delivered

FSD has been active in Ukraine since 2015. Until 2022, mine risk education, survey and demining activities were carried out in the Donbas region, along the former contact line dividing the western zone, under Ukrainian government control, and the eastern part, administered by pro-Russian separatists. In February 2022, due to the Russian military intervention, FSD's activities were suspended and reoriented temporarily to provide emergency humanitarian aid. In the second half of 2022, FSD's mine action programme resumed from a new operational base in Chernihiv and was significantly scaled up to strengthen our response to this acute crisis.

During the first six weeks of 2022, FSD continued its survey, risk education and support to education activities along the contact line in the Donbas region. Demining activities had been suspended during the winter season. On 24 February, with the escalation of the armed conflict, most mine action and support to education activities were interrupted and reoriented for a few months to allow our staff to ensure the safety of their loved ones and to help provide emergency humanitarian aid to the most affected populations.

FSD also stepped up its risk education campaigns to help people adopt safe behaviours in areas of active combat and when encountering landmines, unexploded or abandoned ordnance. Over the year a total of 1,152 risk education sessions were held, first in bomb shelters and centres for displaced persons, then in the streets and schools when security allowed. In addition, more than six million people were reached through our dedicated Facebook page BezMin.info.

In parallel, our survey teams collected data through all possible means to assess and map the extent of hazardous areas to determine the characteristics of explosive ordnance present in the contaminated areas and to identify the most urgent areas to be cleared. Nearly 6 million square meters of land were surveyed in total.

After the escalation of the conflict, FSD stepped up its risk education campaigns to help people adopt safe behaviours in areas of active combat or when encountering landmines and unexploded ammunition.

In June 2022, the security situation allowed FSD to establish a new operational base in Chernihiv. Located between Kyiv and the Belarusian border, this province was heavily shelled from late February to early April 2022. As people started to return to their homes, there was an urgent need to search the area to prevent tragic accidental explosions.

In August, according to Ukrainian authorities, almost a third of the country was contaminated with landmines and other explosive ordnance. These dangerous remnants of war not only threaten the lives of civilians, but also obstruct humanitarian efforts, hamper reconstruction and prevent farmers from accessing their fields.

As a response to this acute crisis, FSD doubled its workforce. More than 40 people were recruited from the local civilian population, trained in demining, and then began working in the dangerous areas. Several machines were acquired to accelerate the demining process. The massive unexploded ordnance contamination and a high number of new and sophisticated landmines and ammunition required a modified technical approach to clearance compared to FSD's work in the Donbas in previous years. This also involved increased coordination as well as increased coordination with other mine action organisations and national authorities.

In November 2022, FSD was able to deploy several teams to Izium (Kharkiv province), a town that had been occupied for six months and was literally littered with explosive hazards.

By the end of 2022, FSD had a total of eight specialised battlefield clearance teams, two clearance teams using specialised machines (Dok-ing MV-4 and MV-10), two teams clearing collapsed buildings using armoured construction machines, three non-technical survey teams and four risk education teams. In total, more than 100 FSD staff were at work in the provinces of Chernihiv and Kharkiv. Over the year, more than a thousand anti-personnel and anti-vehicle mines, bombs, missiles, sub-munitions and unexploded grenades have been located by our teams and handed over to the Ukrainian authorities for destruction in these two provinces.

FSD's Ukraine programme is funded by the US Department of State, Swiss Solidarity, the Swiss Federal Department of Foreign Affairs and several private foundations and corporate sponsors.

For 25 years, FSD has been conducting humanitarian mine action operations around the world.

ANNUAL REPORT 2022

ABOUT HUMANITARIAN DEMINING

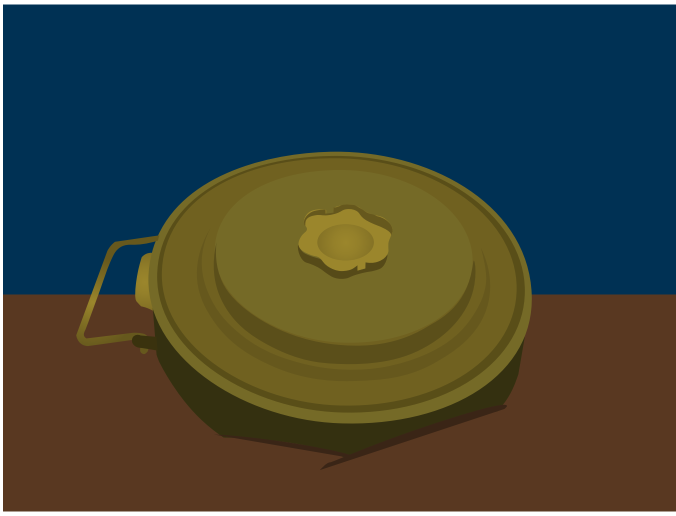
ABOUT HUMANITARIAN DEMINING

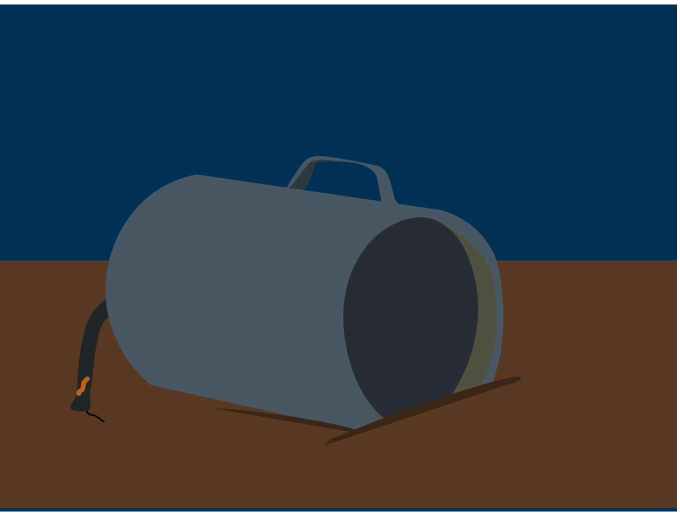
WHAT IS A LANDMINE?

Definition

A mine is 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)*. There are two types of mines, anti-personnel mines and anti-vehicle mines.

At least 60 states and other areas are contaminated by anti-personnel mines. Afghanistan, Iraq and Ukraine are amongst the most contaminated countries *(Landmine and Cluster Munition Monitor 2022)*.





The Case of Improvised Explosive Devices (IEDs) and Artisanal Landmines

Any explosive device fabricated in an improvised or artisanal nature is classified as an IED. However within mine action, there is also a specific sub-category of these IEDs which are often referred to as artisanal or improvised mines due to the similar victim operated switch mechanism that makes them function.

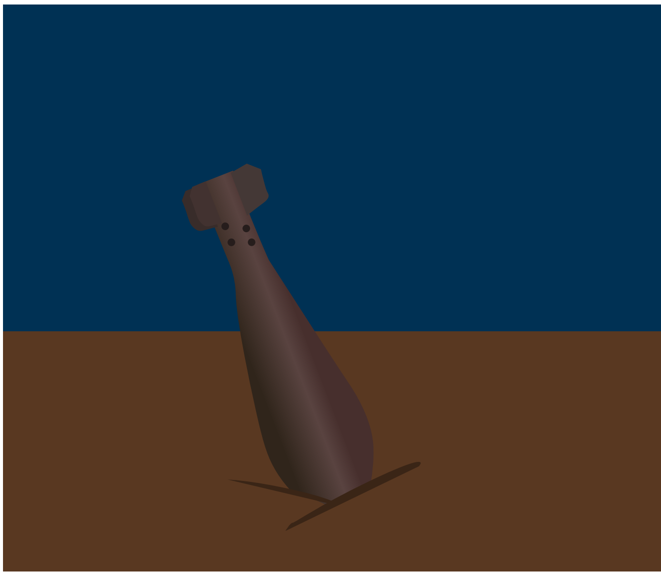
Made from everyday objects, “artisanal” or “improvised” mines are often encountered in todays post conflict environments. In 2020 across the world, 30% of the victims of accidental explosions were from improvised mines. As they are not industrially manufactured, they come in a variety of shapes and sizes and therefore represent an additional challenge for deminers.

WHAT IS AN EXPLOSIVE REMNANT OF WAR?

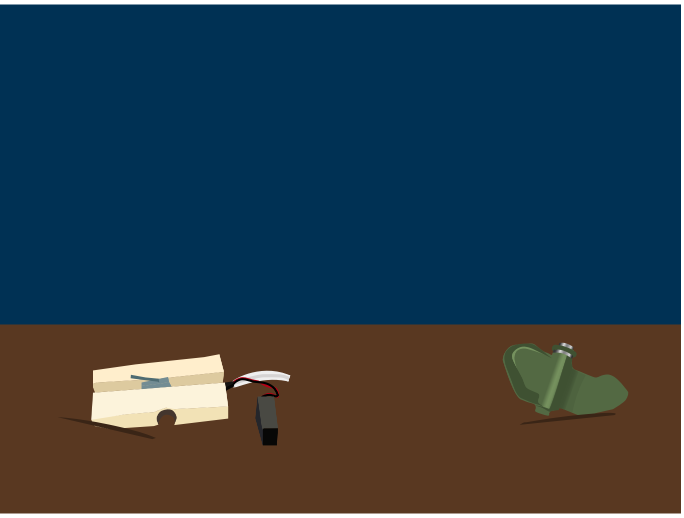
Definitions

A UXO (unexploded ordnance) is an item of explosive ordnance that has been primed, fuzed, armed or otherwise prepared for use or used. It may have been fired, dropped, launched or projected yet remains unexploded either through malfunction or design or for any other reason *(International Mine Action Standards)*. Up to 40% of ordnance can fail to explode as intended and become items of UXO, depending upon various factors.

An AXO (abandoned explosive ordnance) is an item of 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 *(International Mine Action Standards)*.



MINES & EXPLOSIVE ORDNANCE



A Wide Variety of Devices

Landmines and unexploded ordnance remain a threat long after conflicts have ended, sometimes decades or centuries later.

Explosive remnants of war include a wide variety of explosive devices, from small coloured grenades to butterfly mines, rockets and other sub-munitions, and can be confusing, especially for young people who do not see the danger of these small objects.

One of the most effective ways to prevent accidents while clearance operations are underway is to provide education about the dangers of explosive devices.

THE IMPACT OF DEMINING

Saving lives

Each mine or explosive device located and neutralised represents a potential life saved. According to the *Landmine and Cluster Munition Monitor*, in 2021, 5,544 people were injured or killed by mines or explosive remnants of war. In 2022, FSD cleared 6,949 mines and explosive ordnance, preventing them from harming civilians.

Allowing access to humanitarian aid

Mine clearance is a prerequisite for the deployment of humanitarian aid. Indeed, humanitarian organisations need to have a cleared path to be able to access the populations in need. FSD has cleared areas in Afghanistan, in Iraq and in Sudan to facilitate the work of the World Food Programme.

Helping a country to rebuild

Before reconstruction of damaged or destroyed houses and vital infrastructure can begin, the rubble must be cleared of mines and explosive remnants of war. It is essential for the return of displaced people, so they can go back to a normal life, cultivate the land and raise cattle, go to school and move around in safety.

Promoting sustainable peace

Mine and explosive ordnance clearance is a confidence-building tool between former armed groups and contributes to arms control. Working together to rebuild a country and ensure the development of a national mine action strategy is an essential part of the clearance process. Capacity building allows international organisations to pass the torch to local actors.

ANNUAL REPORT 2022

PERFORMANCE & FINANCIAL 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:

Nom	Position	Elected until
Jürg Peter STREULI	President	End 2023
Michel ROCH	Member	End 2023
Thomas KODIAK	Member	End 2023
Nawal AÏT-HOCINE	Member	End 2024
Urs ENDRESS	Member	End 2025

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 FSD group.

In 2022, 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 two Board meetings as well as the statutory General Assembly.

OPERATIONAL PERFORMANCE

In the last 25 years, FSD has cleared more than 45,553 hectares (455,529,450 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 1,394,700 items of landmines and unexploded ordnance. In 2022 alone, FSD cleared more than 506 hectares (5,055,356 m2) of land and destroyed 5,880 items of explosive ordnance.

FUNDING

The main project revenue for FSD programs originates from the government of THE USA, from EuropeAid, the United Nations Office for Project Services (UNOPS), UNEP and PATRIP Foundation who have contributed to the funding of the programmes. Other contributions have been received from the Canton and the City of Geneva, other Swiss cities, communities 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 Certificating Authority for Charitable and Donation-funded Organizations, since 2003. In 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 2022, FSD, Crosstech S.A. and FSD France successfully passed their surveillance audit for the 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 10 permanent staff in Geneva, and an important support office in Manila. More than 82% 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 96 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 8 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 8 shows, FSD has implemented successful mine action 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.

AUDITOR’S REPORT

Mazars Ltd
Chemin de Blandonnet 2
CH-1214 Vernier-Geneva

Tel: +41 22 708 10 80
www.mazars.ch

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 31 December 2022, 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 our opinion, the consolidated financial statements for the year ended 31 December 2022 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

mazars

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

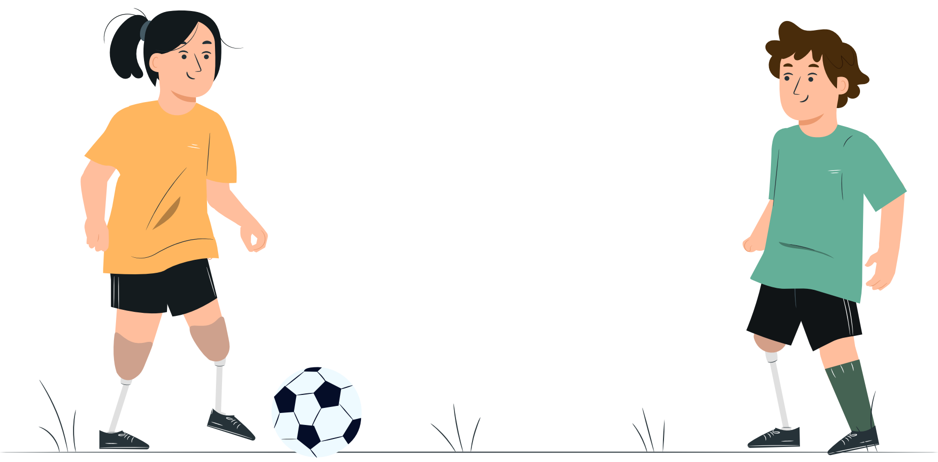
Fanny Chapuis 25 mai 2023 Qualified Electronic Signature by SwissID	**Myriam Zaki Ibrahim** May 25, 2023 Qualified Electronic Signature by SwissID
Fanny Chapuis Licensed audit expert (Auditor in charge)	Myriam Zaki Ibrahim Licensed audit expert

Geneva, May 25, 2023

Attachments

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

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



ANNUAL REPORT 2022

FINANCIAL REPORT

CONSOLIDATED BALANCE SHEET

(IN SWISS FRANCS)

CONSOLIDATED BALANCE SHEET AS OF 31 DECEMBER	2022	2021	Notes
ASSETS			
Current assets			
Cash and cash equivalents	10,102,746	11,361,845	3.1
Receivable from:			
- third parties	61,180	5,950	
Other short-term receivables	217,198	375,370	3.2
Prepaid expenses and accrued income	4,346,550	3,169,073	3.3
Total Current assets	**14,727,674**	**14,912,238**	
Non-current assets			
Fixed assets, net	207,047	337,099	3.4
Intangible assets	69,241	-	3.5
Rent deposit	70,062	73,573	
Total non-current assets	346,350	410,672	
Total Assets	**15,074,024**	**15,322,910**	
LIABILITIES, FUNDS & CAPITAL			
Liabilities			
Trade payables	37,369	6,619	
Other short-term liabilities	520,430	455,100	3.6
Accrued expenses	1,349,807	869,241	3.7
Projects' deferred income	3,759,824	5,242,460	3.18
Total liabilities	**5,667,430**	**6,573,420**	
Foundation Capital			
Paid-in capital	50,000	50,000	
Legal unrestricted fund	50,000	50,000	
Translation difference	(42,378)	(25,712)	
Insurance fund	3 ,940,168	3,340,168	
Unrestricted fund	5,335,034	4,425,176	
Annual result after allocations	73,770	909,858	
Total Foundation Funds & Capital	**9,406,594**	**8,749,490**	
Total Liabilities, Funds & Capital	**15,074,024**	**15,322,910**	

CONSOLIDATED STATEMENT OF OPERATIONS (1/2)

(IN SWISS FRANCS)

	2022 Unrestricted	2022 Project Fund	2022 Total	2021 Unrestricted	2021 Project Fund	2021 Total	Notes
INCOME							
Contributions	1,828,004	19,661,500	21,489,504	1,398,925	13,811,340	15,210,265	3.18
Revenue from field services	939,718	-	939,718	1,009,161	-	1,009,161	
Revenue from Service contract	284,658	-	284,658	262,663	-	262,663	
HQ overhead expenditures billed to the projects	1,528,384		1,528,384	1,616,021	-	1,616,021	
Total income	**4,580,764**	**19,661,500**	**24,242,264**	**4,286,770**	**13,811,340**	**18,098,110**	
DIRECT AND ADMINISTRATIVE EXPENSES							
Staff costs	1,508,134	10,359,096	11,867,230	1,156,602	10,167,117	11,323,719	3.9/3.10
Travel costs	51,274	739,456	790,730	16,863	576,610	593,473	
Equipment, Vehicles and Rentals	12,042	3,159,644	3,171,686	38,816	1,492,221	1,531,037	
Operational Consumables, repairs and maintenance	24,159	3,564,363	3,588,522	36,388	6,877,141	6,913,529	
General and office costs	354,737	884,431	1,239,168	259,899	858,545	1,118,444	
Professional fees	96,704	134,871	231,575	118,062	124,717	242,779	
Bank charges	9,918	53,404	63,322	7,924	44,545	52,469	
Insurance charges	27,222	462,000	489,222	20,499	456,692	477,191	
Telecommunication costs	70,743	99,890	170,633	67,285	111,156	178,441	
Public fundraising cost	2,057,301	-	2,057,301	2,013,773	-	2,013,773	
Publications and other communication and promotion expenses	49,555	32,105	81,660	73,476	53,552	127,028	
Depreciation and Amortization	198,478	-	198,478	248,222	-	248,222	3.4
HQ overhead expenditures billed to the projects	-	1,528,383	1,528,383	-	1,616,021	1,616,021	3.18
Total direct and administrative expenses	**4,460,267**	**21,017,643**	**25,477,910**	**4,057,809**	**22,378,317**	**26,436,126**	**3.9**
Net operating result	**120,497**	**(1,356,143)**	**(1,235,646)**	**228,961**	**(8,566,977)**	**(8,338,016)**	

CONSOLIDATED STATEMENT OF OPERATIONS (2/2)

(IN SWISS FRANCS)

	2022 Unrestricted	2022 Project Fund	2022 Total	2021 Unrestricted	2021 Project Fund	2021 Total	Notes
FINANCIAL RESULT							
Interest income	6,056	-	6,056	1,159	-	1,159	
Currency exchange gain	611,449	46,702	658,151	405,185	619	405,804	
Currency exchange loss	(766,471)	(292,829)	(1,059,300)	(491,920)	(62,597)	(554,517)	
Net financial result	**(148,966)**	**(246,127)**	**(395,093)**	**(85,576)**	**(61,978)**	**(147,554)**	
INSURANCE FUND RESULT							
Insurance income	2,405,849	-	2,405,849	2,257,157	-	2,257,157	3.8
Insurance expenditures	(1,655,877)	-	(1,655,877)	(1,447,873)	-	(1,447,873)	3.8
Net result of the Insurance Fund	**749,972**	**-**	**749,972**	**809,284**	**-**	**809,284**	3.8
Net ordinary result before closed projects	**721,503**	**(1,602,270)**	**(880,767)**	**952,669**	**(8,628,955)**	**(7,676,286)**	
Net result from closed projects transfered to unrestricted fund	(11)	11	-	-	-	-	3.18
Projects deferred income variation	-	1,602,259	1,602,259	-	8,628,955	8,628,955	
Operating result for the year before tax and allocations	**721,492**	**-**	**721,492**	**952,669**	**-**	**952,669**	
Income taxes	(47,722)	-	(47,722)	(42,811)	-	(42,811)	
Annual result before allocations to/from Funds	**673,770**	**-**	**673,770**	**909,858**	**-**	**909,858**	
Insurance Fund allocation	(600,000)	-	(600,000)	-	-	-	
Annual result after allocations	**73,770**		**73,770**	**909,858**	**-**	**909,858**	

CONSOLIDATED CASH FLOW STATEMENT

(IN SWISS FRANCS)

	2022 (in CHF)	2021 (in CHF)	Notes
Annual result before allocations to/from funds	673,770	909,858	
Depreciation	204,410	249,428	3.4/3.5
Translation difference	(16,666)	(21,575)	
Changes in receivables	(55,230)	27,627	
Changes in other short-term receivables	158,172	(265,923)	
Changes in prepaid expenses and accrued income	(1,177,477)	(752,174)	
Changes in trade payables	30,750	704	
Changes in other short-term liabilities	65,330	281,425	
Changes in accrued expenses	480,566	206,276	
Changes in projects' deferred income	(1,482,636)	(8,801,381)	
Cash flows from operating activities	**(1,119,011)**	**(8,165,735)**	
Acquisition of fixed assets	(70,285)	(138,685)	3.4
Proceeds from sale of fixed assets	(73,314)	-	3.5
Rent deposit	3,511	(54,673)	
Cash flows from investing activities	**(140,088)**	**(193,358)**	
Change in cash and cash equivalents	**(1,259,099)**	**(8,359,093)**	
Cash and cash equivalents as at 1st January	11,361,845	19,720,938	3.1
Cash and cash equivalents as at 31 December	10,102,746	11,361,845	3.1
Change in cash and cash equivalents	**(1,259,099)**	**(8,359,093)**	

STATEMENT OF CHANGES IN CAPITAL

(IN SWISS FRANCS)

	Paid-in capital	Legal Unrestricted Fund	Translation difference	Insurance Fund	Unrestricted Funds	Total
Balance as of 01 January 2021	50,000	50,000	(4,137)	3,340,168	4,425,176	7 ,861,207
Translation difference	-	-	(21,575)	-	-	(21,575)
Change in Foundation Capital:						
Net result for the year before allocation	-	-	-	-	909,858	909,858
Transfer of funds / allocation of funds	-	-	-	-	-	-
2021 Net change	-	-	(21,575)	-	909,858	888,283
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	673,770
Transfer of funds / allocation of funds	-	-	-	600,000	(600,000)	-
2022 Net change	-	-	(16,666)	600,000	73,770	657,104
Foundation Capital as of 31 December 2022	**50,000**	**50,000**	**(42,378)**	**3,940,168**	**5,408,804**	**9 ,406,594**

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

AS AT 31 DECEMBER 2022 (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 2022 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 2022 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 2022 and 2021 is 464 and 479 respectively.

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.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

AS AT 31 DECEMBER 2022 (IN CHF)

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 2022:
1 CHF = USD 1.08222
1 CHF = EUR 0.99846 (average rate)
1 CHF = EUR 1.01626 (closing rate)

The exchange rates applied as at 31 December 2021 were:
1 CHF = USD 1.09370
1 CHF = EUR 0.92535 (average rate)
1 CHF = EUR 0.96497 (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 partners.

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, and fees payable to the cantonal, communal and federal tax.

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 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

	2022	2021
At Head Office	6,448,749	5,698,590
In the field	2,679,266	2,376,259
Insurance Fund related cash	974,731	3,286,996
Total	10,102,746	11,361,845

3.2 OTHER SHORT-TERM RECEIVABLES

	2022	2021
Cash advances to employees	13,069	44,032
Income tax receivable	-	2,713
Sub-contractor - Association for Inclusive Peace	36,728	54,527
Others	167,401	274,098

Total	217,198	375,370

3.3 PREPAID EXPENSES AND ACCRUED INCOME

	2022	2021
Accrued contributions	4,267,282	3,056,695
Prepaid expenses related to Insurance Fund	79,268	112,378
Total	4,346,550	3,169,073

3.4 FIXED ASSETS

2022	Equipments	Vehicles	Other Assets	Total
Cost				
Balance 01.01.22	104,489	1,215,672	167,866	1,488,027
Acquisition / Additions	5,729	64,556	-	70,285
Balance 31.12.22	110,218	1,280,228	167,866	1,558,312
Accumulated Depreciation/Amortization				
Balance 01.01.21	82,302	995,891	72,735	1,150,928
Depreciation	17,916	162,394	20,027	200,337
Balance 31.12.22	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

2021	Equipments	Vehicles	Other Assets	Total
Cost				
Balance 01.01.21	81,934	1,199,679	67,729	1,349,342
Acquisition / Additions	22,555	15,993	100,137	138,685
Balance 31.12.21	104,489	1,215,672	167,866	1,488,027
Accumulated Depreciation				
Balance 01.01.21	58,380	775,392	67,728	901,500
Depreciation	23,922	220,499	5,007	249,428
Balance 31.12.21	82,302	995,891	72,735	1,150,928
Net Book Value 01.01.21	23,554	424,287	1	447,842
Net Book Value 31.12.21	22,187	219,781	95,131	337,099

During the year, acquisitions amounted to CHF 70,285 (2021: CHF 138,685). There are no disposals of fixed assets in year 2022 and 2021.

3.5. INTANGIBLE ASSETS

	2022	2021
Cost of accounting system (MS Dynamics 365)	73,314	-
Amortization	(4,073)	-
Total	**69,241**	**-**

3.6. OTHER SHORT-TERM LIABILITIES

	2022	2021
Payable to employees and others	381,027	254,153
Income tax payable	38,700	40,580
Other liabilities related to Insurance Fund	100,703	160,367
Total	520,430	455,100

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

3.7. ACCRUED EXPENSES

	2022	2021
Head Office accruals	141,278	5,989
Accrued field expenses	13,916	18,439
Accrual for insurance cases	1,194,613	844,813
Total	1,349,807	869,241

3.8. INSURANCE FUND

The insurance fund is broken down as follows:

	2022	2021
Premiums	1,911,240	1,845,404
Management Fees	25,641	-
Sundry Income	358,340	373,422
Foreign Exchange Gains	110,628	38,331
Total income	2,405,849	2,257,157
Premiums (RMS)	783,279	786,100
Claims Expenses	89,948	7,732
Sundry Expenses	628,397	570,918

Foreign Exchange Losses	154,253	83,123
Total expenses	1,655,877	1,447,873
Net result	749,972	809,284

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.

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

2021	Direct Project	Fundraising	Admin.	Total
Staff costs	10,167,117	261,068	895,534	11,323,719
Travel costs	576,610	455	16,408	593,473
Equipment, vehicle and rentals	1,492,221	-	38,816	1,531,037
Operational consumables, repairs and maintenance	6,877,141	-	36,388	6,913,529
General and office costs	858,545	7,758	252,141	1,118,444
Professional fees	124,717	-	118,062	242,779
Bank charges	44,545	3,695	4,229	52,469
Insurance charges	456,692	-	20,499	477,191
Telecommunication costs	111,156	-	67,285	178,441
Public fundraising costs	-	2,013,773	-	2,013,773
Publications and other communication and promotion expenses	53,552	53,147	20,329	127,028
Depreciation	-	-	248,222	248,222
HQ overhead expenditure billed to projects	1,616,021	-	-	1,616,021
Total	22,378,317	2,339,896	1,717,913	26,436,126

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 2022 is 82% (2021: 85%), which is within the range for similar organizations (should be at least 65%). The percentage spent on administration and funding in 2022 is 18% (2021: 15%). The organization's total expenses spent on fundraising and advertising in 2022 and 2021 is 9%, which is within the range for similar organizations (25% at most).

Public fundraising campaigns
In 2022 and in 2021, 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 2,383,370 (2021: CHF 2,339,896).

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

	2022	2021
Wages and salaries	9,212,641	8,665,650
Social insurance and social benefits	2,654,589	2,658,069
Total	11,867,230	11,323,719

3.11. INTERCOMPANY

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

Rental income derived by Crosstech (in CHF)	Unre-stricted	Projects	Total 2022	Total 2021
Fondation suisse de deminage (FSD)	-	390,839	390,839	414,393
Association FSD France	-	408,295	408,295	426,267
Total	-	799,134	799,134	840,660
Insurance income derived by Risk Fund (in CHF)	**Unre-stricted**	**Projects**	**Total 2022**	**Total 2021**
Staff (International and National Staff Insurance)	129,582	1,289,689	1,419,271	1,362,564
Insurance cost (Third party liability and Asset insurance)	27,222	462,386	489,608	477,737
Total	156,804	1,752,075	1,908,879	1,840,301

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 2022 amounted to CHF 260,491 (2021: CHF 252,999).

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 2022 nor in 2021 did the President of the Foundation Council receive any payment for services rendered to the organization for his formal statutory functions.

The management team in Geneva is led by the director and includes the deputy director, the head of operations and his deputy and the Head of communications. 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 2022, the management team members held meetings every second month on average.

REMUNERATION OF BOARD MEMBERS & MANAGERS

	2022	2021
	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)	572,500	562,200

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 54,909 in year 2022 (2021: CHF 52,774).

3.15. LIABILITIES TO PERSONNEL WELFARE INSTITUTIONS

As at 31 December 2022, FSD Group has a net liability of CHF 50,218 towards the welfare institutions (2021: CHF 20,564).

3.16. CONTINGENT LIABILITY

As at 31 December 2022 and 2021, 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 2022 financial statements.

PROGRAMME SUMMARY BY COUNTRY AND DONORS (1/2)

SOURCE	AFGHANISTAN	CENTRAL AFRICAN REPUBLIC	CHAD	COLOMBIA	IRAQ	PHILIPPINES	TAJIKISTAN	UKRAINE	MIDDLE EAST	TOTAL
PUBLIC DONORS										
Canton of Geneva					2,585					**2,585**
City of Geneva						98,000				**98,000**
City of La Tour-de-Peilz							500			**500**
City of Meyrin		37,300								**37,300**
City of Onex							10,000			**10,000**
City of Zug								5,000		**5,000**
Department of Foreign Affairs and Trade Australia (DFAT)						607,710				**607,710**
EuropeAid	4,444,109	315,901				623,412				**5,383,422**
Lottery fund Appenzell Ausserrhoden							5,000			**5,000**
Municipality of Begnins							100			**100**
Municipality of Chancy							1,000			**1,000**
Municipality of Montagny-près-Yverdon							100			**100**
Municipality of Plan-les-Ouates		7,500								**7,500**
Municipality of Troinex								1,000		**1,000**
PATRIP Foundation	11,575									**11,575**
Swiss Cooperation Office Dushanbe							150,000			**150,000**
Swiss Federal Department of Foreign Affairs								95,736		**95,736**
Swiss Solidarity								224,000		**224,000**
UN Women									135,964	**135,964**
United Nations Environment Programme (UNEP)							346,203			**346,203**
United Nations Office for Project Services (UNOPS)					1,211,907					**1,211,907**
US Department of State (PM/WRA)	1,185,986			946,071	4,933,198		606,765	4,519,985		**12,192,005**
PRIVATE DONORS										
Foundation Family Firmenich							15,000			**15,000**
Foundation Plein-Vent - Emile, Marthe et Charlotte E. Rüphi								5,000		**5,000**
Gemeinsam Gegen Landminen (GGL) Austria					18,088			23,544		**41,632**
Other private donors	71,617	13,237		44,290		(3,915)	8,000	953,759		**1,086,988**
Reversal of 2021 accrued income	(274,992)		(200,420)	(191,334)	(879,973)	(20,340)	(129,629)	(317,039)		**(2,013,727)**
TOTAL CONTRIBUTIONS	**994,186**	**4,502,146**	**115,481**	**799,027**	**5,285,805**	**1,304,867**	**1,013,039**	**5,510,985**	**135,964**	**19,661,500**

PROGRAMME SUMMARY BY COUNTRY AND DONORS (2/2)

	AFGHANISTAN	CENTRAL AFRICAN REPUBLIC	CHAD	COLOMBIA	IRAQ	PHILIPPINES	TAJIKISTAN	UKRAINE	MIDDLE EAST	TOTAL
OTHER INCOME AND MOVEMENTS										
Overhead for field management costs										
Foreign exchange differences (in contributions) absorbed by FSD Head office	(288,364)	14,675		45,112	(19,144)		1,594			**(246,127)**
Subtotal										**(246,127)**
TOTAL INCOME AND FINANCIAL RESULT	**994,186**	**4,213,782**	**130,156**	**799,027**	**5,330,917**	**1,285,723**	**1,013,039**	**5,512,579**	**135,964**	**19,415,373**
DIRECT EXPENDITURES										
Direct project expenditures	(979,909)	(5,235,414)	(121,651)	(710,078)	(5,563,472)	(1,022,421)	(701,644)	(4,938,291)	(216,380)	**(19,489,260)**
HQ overhead charged to projects	(86,565)	(368,284)	(8,516)	(67,399)	(528,609)	(75,384)	(58,338)	(335,288)		**(1,528,383)**
TOTAL DIRECT EXPENDITURES	**(1,066,474)**	**(5,603,698)**	**(130,167)**	**(777,477)**	**(6,092,081)**	**(1,097,805)**	**(759,982)**	**5,273,579)**	**(216,380)**	**(21,017,643)**
Net ordinary result before closed projects	(72,288)	(1,389,916)	(11)	21,550	(761,164)	187,918	253,057	239,000	(80,416)	**(1,602,270)**
Deferred projects, income (Project Fund) at beginning of year	72,288	4,016,322	-	-	761,164	269,422	70,000	106,930	118,761	**5,414,887**
Transfer of balance of closed projects			11							**11**
Deferred projects, income (Project Fund) at end of year		2,626,406	-	21,550		457,340	323,057	345,930	38,345	**3,812,628**

ANNUAL REPORT 2022

OUR TEAM

OUR TEAM

FOUNDATION COUNCIL

Jürg Streuli, President
Michel Roch, Thomas Kodiak, Nawal Aït-Hocine, Urs Endress

AUDITORS

Mazars Audit & Advisory Services Industry,
Geneva, Switzerland

STAFF AT HEADQUARTERS

Hansjoerg Eberle, Director
Benedikt Truniger, Deputy Director
Matthew Wilson, Head of Operations
Alexander van Roy, Deputy Head of Operations
Alexandra Brutsch, Head of Communications
Orlane Lagarde, Senior Communications Officer
Jovana Vidojkovic, Senior Donors Relation Officer
Maximilian Wagner, Senior Fundraising Officer
Océane Allaigre, Multimedia Production Officer
Cyril Ruiz, Webmaster
Anne Witteveen, Communication & Fundraising Officer

AFGHANISTAN

Dawod Abdul Majid, Mohibullah Abdul Rahim, Hamidullah Abdullah, Abdul Qayoum Ahmadi, Abdul Rasool Akbari, Faiz Mohammad Azizi, Nimatullah Bacha Shirin, Mohammad Basir Basharat, Jawid Bayani , Barakatullah Edibig, Nasir Ahmad Ewaz Mohammad, Mohammad Ishaq Faqiri, Alawat Shah Gul Mohammad, Muhibullah Habib Jan, Khuda Dad Hazrati, Phillippus Jakobus Fouché, Ghulam Karimdad, Mayel Khushwaqt, Rahmat Big Mazam Big, Tarajuddin Merajuddin, Shujauddin Merajuddin, Shirin Shah Miram Shah, Abdul Azim Mohammad Esa, Abdullah Mohammad Hakim, Jamshid Mohammad Muner, Mohammad Hamid Mohammad Omran, Bashir Ahmad Mohammad Sarwar, Mohammad Sarwar Mohammad Sharif, Mohammad Yasin Mohammad Tahir, Abdul Jalil Mohammad Yousuf, Mohammad Sayad Farhadi Mohammad Zahir Farhadi, Ahmad Rawish Morwat, Ewaz Nayeb, Nazakatshah Nazukshah, Sardar Mohamad Nickhwah, Raz Mohammad Orzi Mohammad, Sayed Hasan Qadruddin, Assadullah Sakhi Zada, Abdul Salam Sardar Mohammad, Noor Khan Sarwar Shah, Mohammad Farid Sarwari, Mohammad Aslam Shah Abdul Khair, Amanullah Shahrahmatullah, Mujibullah Shirzad, Mohammad Shoaib Siddiqi, Ziyarat Shah Zahir Shah.

CENTRAL AFRICAN REPUBLIC

Klaus Hamilton Dusty Adoum Pickanda, Rodney Allah-Asra Nan-As-Guer, Mamadou Aoudou, Matthieu Benoit Basily, Abdon Romaric Bayani Ii Yaira Tounametouya, Maurice Le Grand Bengonda Mondele, Christian Benoit Berembi, Serge Guy Claude Bernardin, Emilia Bokilisoua, Rhiza Carreon, Jean Richard Noël Colico, Jean-Louis Marcel Delaite, Patrick Depardieu Dila Mbonde, Guy Bertin Djangoa, Médard Roselin Doanzoyen, Virginie Margie Dodelin, Trotsky Wildor Dongopandji, Diana Dumaguing, Thierry Jany Duval, Corine Alda Audrey Enza-Yagaza, Jerry Didier Loris Finoura Tokpo, Vivien Junior Gamana, Jésus Innocent Cyrille Kankou, 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, Léon Minigou Kpio, Kimberly Rose Misa, Syntyche Coretta Moussa Nawe, Jean de Dieu Nadjingar, Simplice Cherubin Namkoïsse, Saint-Gilles-Bob Ndaitoroum-Koya, Rita Bénédicte Pierretta Ngakoutou Solkam, Gaétan Victorien Ngazo, Gypson Elfège Ngonzon, Vincent Gergo Rey Reims Nocks-Nokou, Anicet Parfait Phonze, Eliezer Pronssinga, Christophe Gerard Patrice Roy, Armand de Dieu Sende, Angeline Somaï, Simplice Souagbo Eteme, Lyes Bellanove Tchedakrou, Edgard Chamberlain Tro, Mélina Yamokosse, Octave Aristide Yandoko, Soleil Yanibada Ndintana,

CHAD

Boubakary Al-hadji Boulama, Delacroix Moussa Yves, Eugenio Balsini, Hassan Bichara Hassan, Hassan Oumar Mahamat

OUR TEAM

COLOMBIA

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

IRAQ

Hameed Faisal Abbas, Hasanen Ghaleb Abdalall, Shwan Qadir Abdalla, Qaiser Fuad Abduljalil, Nuradin Fuad Abduljalil, Himdad Jameel Abdulla, Yusif Abdulkhaliq Abdulla, Ghanim Ali Abdullah, Abdullah Kamal Abdullah, Asmaa Abdulrahman Abdullah, Intisar Najm Abdullah, Arkan Hazim Abdulqader, Ibrahim Khidher Abdulrahman, Rovan Mariwan Abdulwahid, Abbas Kadhim Abed, Ashraf Ali Abed Aoun, Nawzad Razaq Ahmed, Handar Nabi Ahmed, Muthana Abdulla Ahmed, Rafiq Hama Karim Ahmed, Ahmed Omer Ahmed, Sadir Abdulrahman Ahmed, Saman Azeez Ajaj, Khalid Mohammed Ali, Zulfaqar Muhammed Ali, Nura Loay Ali, Sufyan Ahmed Ali, Omer Muhammed Ali, Amr Ezzat Ali, Saif Saady Ali, Ala Ibrahim Ali, Jasim Muhammed Aloan, Fread Zubair Ameen, Ahmed Fahd Anter, Sherzad Mala Azeez, Ali Ibrahim Azeez, Ismail Rasool Azeez, Duniya Shahab Aziz, Ali Abdulrahman Aziz, Abdulla Farhan Daham, Noor Munther Dawood, Crispin Tony Grant Driver-Williams, Dilshad Ebrahim Ezzo, Hisham Sabah Fuad, Muhammed Khalaf Fundi, Fairoz Rafaat Ghafoor, Sally Muneer Gorgees, Majid Abdulla Habeeb, Dalya Kamal Hadi, Ismat Jader Haji Omar, Kawa Tofiq Hama Rashid, Ahmed Hussein Hama Rasul, Zana Hama Ameen Hama Salih, Omar Hamid Hamad, Sabri Rasool Hamad Shin, Saman Mawlood Hameed, Rasha Amr Hamid, Fouad Ahmed Hamzah, Luqman Mala Hasan, Haider Zainal Hasan, Omar Mukhtar Hasan, Maha Jamal Hashim, Hameed Abdalla Hassan, Sawood Harush Hazim, Khalid Salih Hmedan, Mahrusa Abdulmunir Hussain, Firas Salih Hussen, Salam Ismail Ibrahim, Asmaa Khalil Ibrahim, Mudhafar Mahmood Ibrahim, Omer Muhammed Ibrahim, Aya Ayad Ibrahim, Abdulrahman Attia Ibrahim, Abdulwahab Hazaa Ismael Ahmd, Nahro Najat Ismail, Muhammed Fauzy Jaleel, Raad Abdulla Jarjees, Khawla Ibrahim Jasim, Julian Cooney, Kaka Rafaat Kaka, Mohammed Rafaat Kaka, Tara Yousif Kamil, Ahmed Hama Kareem, Najat Othman Kareem, Kamaran Rahim Karim, Qasim Mohammed Khalaf, Muhammed Nawaf Khalil, Basm Ibrahim Khalil, Ayman Yusif Khdir, Meaad Rafea Khudher, Salim Fattah Khursheed, Khurshid Hassan Khurshid, Bakhtyar Omer Mahmood, Nizar Abdulkareem Mahmood, Khalid Uhmed Mahmood, Zubaida Wakaa Mahmood, Majeed Hamid Majeed, Hameed Rasool Mala, Farhang Farznda Maml, Harkar Farznda Maml, Uday Salim Maree, Margaret Morales Cuenca, Saleh Taha Mhal Khader, Peshawa Salim Mohammed, Mohammed Abdullah Mohammed, Jamal Jalal Muhammed, Omar Ali Muhammed, Shareef Mustafa Muhammed, Rami Khalil Muhammed, Dana Jamil Muhammed, Muhammed Ibrahim Muhammed, Maha Husen Muhammed, Ako Sabahaddin Muhammed, Aqeel Hasan Muhammed, Sabreen Younis Muhammed, Muhammed Ghaith Muhammed, Atheer Taha Muhammed, Muhammed Qasim Muhammed, Sadiq Haider Muhammed, Zyad Salm Muhemid, 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, Salah Jameel Qasim Khalaf, Adil Aed Ramazn, Abubakir Khdir Rasol, Ashty Omar Rasool, Omar Kareem Rasul, Abbas Qadir Rasul, Diyar Bakir Sabir, Ahmed Omer Saeed, Samal Mustafa Saeed, Saman Raouf Saeed, Saeed Wahid Saeed, Ismael Ahmed Saeed, Rebwar Ahmed Salih, Khairy Khaleel Salih, Ali Hama Salih, Zainab Muhammed Salih, Markus Schindler, Talib Taqialdin Shawkat, Peter David Smethers, Zaid Ahmed Sulaiman, Ban Mizr Sultan, Janin Taclan, Zhedar Jaafar Taha, Dhahir Jij Taher, Muhammed Abdulrahim Thanoon, Salih Ibrahim Wakaa, Ian Watkins, Salwan Taha Yasin, Thanoon Ahmed Yonis.

PHILIPPINES (SUPPORT OFFICE)

Mirajean Abaja, Marie Jo Abella, Anna Mae Acosta, Mariann Allapitan, Lorna Andin, Jean Real Balantoc, Lovely Ann Balico, Marichris Banal, Roland Martin Bernardo, Clara Borres, Victoria Bueno, Liana Shane Busalpa, Ryan Jay Cajucom, Arlene Calalo, Ciara Nicole Calangi, Michael Ervie Camba, Ron Lester Camposano, Arnulfo Jr. Canoy, Pamela Cariño, Rhiza Carreon, Margarito Jr. Cinco, Camille Cortez, Florence Dela Cruz, Kate Marie Deloria, Karen Marie Donato, Rosanna Durban, Christine Joy Geron, Jezel Hatosa, Maricar Hontiveros, Jennica Ignacio, John Daniel Ilumin, Jiselle Juan, Christine Jane

OUR TEAM

Lopez, Gabriel Anthony Lopre, King Paul Macasarte, Gemille Anne Clarence Maramot, Marinel Martin, Michelle Mercado, Cherry Mae Moradillo, Charmaine Palangyo, Catherine Peña, Judy Ann Peralta, Tyrone Andrei Priolo, Maricon Queddeng, Renee Ellyn Roque, Janin Faith Taclan, Sherylle Tomas, Natalie Belle Vallejos, Caryl Deanne Villar.

PHILIPPINES (OPERATIONS)

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