

Annual report 2024

Solidarity in Action



Norwegian
People's Aid

Volunteers from Norwegian People's Aid Hitra and Frøya clear rubbish from a beach.

Photo: Ludvig Gundersen





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THIS IS NORWEGIAN PEOPLE'S AID

Norwegian People's Aid is a membership organisation that was founded in 1939. We are the Labour movement's humanitarian organisation for solidarity, built on the fundamental values of unity, solidarity and human dignity. Our value basis is rooted in equal rights for all, irrespective of gender, ethnicity, religion, sexual orientation, disability and social status. Norwegian People's Aid is committed to being a credible, fearless organisation that challenges power and injustice and adopts independent standpoints on the basis of knowledge and experience gained from practical work.

Our vision, **Solidarity in Action** characterises our work and dedication. Our work is based on solidarity – not charity.

The core activities of Norwegian People's Aid are divided into two main areas: Fair division of power and resources and Protection of life and health. Within this framework, we work both domestically and internationally.



Search party in action, Rena.

Photo: Ida Kroksæter



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Foreword

Bright spots in a difficult world



Chair, Norwegian
People's Aid,
Jan Olav Andersen

Photo: Ludvig Gundersen

The year 2024 was marked by many armed conflicts around the world. Russia's ceaseless attack on Ukraine and Israel's attempt to wipe out the population of Gaza are images that stick in the mind. The dreadful war in Sudan goes on, and three years after the military coup, the people of Myanmar continue to fight for their future.

The global situation has had a major impact on Norwegian People's Aid international activities, and also influenced the work of our local chapters, with increased activity relating to international solidarity and emergency preparedness. More than 40 local chapters have been involved in events and commemorations in solidarity with Palestine, often in collaboration with the trade union and labour movement.

The socio-political part of the local organisation has worked very well with inclusion and anti-racism. Not least, NPA Solidarity Youth can look back upon a productive AGM period focussing on 'climate refugees' and with healthcare campaigns for paperless persons. 2024 was a year in which both Solidarity Youth and First Aid and Rescue Youth really took their place in the organisation.

Norwegian People's Aid First Aid and Rescue Service reached a new milestone with over 500 missions in one year. Increased investment in preparedness has otherwise informed the year. The work of the Preparedness Commission and the government's follow-up to the report highlighted the importance of volunteerism as part of national emergency preparedness and increased focus on volunteers.

Norwegian People's Aid international activity continued to grow in 2024. Our partners continue their struggle for fair distribution of power and resources. The renewal of our agreement with Norad early in 2025 means that this important work can continue.

Even though civil society around the world is facing major challenges, there are bright

spots too. After more than 50 years of brutal dictatorship, people in Syria could celebrate the regime's fall. NPA partners have been active contributors to this development. Our partners in Sudan are mobilising young people into a strong movement, while plantation workers in Ecuador were granted compensation for slave-like conditions. Cambodian textile workers meanwhile received compensation following lay-offs. Slum dwellers in South Africa had electricity and water installed after a long struggle, and Colombian farmers had collective rights to their land recognised.

Work for a Mine-free World has grown and now employs thousands of people. The sector accounts for around half of Norwegian People's Aid turnover. In 2024, Norwegian People's Aid cleared more than 85 square kilometres of mines and other explosives in 21 countries. Nearly half a million people had their lives improved as a result.

Ukraine is another area where we increased our efforts in 2024. We now have more than 500 local employees and have established a mine-dog centre. We also undertake programmes to teach the local population how to avoid being killed or maimed by mines and explosives.

Norwegian People's Aid takes clear standpoints, seeking political influence in many issues both at home and abroad. One of our slogans is People change the world, and I think our efforts and popular concern have helped change Norwegian foreign policy – not least in the recognition of Palestinian statehood in 2024.

Through continuous advocacy, we have worked for greater protection of civilians from weapons, and supported affected states in their efforts to fulfil their international obligations in the Mine Ban Convention, the Cluster Munitions Convention, the Nuclear Weapons Ban, and the Protection of Civilians from Explosive Weapons in Densely Populated Areas.

LO and the trade unions are our natural partners, as demonstrated by 12 long-term agreements with various unions. The Union of Employees in Commerce and Offices and the Norwegian Union of Railway Workers extended their agreements at their 2024 AGMs and increased their financial support. I would also like to highlight the exemplary work we have enjoyed with the Union of Municipal and General Employees, both politically and through financial contributions, in relation to Palestine. This is a model that can be extended to other unions.

The theme of our joint 1st May fundraiser with the labour movement was *Standing together with the people of Palestine*. Members, local branches, associations and departments provided great support to the fundraiser, which achieved record levels. Norwegian People's Aid also has several long-term agreements with large businesses. Both Coop Norge and Jotun A/S extended their agreements during the year. *The Employ a Mine Dog* concept again returned good results. Supporting mine dogs has also become popular in the trade union movement.

Other parts of our marketing and communication work achieved good results in 2024. The number of new regular donors and donations increased, and increased presence in digital and traditional marketing channels has strengthened the organisation's visibility.

Where climate and environmental efforts are concerned – as adopted by the General Assembly in 2023 – we must confess that wars and conflict have pushed the climate issue somewhat into the background. This is a pity, for climate issues and crises are often linked. We have nevertheless strengthened our systematic work with climate, the environment and sustainability, not least by adopting an action plan for the next general assembly period and developing a local sustainability guide for our local chapters, to be presented in 2025.

Norwegian People's Aid completed several development projects to fulfil general assembly

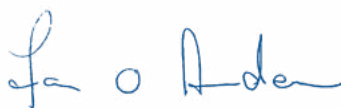
goals of growth and organisational training. Six new chapters were established, one closed and two merged.

Despite many bright spots, there is no doubt we will be facing many challenges moving forward. Following cut-backs in the USA, more and more countries have launched considerable cuts to aid. We face a new reality, while needs have never been greater. A further challenge is the discussion about military preparedness taking place in the USA and elsewhere. The UK is cutting almost half its aid budget to increase investment in rearmament. This is understandable since we can no longer trust in the USA's defence of European security, but nonetheless tragic and wrong. Cuts in aid increase insecurity and refugee movements, as well as the potential for conflict in many places around the world. Poor conflict prevention is thus not just wrong, but foolish too.

One of my ambitions when I took over as chair was to further strengthen cooperation with the trade union movement. This is going the right way but not as quickly as desired. We have not made the best use of unions' collective membership, which somewhat stands in the way of individual membership. Norwegian People's Aid has 15,000 members, LO 65,000 elected representatives. Imagine if these alone became members!

I would also like to mention the collective work of the Norwegian People's Aid board in 2024. I am very satisfied with the cooperation we have managed to establish. The organisation deserves a well-functioning board that focusses on finding solutions to the challenges that occur.

Last, but not least, many thanks to all our members, representatives, employees and partners in and outside Norway for the tremendous efforts you have made in 2024.



Jan Olav Andersen
Chair

Statement of the Central Board 2024

I THE ORGANISATION

Membership and local chapters

At the end of the year, the organisation had 14,775 members divided into 113/106 chapters. 2,216 members were under the age of 26 (of which 1,830 count towards the amount of support from the Norwegian Ministry for Children and Equality). We have 113 chapters on paper, but 7 of these are wholly inactive.

New chapters and closures

6 new chapters were established in 2024: Norwegian People's Aid Solidarity Youth Bodø, Norwegian People's Aid Solidarity Youth Arendal, Norwegian People's Aid Åseral, Norwegian People's Aid Eiken, Norwegian People's Aid Fauske and Norwegian People's Aid Rødøy.

Two chapters closed down: Norwegian People's Aid Halden and Norwegian People's Aid Gjesdal (amalgamated with NPA Jæren).

Membership growth

Norwegian People's Aid gained 1,756 new members and lost 2,582 members in 2024. There was thus an overall decrease of 796 members in 2024.

The Transparency Act

The Act relating to enterprises' transparency and work on fundamental human rights and decent working conditions (The Transparency Act) aims to promote enterprises' respect for fundamental human rights and decent working conditions in connection with the production of goods and delivery of services. This means that Norwegian People's Aid must maintain an overview of the risk they have of violating human rights or affecting them negatively, make sure to implement necessary measures and provide information about these measures and how they work.

Norwegian People's Aid reports on the elements requested by the Transparency Act by means of our annual report. Norwegian People's Aid has ethical standards that have been set up to be in line with the Transparency Act.

Furthermore, we map our work and supply chains in relation to the risk areas covered by the Transparency Act. An account of this work is available on our website.

Liability insurance

Norwegian People's Aid has taken out liability insurance for the Central Board and the Secretary General. The insurance covers personal and legal financial liability in connection with claims from third parties.

Composition and work of the Central Board

As of 31.12.2024, the Board of Directors had the following composition:

Chair:	Jan Olav Andersen
1st Vice-chair:	Hilde Nyutstumo
2nd Vice-chair:	Harald Wisløff

Board members from the members' organisation

Kjersti E. R. Jenssen (Oslo)
Jorge Alex Dahl (Bergen)
Geir Nilsen (Moelv)
Eva Vassnes (Tromsø)
Ammal Ahmed Haj Mohamed (Solidarity Youth Kristiania)

Board member:	Cathrine Ertsås (Norwegian Union of Municipal and General Employees)
Board member:	Elisabeth Sundset (Union of Employees in Commerce and Offices)
Board member:	Mildrid Kvisvik (Union of Social Educators and Social Workers)
Central First Aid and Rescue Committee:	Monica Nervik (Tromsø)
Social Policy Committee:	Ingrid Aspelund (Rauma and Vestnes)
Solidarity Youth: First Aid and Rescue Youth:	Amanda Hylland Spjeldnæs (Kristiania)
Employees' representative:	Synne Nordby Hvenekilde (Oslo)
Employees' representative:	Magnhild Sofie Otnes
Employees' representative:	Thea Mjelstad

Record of meetings

The National Board held four meetings, and a further two issues were considered digitally. The Executive Committee, comprising the Chair and the two Vice-chairs, held nine meetings. The Audit Committee held five meetings. Norwegian People's Aid holds a General Assembly every four years. The next General Assembly is in the autumn of 2027.

Administration

The Norwegian People's Aid head office is in Oslo. Raymond Johansen has held the post of Secretary General since 23rd October 2023 and took up the position on 1st January 2024.

Solidarity Youth National Board as of 31.12.2024

Chair:	Amanda Hylland Spjeldnæs
1st Vice-chair:	Emma Marshall
2nd Vice-chair:	Ida Avedal
Board member:	Maria Abdallah
Board member:	Sarah Taif
Board member:	Salman Chaudhry

Deputy to the Board:	Mia-Linnea Andersson
Deputy to the Board:	Maria Louise Hundeide Godoy
Observer:	Abdulfattah Albizreh

Central Youth Committee First Aid and Rescue as of 31.12.2024

Chair:	Beate Liberg
1st Vice-chair:	Tale Nordby Hvenekilde
2nd Vice-chair:	Anniken Vinje
Committee member:	Damian Mateusz Wulkiewicz
Deputy to the Committee:	Synne Hegelstad
Deputy to the Committee:	Lucas Teigen

II RESULTS FOR 2024

Financial highlights

The National Board has prepared the accounts for 2024 on the assumption that the organisation will continue to operate.

The annual accounts encompass the non-profit organisation known as Norwegian People's Aid, which is an organisation which does not have financial gain as its purpose. The annual accounts do not reflect the accounts of the local chapters.

The activities result for the year amounts to NOK 20.6 million, as compared with NOK 53.7 million in 2023. Funds acquired last year amounts to NOK 1,801 million as compared with NOK 1,630 million in 2023.

The activities result of NOK 20.6 million was allocated as follows: NOK 4 million from assets with externally imposed restrictions, NOK 16 million from assets with self-imposed restrictions, and NOK 40.6 million to unrestricted equity.

As of 31.12.2024, total assets amounted to NOK 367.7 million as compared with NOK 347 million in 2023. Unrestricted equity as of 31.12.2024 amounted to NOK 331.8 million as compared with NOK 291 million in 2023.

Cash flow from operating activities is negative by NOK 112 million, investing activities are NOK 69 million, while financing activities are unaffected.

Expenses related to the purpose lie at the same level as previous years. Norwegian People's Aid has invested part of its unrestricted equity in bond and share funds.

The annual accounts have been prepared on a going concern basis, which assumes that NPA will be able to realize its assets and discharge its liabilities in normal course of operation.

III OPERATIONS

Long-term development and humanitarian cooperation

The world has not previously seen as many armed conflicts as in 2024. The situation in Gaza is shameful, and the willingness of the world to close its eyes to Israeli atrocities is a grave concern which affects Norwegian People's Aid in its entirety. The wars in Ukraine and Sudan roll on, while the people of Myanmar continue to fight for their future three years after the military coup. Norwegian People's Aid has continued to grow in 2024 with humanitarian efforts in Palestine and Sudan and food security programmes in Mozambique, Myanmar and Syria. In Rwanda, the civil society program attracted new donors.

Civil society is facing challenges across the globe, but our partners continue to fight for people's rights and a fairer world. In 2024, Norwegian People's Aid worked in close cooperation with its partners to combat legislation affecting the right to organise and to protect social leaders against criminalisation and persecution.

After more than half a century of brutal dictatorship, Syria was able to celebrate the fall of the regime. The Syrian people are now grasping the opportunity to shape their own future. Through our partners across the country, Norwegian People's Aid has maintained a powerful presence and we are now employing all means at our disposal to support our partners and the Syrian people.

In 2024, the Sudanese Youth Network, with funding from Norwegian People's Aid, grew into a powerful movement, mobilising young people and working politically to bring about an end to the war in Sudan. They now have active associations in Sudan, South Sudan, Egypt, Uganda, Kenya and Ethiopia.

Long-term systematic work has delivered access to resources and services. After a five-year legal battle in Ecuador, workers at Furukawa Plantaciones company were awarded substantial compensation for, according to the judges, working under "slave-like conditions". In Cambodia, 4,800 laid-off workers received compensation of \$2.4 million thanks to support and legal assistance from our partner, Central. In South Africa, partners won a court case to install electricity and improve water supply in a slum neighbourhood of 200 residents. In Colombia, after eleven years of struggle, smallholder farmers have had their collective land titles recognised in five areas covering over 2,200 hectares. These are just some examples from 2024.

Humanitarian cooperation

The humanitarian capacity of Norwegian People's Aid was tested to the utmost in 2024. The situation in Gaza developed into a catastrophe beyond our comprehension, but Norwegian People's Aid partners maintained their efforts throughout the crisis and reached more than 156,000 Palestinians with food aid, water and other life-saving items. In Ukraine, alongside our partners, we extended our work protecting victims of sexual and gender-based violence. Norwegian People's Aid has also secured new funding and expanded geographical reach and humanitarian support under very difficult conditions in Myanmar. In South Sudan we have maintained a high level of support to humanitarian response and food security, reaching over 200,000 displaced South Sudanese with food assistance.

The people of Sudan are now experiencing the world's worst hunger crisis, and the efforts of

the local emergency response groups with which Norwegian People's Aid collaborates to reach the most vulnerable population have been held up as an example to follow in international humanitarian fora. On the basis of both this experience and learning from other contexts, Norwegian People's Aid actively contributed to the design of the Ministry of Foreign Affairs' new humanitarian strategy in 2024, not least its new emphasis on locally led humanitarian efforts.

Humanitarian mine action and explosives clearance

In 2024 Norwegian People's Aid cleared 85,649,378 square metres of mines and other explosives in 21 countries and territories around the globe. We destroyed almost 40,000 explosive items of various types: 27,158 cluster munitions, 1,538 anti-personnel mines, 1,194 improvised anti-personnel mines, 7,889 unexploded charges, 686 improvised explosive charges, 682 pieces of unexploded ordnance and 490 anti-tank mines.

Across the world, our activities have benefitted almost half a million affected people (386,782 indirectly and 93,201 directly). Most of those directly affected live in Syria, Iraq and Vietnam, while those indirectly affected live in Iraq, Cambodia and Laos. In addition, 134,190 persons received our messages about the risk of explosive hazards, and 52,896 participated in our conflict preparedness and protection programmes (CPP).

Through continuous advocacy, we have worked to move states towards greater protection of civilians from weapons, and supported affected states in their efforts to fulfil their international obligations regarding the Mine Ban Convention, the Cluster Munitions Convention, the Nuclear Weapons Ban, and the Protection of Civilians from Explosive Weapons in Densely Populated Areas. We have strengthened our efforts relating to protection of the climate and environment in conflict, not least by mapping the consequences of war on the environment in Ukraine.

We continue to enjoy an excellent reputation and to maintain close dialogue with our vital sponsors, including nation states, trade unions and private donors. This is something we value highly indeed.

National department

Organisational development

2024 has seen Norwegian People's Aid complete a number of development projects aiming to fulfil General Assembly goals of growth in the organisation and organisational training.

In March 2024, the members' portal was launched as a comprehensive information solution for elected representatives and members of Norwegian People's Aid. After just over a year of development and construction, the portal has gone into full operation. The members' portal is designed with a single log-in, so that elected representatives no longer need to log in with different users and passwords on multiple systems. Norwegian People's Aid updated its CRM/RMS systems in 2024 – both the internal system for administration and the portal solution used by local chapters and elected representatives. The portal solution was also integrated into the members' portal.

The administration and the organisation committee have jointly developed a *Welcome to Norwegian People's Aid* course, which takes between 15 and 20 minutes to complete. From

the first quarter of 2025, all new members will automatically receive the course by email seven days after they have signed up. A survey was launched at the end of the year to identify reasons why members drop out. Members who were about to be taken off the membership register were contacted in a drop-out survey with questions about why they no longer wanted to be members..

Two new e-learning courses were launched during the year to strengthen our organisational culture. Psychosocial First Aid offers training in providing emotional support in crisis situations, and Safe Organisational Culture is about creating a safe environment for volunteers in Norwegian People's Aid.

A leadership conference was also held with about 130 leaders and elected representatives, where we discussed how Norwegian People's Aid can achieve its goals of becoming a comprehensive emergency preparedness organisation.

Social policy

An important part of social preparedness lies in local chapters' efforts to promote inclusion in local communities. Many of the chapters have regular activities where language training is an important goal for the participants; others arrange excursions and experiences that provide increased knowledge of the local environment. Participants for their part become more familiar with Norwegian social and organisational life.

Inclusions initiatives in local chapters reached over 5000 people in 2024. In recent years, many local chapters have worked closely with Ukrainian refugees, getting them involved in local communities and enlisting some as volunteers.

Furthermore, we have strengthened the activity-leader course for those who run inclusion activities, in connection with the fact that Norwegian People's Aid – like the other four major national inclusion organisations – received one million kroner to support local integration of refugees and immigrants. In addition, we have completed and conducted courses in psychosocial first aid for our members.

In collaboration with Solidarity Youth, we conducted, at the request of the government,



Kvinnelig minerydder i Angola.

Foto: Thea Katrin Mjelstad

local dialogue meetings for youth in Oslo, Kristiansand, Trondheim, Bergen and Tromsø. This led to a national dialogue meeting for youth with the goal of preventing polarisation and conflict as a consequence of the turbulent international situation.

The Norwegian People's Aid anti-racism course *From Attitude to Action*, with support from BufDir, has trained members from 13 different local chapters in 2024.

Solidarity Youth

Norwegian People's Aid Solidarity Youth can look back on a great annual meeting period with "climate refugees" as the main topic – one that has recurred in local activities, at national conferences and in our social media channels. Solidarity Youth organised its own one-day youth conference focussing on climate-displaced people, carried out campaigns and built up a comprehensive profile around the main topic.

Solidarity Youth has been very active, with participation in several arenas throughout the year. We enjoyed fruitful cooperation with the trade union movement, and also established cooperation with other organisations. In 2024, our elected representatives and members have participated in major conferences nationally and several have also visited our international partners.

First Aid and Rescue Service

In 2024, Norwegian People's Aid was alerted for 530 search and rescue missions. This is a new record and a significant increase on previous years. The increase is largely owing to people calling for help having injured themselves or been taken ill out in the field. The South West and Troms rescue groups accounted for the greater part of this increase.

'Increased suicide risk' and 'dementia' remain the largest categories for our search missions. These account for 55% of the search missions in which we participate, and the numbers are relatively stable.

We are working at both national and local levels to meet the ever-increasing need, which is putting great pressure on volunteers. The situation places new demands on equipment, volunteer capacity, skills and cooperation with other emergency response organisations.

In 2024, a new joint operation support tool for the entire national rescue service, called FAKS, was taken into use for searches for missing persons on land. With the goal of saving more lives, the digital tool will bring greater efficiency and speed to search operations. Norwegian People's Aid was part of the expert group that developed the tool.

Our efforts continue to adapt to developments challenging rescue services, while we maintain our focus on voluntary health preparedness. Norwegian People's Aid continues to prove itself a flexible, adaptable rescue-service agency and this is reflected in our being used in an increasing number of operations.

First Aid and Rescue Youth

First Aid and Rescue Youth had an active 2024 with all planned gatherings held (for members between 13 and 18 years of age): the dedicated winter and autumn meetings, the board of representatives meeting, the dedicated conference, trip to Iceland and summer camp.

We also held an online meeting for adult leaders to raise their competence and status in local chapters. This is crucial to successfully establishing stable, lasting, safe youth groups.

We have 19 First Aid and Rescue groups with active youth groups. This is an increase from 2023.

Marketing and communication

Businesses and trade unions

LO and the trade unions are our natural partners, as demonstrated by the 12 long-term agreements with various associations. The Union of Employees in Commerce and Offices (H&K) and the Norwegian Union of Railway Workers extended their agreements at their national congresses, increasing their financial support.

The year was marked by the wars in Ukraine and Gaza, and the labour movement and businesses alike have collected a great deal of money in aid of our work there. Coop, Vestland Fylkeskommune, H&K and the Norwegian Union of Municipal and General Employees are among those who have given considerable solidarity contributions throughout the year. This year's Christmas campaign raised funds for our work to save lives through mine clearance and received large-scale support through gifts and purchases of our symbolic cards.

The topic in focus for our joint 1st May fundraiser with the labour movement was *Standing together with the people of Palestine*. Members, local branches, associations and departments provided great support to the fundraiser, which achieved record levels.

Norwegian People's Aid enjoys long-term partnerships with a number of businesses. Both Coop Norge and Jotun A/S extended their agreements in the course of the year. The Employ a Mine Dog concept again returned good results. Businesses name and follow their own mine detection dog during training at our global mine dog centre in Sarajevo, Bosnia-Herzegovina. They can also support fully trained mine detection dogs at work. Support for mine detection dogs has also grown in popularity with trade unions during the year.

Private donors

The Private Donors section achieved good growth in terms of the number of new regular donors and donations through various fundraising activities throughout the year. Frequent presence in digital and traditional marketing channels has strengthened the organisation's visibility, and contributed to good budget achievement. The ongoing conflict in Gaza increased engagement in the target group, resulting in support for our programmes in Palestine.

Communication

Norwegian People's Aid maintained good visibility through our own channels – and those of others – on a number of important issues throughout the year, conducting several successful campaigns. The 1st May fundraiser focused on *Standing together with the people of Palestine*. The campaign achieved a high level of visibility and we achieved the targets we had set ourselves. We also contributed to the *Oil Fund out of the Occupation* campaign.

For the first time, we tested out a campaign across the city and on social media (SoMe) that focused on gaining attention and had revenue and recruitment as non-priority sub-goals. The campaign, showing a bombed-out Oslo, was entitled *What if the war came to us?* The campaign was highly visible in the cityscape, including at Oslo S and Nasjonaltheatret stations and clearly influenced people's views of Norwegian People's Aid as a positive and inspiring organisation. One of our SoMe followers submitted a poem that we subsequently published. Despite income and recruitment being given low priority, the campaign showed there was great potential here too.

30 press releases were issued in 2024 on the topics of weapons, Palestine and Lebanon, Sudan, activities in Norway and Norwegian politics. The press releases led to 608 media reports.

We received good coverage in the media with articles about our volunteers in Norway, our political messages and important information from the field in many of the countries where we are active.



Civilians in Gaza flee from Israeli bombs. Photo: Mohammed Zaanoun

Political advocacy

Norwegian People's Aid takes clear positions and seeks political influence in a number of matters in Norway and internationally.

Commitment to international solidarity is strong in the socio-political groups. In 2024, over 40 local chapters were involved in events and commemorations in solidarity with Palestine, often in collaboration with the trade union and labour movement. Online meetings gave members direct updates from Palestine, Lebanon and Syria, and partners visited several local chapters. We developed materials and carried out demonstrations for the Inventory for Palestine and Oil Fund out of the Occupation campaigns. Commemoration of 30 years after Apartheid included partner visits from South Africa and an event at Literaturhuset in Bergen. In May, Norway gave Palestine state recognition, an important victory for which we have long worked in collaboration with the Union of Municipal and General Employees in the project Norwegian links to the Israeli Occupation.

Together, we achieved success in March with the government's advising the business community against trade and business activities in the illegal settlements, and in the Procurement Committee's partial investigation, which emphasized that violations of international law amount to professional negligence that may be used as a basis for rejecting suppliers. We were involved in the work to establish a new Norwegian law prohibiting goods and services from businesses that contribute to maintaining the illegal occupation. The bill was launched in October.

Norwegian People's Aid has long worked to increase the reception of quota refugees in line with UN recommendations. The UN recommends that Norway accept 5,000 quota refugees, while the government's proposal in the 2025 state budget was only 200. Through media visibility, collaboration with UNHCR and other organisations, and direct lobbying of Norwegian political parties, we achieved success in increasing the quota refugees from 200 to 500. In the budget agreement between SV and the government, we secured

increased funding for greater child-care expertise, better supervision and improved activity programmes for unaccompanied minors at reception centres. We also managed to get increased grants for integration work by voluntary organisations. Both these grant schemes provide Norwegian People's Aid with funds that contribute to activities in our local chapters.

In April Aker BP's AGM considered a Norwegian People's Aid proposal that they enter into dialogue with war victims in South Sudan and new acquisition Lundin in pursuit of a solution and the payment of compensation. The proposal was voted down, but it was positive that two of the company's most important shareholders, KLP and Storebrand, voted in favour. We started a much-needed debate about the victims' right to compensation and Aker BP's responsibility after acquiring the company Lundin, whose top management is on trial in Sweden for contributing to war crimes.

Norwegian People's Aid has been an active advocate for local organisations to be recognised for the crucial role they play in humanitarian response when crises strike. Through international networks such as ICVA and Charter4Change, we have promoted changes in the humanitarian system to ensure that local organisations get greater space, this being incorporated in Norway's humanitarian strategy.

Norwegian People's Aid continued to defend and strengthen international norms and rules to protect civilians from unacceptable consequences of the use of weapons before, during and after war and conflict. We condemned all use of anti-personnel mines and cluster munitions.

One milestone in 2024 was the Fifth Review Conference of the Mine Ban Treaty, which took place in Cambodia. A new five-year action plan for the Convention was adopted, and we had major influence on the design of the action plan. Another milestone, important for strengthening the protection of civilians, was the first EWIPA Declaration Review Conference, held in Oslo.

We organised a global expert roundtable on incendiary weapons as a step towards a total ban. Together with The International Committee of the Red Cross, Red Cross Belgium and Red Cross Norway, we also arranged two successful NukeEXPO conferences in Brussels and Oslo on the humanitarian consequences and risks relating to nuclear weapons. The 450 participants included decision-makers at national and EU-level as well as survivors of the use and testing of nuclear weapons.

We have led work to establish new international mine-clearance standards for climate and the environment and developed a tool, which will be shared across the sector, to enable environmental consideration and understand climate risk.

Norwegian People's Aid political advocacy gives continuous focus to our main issues within first aid and rescue services: increased state support to the Rescue Service, exemption from one-time fees on rescue vehicles, access to sufficient emergency networks and grants towards health preparedness. In 2024 we focused on following up the recommendations from the Total Preparedness Commission's report, namely NOK 80-100 million to strengthen voluntary preparedness organisations; public funding to cover costs involved in the use of emergency networks and future emergency/preparedness communications; and introduction of exemption from the one-time fee and other charges for vehicles and other material.

Norwegian People's Aid Follo was also visited by the Labour Party's justice group, who wanted to hear more about the needs and challenges of volunteers in the rescue service.

IV PERSONNEL, HEALTH, SAFETY, ENVIRONMENT

Norwegian People's Aid works systematically for an inclusive working environment through an active working environment committee (WEC) comprising representatives from both management and employees. Expat Union is involved and consulted in all cases where international employees are concerned. HR and safety personnel collaborate on HSE issues, while the management group retains overall responsibility. The WEC deals with issues relating to HSE, including sick leave, equality, diversity, inclusion, ethics and environment.

Software acquisition

2024 saw Norwegian People's Aid purchase a new tool from Populum to enable employee surveys around the world. In September, we undertook our first employee survey where expats contributed alongside staff in Norway.

The results have been followed up with action plans linked to our strategy. Norwegian People's Aid also entered into agreement with the HSE system Workday in order to improve data collection about employees abroad and to ensure more systematic follow-up of personnel.

Ethical guidelines and procedures

Norwegian People's Aid has revised its *Ethical Guidelines Policy* and developed a new *Procedure for Violations of Ethical Guidelines* (the whistleblowing procedure). These documents have been translated into several languages and are available as posters. Furthermore, a new *Procedure against discrimination, violence, bullying and harassment* has been developed, together with a *Procedure for drug and gambling addiction*. The latter procedure is anchored in the AKAN committee, a WEC sub-committee that works preventively and provides guidance to employees with drug or gambling addictions

Trust-based leadership and psychological safety are essential for a safe working environment. These topics are integrated into the organisation's induction programme and leadership development, as well as in national and international seminars and workshops. A new module was introduced into our international digital induction programme in 2024, covering ethical guidelines, whistleblowing and dilemma training.

We have also taken important steps towards strengthening risk management on a global basis. HSE staff and the WEC have helped develop a joint risk-mapping tool, which will provide improved overview and control of possible risks involved in our HSE work.

Occupational health service and other partners

Our provider of company health services is MDCO. They provide advice and guidance for our HSE work and offer health services in connection with travel, and psychological consultations. Annual safety and ergonomics rounds are conducted as well as monthly fire inspections.

In collaboration with Norwegian People's Aid Oslo, three courses in First Aid were conducted in 2024 for employees in Norway. Norwegian People's Aid works in high-risk countries and

has its own staff to ensure the safety of its employees. International SOS (ISOS) is our main partner for safety and medical assistance abroad. They offer services before, during and after work trips, and help employees find psychologists for trauma treatment or general support on a global basis.

Whistleblowing and security

Norwegian People's Aid has ethical guidelines that all employees have to sign and follow. We have a dedicated safeguarding adviser who follows up our safeguarding policy for protection against sexual exploitation, abuse and sexual harassment. In addition, a senior adviser with responsibility for HSE and diversity follows up all statutory work to promote equality and prevent discrimination, and contributes to systematising the work for a diverse, safe and inclusive organisation.

We have an anonymised whistleblowing system on our website where anyone inside or outside the organisation can report improper conditions. We have divided the responsibility for following up on various whistleblowing cases into three main areas: Finance and corruption cases are followed up by a special adviser in the finance department, sexual harassment and sexualised violence by a special safeguarding adviser, and all other HR-related matters by the section manager in HR.

We have a global HR resource on our intranet site where employees can find relevant and important information to contribute to a safe and inclusive work environment. This includes relevant laws, procedures and guidelines, as well as information about whistleblowing and reporting non-compliance. News items from HR are also regularly posted here and shared with employees as a newsletter. The resource page also features the organisation's 'Learning Portal' where new e-learning relevant to employees' learning paths is constantly being posted.

Employees and full-time equivalents

Workplace	No. of employees	FTEs
Head office	158	152,9
Regional offices	13	13
Gardermoen service	8	2,33
International	140	140
Total	319	308,23

We helped with emergency accommodation at Gardermoen for refugees from Ukraine until 30th September 2023. Sana Mottaksdrift AS then took over these operations. The total number of Norwegian People's Aid employees is therefore reduced from 339 to 319 in 2024.

Sick leave

Sick leave averaged out at 4.5% in 2024, an increase of 0.2% on the previous year. Norwegian People's Aid closely monitors sick leave and compiles departmental statistics on absence and length of absence in order to implement appropriate measures. According to Statistics Norway, the national average is around 7%. Norwegian People's Aid is well below this level.

Quarterly sick leave in %

1	2	3	4
4,40	4,0	4,30	5,30

V EQUALITY AND INCLUSION

Norwegian People's Aid works systematically to promote diversity, equality and an inclusive working environment, both nationally and internationally. The organisation is rooted in the values of unity, solidarity and human dignity, with a strong focus on ensuring equal rights for all regardless of background.

Norwegian People's Aid strengthened its work with equality in 2024. We have, for example, started regular celebrations of Pride month that include employees globally. Alongside this, it is important for us to highlight how we work with LGBTQ+ and how we can contribute to increased equality for our employees and partners. We also have dedicated employees who work with our *Gender and Equality Policy*.

Norwegian People's Aid regularly holds regional gatherings around the world to strengthen equality and diversity work. We work systematically to increase the proportion of women in leadership positions globally, especially in male-dominated professions such as mine clearance.

To ensure a fairer pay structure, the organisation has launched a project of which the aim is to map all Compensations and Benefits that employees have in addition to their paid salary. Knowledge gained from the project is used in local negotiations, and in 2024, an agreement was reached on improvements in terms of wage policy and other working conditions. This contributes to increased predictability and equal treatment.

In connection with the implementation of an employee survey that included ex-pats, we gained insight that gave us important input for further improvement of the working environment, gender equality and leadership development. In line with this, a comprehensive review of the personnel handbook was undertaken to update and provide better access Norwegian People's Aid values, management competencies and HR procedures.

Read more about such work in Norwegian People's Aid in *Likestillings- og mangfoldsredegjørelsen 2024* (Norwegian only) on our website folkehjelp.no

VI CLIMATE, ENVIRONMENT, SUSTAINABILITY

Norwegian People's Aid has a climate and environmental policy that commits us to working to reduce our negative climate and environmental footprint, while strengthening our positive contributions in all countries where we are present. Our policy also commits us to analyse and better understand how climate change and environmental degradation affect the people we work with and for, and to carry out our work based on these analyses.

In 2024, we strengthened systematic work with climate, environment and sustainability in the organisation, including by developing and adopting an overriding action plan with specific goals for climate, environment and sustainability work in Norwegian People's Aid for the period 2024–2027. This is an important governing document and concretises responsibility within the organisation. The action plan addresses, among other things, emission reductions for the organisation, cuts in emissions from travel activities, energy efficiency measures, replacing generators with solar panels as an energy source for offices, increased cooperation and dialogue with both local communities and other organisations/agencies in the climate and environmental field, work to ensure sustainable operations in our supply chains and, not least, training and skills development among our employees and volunteers.

We have further developed our environmental management system in the organisation, including by improving our two mapping tools – Green Office Tool and Green Field Tool. Both help collect important climate and environmental data from our offices, programmes, and in the field, so we can identify various risks. This ensures that we identify climate and environmental impacts as early as possible and can quickly implement measures to contribute in the most positive direction possible.

At our head office in Oslo, we were re-certified by Eco-lighthouse in 2024. This is verification that we, as an organisation, work systematically with our sustainability work.

Many climate and environment-related activities take place in our country programmes. Within mine action, we are leading the work to develop new international standards for climate and environment in the sector. This means better understanding climate risks and beneficial climate consideration. Many of our partner organisations around the world work on climate and environmental issues, and we support many projects within climate adaptation and climate-smart agriculture.

There is also great interest in the climate and environment field among our members, and in 2024 we have worked on developing a sustainability guide for our local chapters, to be presented in 2025. The guide will summarize various suggestions for climate and environmental measures and local chapter activities, with an accompanying resource bank where our volunteers can learn more.

Climate accounts

An important part of our climate work is to increase understanding of how we influence the climate. Climate accounting provides an overview of our greenhouse gas emissions, helping us identify areas where we can reduce our emissions, not least where the potential for improvement is greatest.

We use the Humanitarian Carbon Calculator (HCC) as a method and tool for preparing climate accounts. This tool was first launched in 2023, specifically developed for the humanitarian sector, and allows sector-wide comparison of emissions.

This climate account is in accordance with the GHG Protocol, which is the most widely used standard for reporting on climate accounts, and the emissions are divided into “Scope 1, 2 and 3”.

VII ETHICAL STANDARDS FOR PURCHASING, INVESTMENT AND MARKETING

Norwegian People's Aid has an important role in contributing to a responsible working life and ensuring sustainable business practices. As an organisation, we have a major impact on people, society, the environment, climate and animals, and can contribute positively to development, but can also contribute negatively and cause harm. As a consequence, we actively work to contribute to a more responsible working life and the protection of human rights, employee rights and environmental concerns in all our operations.

Norwegian People's Aid is a member of Ethical Trade Norway (ETN), and we report according to the requirements of the Transparency Act through the ETN's own template. The full report is published together with previous reporting to Ethical Trade Norway on our website: folkehjelp.no/om-norsk-folkehjelp/etikk/etiske-standarder.

We have had our own ethical standards for purchasing, investment and marketing in the organisation since 2013. These standards are used in our programmes globally, and guidance is provided to Norwegian chapters and members as needed. Written acceptance of these standards in tender rounds is a means by which we secure increased awareness in this area. We regard responsible purchasing practices as one of our most important tools in the work for sustainable business practice.

If suppliers do not work in line with our expectations, we try positive influence or altering work forms to bring about long-lasting change. If dialogue does not bring results, we may consider terminating the contractual relationship.

Systematic efforts at due diligence require that we map, prevent, limit and account for how we handle the risk of negative impact, as well as remedy any damage. In 2024, we worked towards even better risk mapping and due diligence assessments. The goal is to ensure we have sufficient information and overview of important conditions in what are often complex value chains. During the year, we conducted surveys and risk mapping of purchasing at head office in Norway within two category groups characterised by high risk – namely coffee and textiles/uniforms.

Norwegian People's Aid also works with rights-based projects in many countries, and openly reports annually on activities and plans to donors and the public. These reports are also shared with the central board, and are readily available on our website. (www.folkehjelp.no).

Compliance

The first six months of 2024 saw the compliance team's capacity reduced as a result of the team being reduced from two persons to one. This affected priorities throughout the year. In August, the team was back to normal capacity, allowing increased opportunities to provide legal advice and strengthening us as an accessible support function for the entire organisation.

The Compliance team participated in regional seminars on sanctions and due diligence procedures in the fall of 2024. This is an effective way to increase understanding within the organisation, as well as to strengthen contact with the country offices and identify risk areas. Visits to country offices with closer follow-up of individual country programmes were not prioritised in 2024 owing to reduced capacity. Review of contracts, however, was prioritised to reduce the risk of breach of contract.

Furthermore, the compliance team maintained cooperation with authorities and other stakeholders regarding the unintended consequences of sanctions and anti-terrorism legislation on our work. By means of regular dialogue, participation in relevant fora and political influence, Norwegian People's Aid actively contributed to shaping discussion in the field, based on the perspective of civil society.

VIII ANTI-CORRUPTION

Corruption is harmful to peace and development, increases inequality and has the potential to undermine the delivery of our programmes as well as our reputation.

Norwegian People's Aid pursues aid efficiency and is highly aware that our resources should be used entirely for the purpose. This means that we strongly oppose all forms of corruption, and are concerned with prevention, control and handling of whistleblowing cases.

With over NOK 1.8 billion in income in 2024, Norwegian People's Aid is one of the largest humanitarian organisations in Norway. We operate in over 30 countries, most of them under challenging conditions, including high corruption risks. The average score for our programme countries in Transparency International's Corruption Perceptions Index is 29 (out of 100). This is a reminder of the need to pay close attention to corruption prevention and control of our activities.

Our stance on corruption is laid down in our Code of Conduct and Anti-Corruption Policy. In practice, we are committed to ensuring that all suspicion of corruption is followed up proportionately to its severity, whether concerning violations of our own regulations, agreements with our donors or national and international legislation.

After two years with our current policy and procedure, we still need to strengthen our anti-corruption work. This particularly concerns reducing case processing times, and finalising and closing old cases.

During 2024, we conducted several full-day workshops with country programmes in Iraq, South Sudan, Ukraine, Bosnia and Herzegovina, Laos, and Vietnam. In addition, AC training was on the agenda for finance, logistics and HR managers at our regional meetings – in Nairobi for Africa, in Bangkok for Asia, and in Istanbul for Europe and the Middle East.

On the occasion of International Anti-Corruption Day on December 9, Norwegian People's Aid launched an e-learning course on the subject. The course is part of a basic package of courses that is mandatory for all employees. On launch-day, the Secretary General reminded us that the fight against corruption is solidarity in action.

14 new cases were reported to the Norwegian People's Aid anti-corruption group in 2024. 19 cases were closed in 2023, and 19 remained open at the end of the year. We put in extra efforts to complete and close the oldest cases. For more information about completed cases and what we have learned from them, see [NPA Annual Report on Anti-Corruption](#) which is readily accessible on our website.

We will strengthen reporting options in further work, including our anonymised whistleblowing channel, in order to lower the threshold for submission. We additionally intend to upgrade our case management system to ensure it works as well as possible, increase the role understanding of employees and stakeholders, and continue classroom-based anti-corruption training both for our country programmes and at head office. We will also promote our new e-learning course on anti-corruption for all employees, and establish an AC support function in the country offices.

IX OUTLOOK AND RISK

At the end of January 2025, Norwegian People's Aid received notification that our programmes which receive funding from the US Department of State would be suspended for 90 days.

This suspension was part of an announced global suspension of all US funding, and mainly concerned funds from USAID. Norwegian People's Aid does not receive US funding from USAID, but only from the US State Department.

We received a so-called 'waiver' from the US authorities as early as February, allowing our programmes to resume with only few exceptions. These exceptions were minor in nature, and without major financial significance. During this period, we also received increased grants from Norad which compensated for the loss of income.

In consequence, the situation has not had a significant financial impact on Norwegian People's Aid or our operations. We therefore consider the prospects for the future to be financially manageable in the short term, even though we believe there is still uncertainty about future American funding.

Long-term development and humanitarian cooperation

The combination of increased armed conflict, concentration of economic resources and democratic decline presents us with greater challenges than we have seen in a long time. Norwegian People's Aid has a large global network of partners and solid experience in supporting organisation, mobilisation and advocacy work together with grassroots organisations. There is great need for Norwegian People's Aid's flexible support for organisations working under extreme pressure.

We have distinguished ourselves as an organisation that can support locally led humanitarian responses. This is an increasingly important competency for achieving results and gaining support from donors, and will be especially important in light of US aid cuts. There are stricter requirements to document results and to base programme development on documented experience and research. We have therefore made plans to strengthen this part of the work, including system development and increased analysis capacity.

Humanitarian mine and explosives clearance

As the world looks today, there is, unfortunately, an increasing need for mine and explosives clearance, including in countries such as Ukraine, Palestine, Syria, Yemen and Myanmar. At the same time as we clear land to save lives, we see that the international conventions, rules and norms built up to protect civilians are under pressure. In an increasingly violent world with more conflict and war, we need to strengthen and protect the existing framework and work tirelessly for its expansion. We need more ways of protecting civilians at all times. Autonomous weapon systems are becoming increasingly complex and there is extensive use of incendiary weapons. With more warfare in cities, work to hinder the use of explosive weapons in populated areas is needed. In today's context and with rapidly growing technological developments, legal, moral and security dilemmas arise that will shape our work going forward. For mine clearance to be effective, we must also work to prevent new and increased use. Upholding rules and norms is an important factor in this work.

National work

2024 brought a new milestone as we exceeded 500 missions in one year for the first time. The increase is in line with developments we have seen over a longer period. There is no sign of a halt in this development, and we must be prepared for further increases in the years to come. This is challenging in terms of capacity, equipment, expertise and relations to other agencies in the rescue service. Volunteers in health preparedness are also an important preparedness resource in turbulent times, and continued investment in this field is important.

Risk

Long-term development and humanitarian cooperation

Many Norwegian People's Aid employees and partners work in critically difficult areas, in violent conflicts and major humanitarian crises where democratic space is reduced. Our partners are subjected to persecution because they dare to stand up for the protection of nature and territories or human rights. This is extremely challenging for our employees, but it is our partners that are exposed to the greatest risks. This demands that Norwegian People's Aid be flexible and supportive, that our systems are good enough to evaluate risk and that we have sufficient capacity to follow up our programmes.

Humanitarian aid is facing more criticism than previously. It is a great challenge to show how important it is that we are a part of the world in solidarity and that we are all in the same boat. Several countries have cut their aid budgets, and the US freeze on funds clearly shows that we are facing uncertain times.

Humanitarian mine and explosives clearance

A major challenge for Norwegian People's Aid is that the work in Ukraine and the attention it generates comes at the expense of the other programme countries. The tendency is for donor funds to be transferred to Ukraine and for less visible crises to receive lower priority. Another growing risk going forward, coupled with uncertainty about funding from the United

Central course for First Aid and Rescue crews in Sørmarka.

Photo: Ida Kroksæter



States, is that more and more donor countries are announcing cuts in their humanitarian support. We must work even harder both to ensure existing donors maintain their interest, and to secure new donors. It will also be important to ensure that we have a donor portfolio comprising a number of different donors, in order to avoid vulnerability if a large donor withdraws support.

Mine and explosives clearance means working directly with weapons and explosives and is hazardous work by its very nature. Safety is the no.1 priority in our operations, and we do all we can to minimise risk to our brave, skilful employees who go to work each day to remove explosive hazards before they destroy even more lives and limbs.

National work

With increasing numbers of missions, the pressure on capacity and the risk of experiences in the field that require follow-up are also increasing. Proper training, a good safety culture and good equipment are crucial to being able to handle all types of missions we are involved in. In addition, we must be an organisation that takes care of each other between missions too.

Norwegian People's Aid often meets people in vulnerable situations. It is important that organisations have good routines at all times to ensure volunteering is safe. We are contacted by many people who wish to be active with us and we know that volunteerism can also attract people who want to exploit people in vulnerable situations.

Oslo, 14.06.2025

 Jan Olav Andersen Chair of the Central Board	 Hilde Nyutstuen 1. Vice chair	 Harald Wisløff 2. Vice chair	 Kjersti E.R. Jenssen NPA Oslo
 Jorge Alex Dahl NPA Bergen	 Geir Nilsen NPA Moelv	 Eva Vassnes NPA Tromsø	 Ammal Ahmed Haj Mohamed NPA Kristiania
 Cathrine Ertsås Norwegian Union of Municipal and General Employees	 Elisabeth Sundset Norwegian Union of Commerce and Office Employees	 Mimmi Kvisvik The United Federation of Trade Unions	 Magnhild Sofie Otnes Employee Representative
 Thea Katrin Mjelstad Employee Representative	 Monica Nervik Central first aid and rescue committee	 Ingrid Aspelund Central socio-political committee	 Amanda Hylland Spjeldnæs First Aid and Rescue Youth
 Synne Nordby Hvenekilde First Aid and Rescue Youth	 Raymond Johansen Secretary General		

Key figures

Search and rescue

530

search and rescue missions

2000

volunteer crews

70

rescue groups



Humanitarian mine and explosives clearance

500 000

benefitted from our mine and explosives clearance

85 649 378 m²

of land cleared of explosives

40 000

explosive items cleared





Long-term development and humanitarian cooperation

256

partner organisations

407 743

persons received food security support in South Sudan, Sudan, Myanmar, Mozambique, Lebanon and Palestine

22 931

persons received protection from sexual and gender-based violence in Ukraine, Sudan, Myanmar, Lebanon, Syria and Palestine.

Fundraising

3,4 mill.

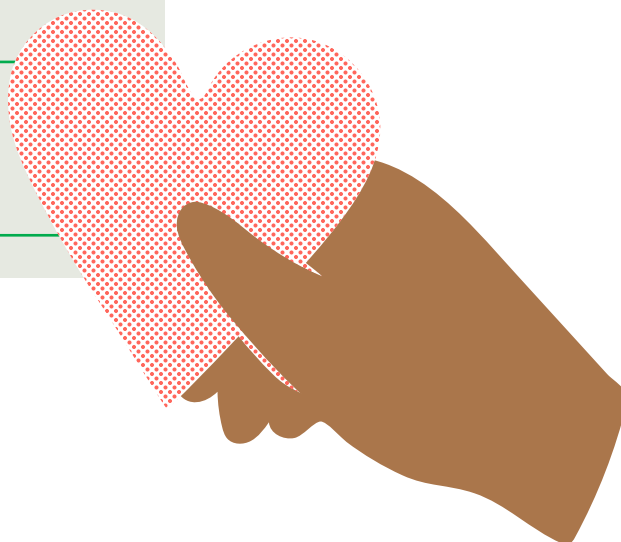
raised for Gaza

1,37 mill.

raised for Libanon

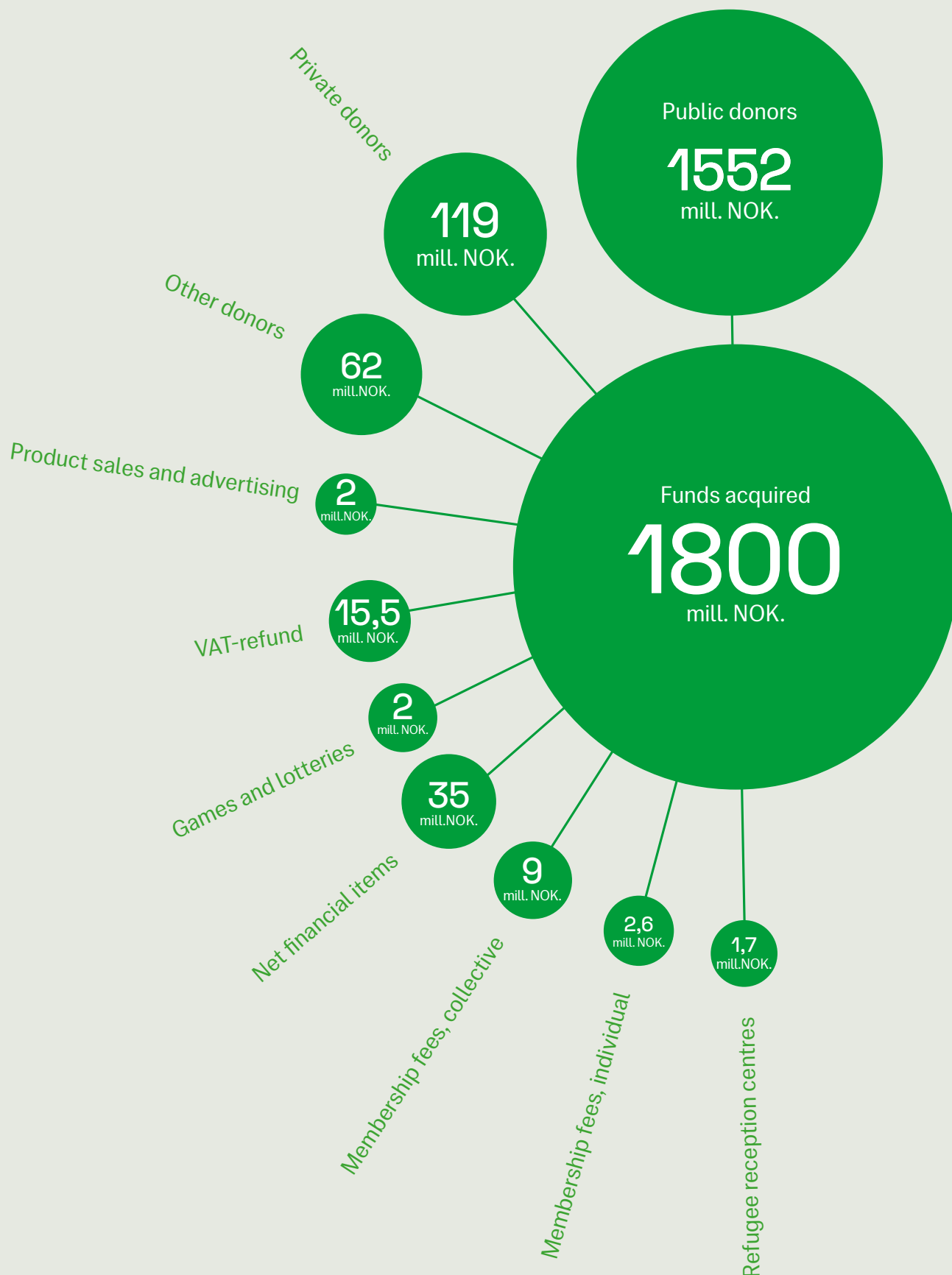
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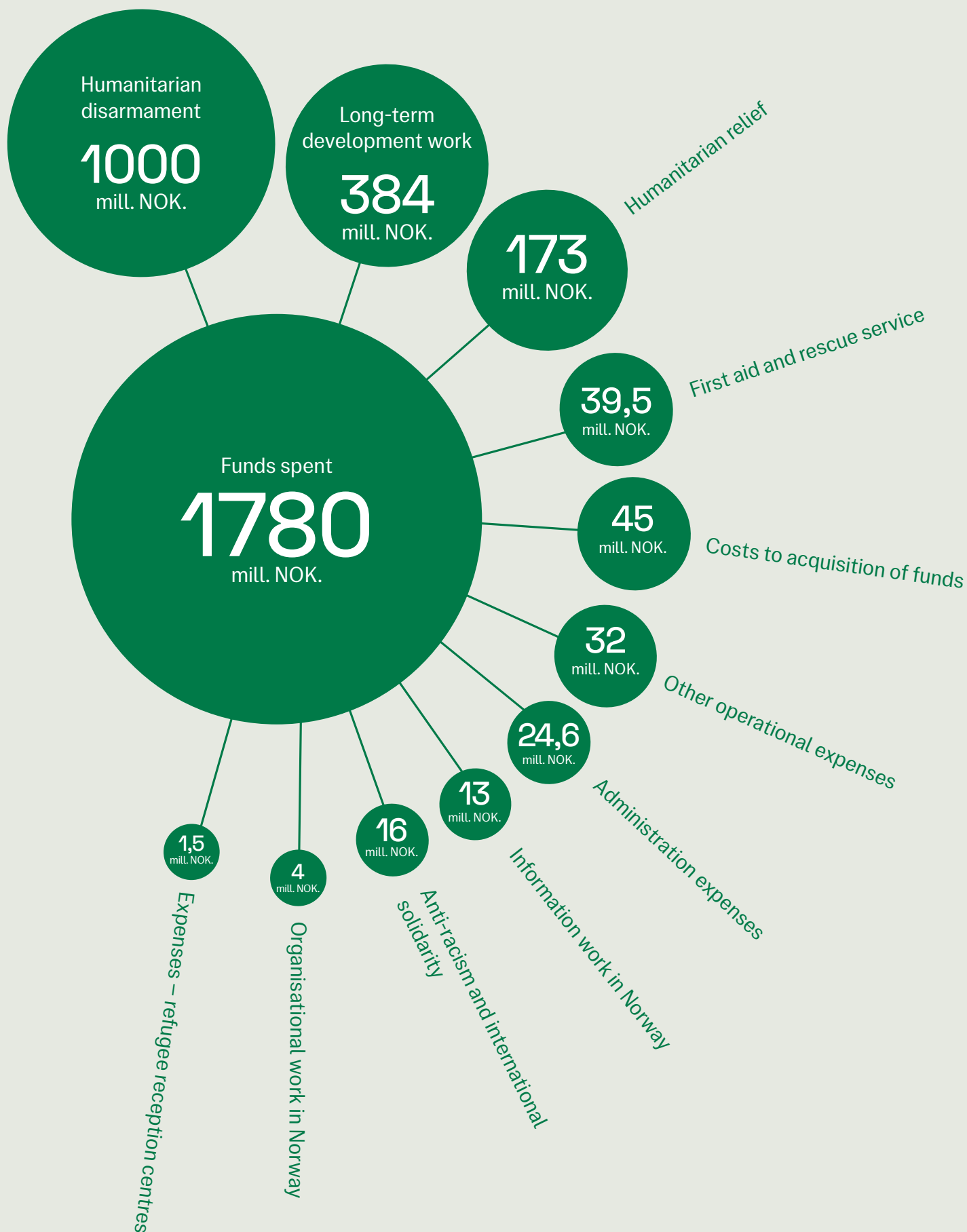
new regular donors in 2024



Financial overview 2024

The figure shows approximate totals from our activities budget; some small items have been omitted.





Statement of Accounts

Statement of activities as of 31.12.2024

(figures in thousands)


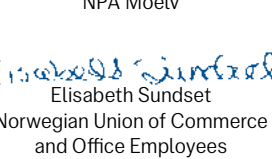
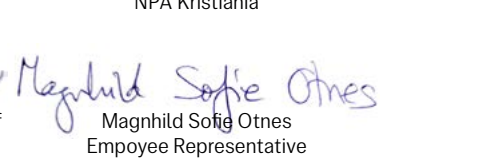
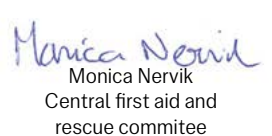


FUNDS ACQUIRED	Notes	2024	2023
Membership fees, individual		2 675	3 583
Membership fees, collective		9 154	6 146
Total membership fees	1	11 829	9 729
Public donors		1 552 810	1 336 055
Other donors		61 961	73 344
Total donors	2	1 614 771	1 409 399
Private donors		119 607	131 204
Total funds acquired	3	119 607	131 204
Refugee centres		1 768	41 120
VAT refund		15 533	13 869
Total activities that fulfil the organisation's purpose		17 301	54 988
Games and lotteries		197	29
Advertising and product sales		2 118	2 406
		2 315	2 435
Total income generating activities			
Net financial items	4	34 907	22 002
TOTAL AVAILABLE FOR THE PURPOSE		1 800 729	1 629 757
FUNDS SPENT			
Private donors		43 881	36 082
Product sales - expenses		1 176	1 299
Total expenses to acquisition of funds		45 057	37 381
Expenses for the organisation's purpose			
Humanitarian disarmament		1 032 527	906 457
Reconstruction, food and emergency relief		173 418	123 932
Long-term development work		384 302	362 704
International solidarity – national work		13 442	10 279
Refugee reception centres and other operational units		1 543	21 577
First aid and rescue		39 561	37 563
Attitudinal and anti-racist work		16 151	12 462
Information work in Norway		13 479	10 586
Organisational work in Norway		3 800	3 717
Other operational expenses		32 143	30 314
Total expenses for the purpose		1 710 369	1 519 591
Administration expenses			
Administration		24 692	19 122
TOTAL FUNDS SPENT	5,6	1 780 117	1 576 094
ALLOCATION OF RESULT		20 611	53 663
Allocation of result on activities			
Transfer to/from Restricted funds		-3 983	7 024
Transfer to/from Unrestricted funds - Designated		-15 967	3 180
Transfer to/from Unrestricted funds - General		40 561	43 459
TOTAL ALLOCATION	7	20 611	53 663

Balance as of 31.12.24

(figures in thousands)

ASSETS	Notes	2024	2023
Fixed assets			
Fixed tangible assets	8	4 433	4 409
Pension funds	9	5 375	5 045
Total fixed assets		9 809	9 454
Current assets			
Receivables	10	773 391	573 602
Financial current assets	11	270 691	202 147
Bank deposits, cash in hand and similar	12	392 017	573 715
Total current assets		1 436 099	1 349 464
NET ASSETS		1 445 908	1 358 919
ASSETS TO THE PURPOSE AND LIABILITIES			
Assets to the purpose			
Unrestricted funds - General	7	331 840	291 279
Restricted funds	7	18 740	22 723
Unrestricted funds - Designated	7	17 117	33 084
Total assets to the purpose		367 697	347 086
Current liabilities			
Funds received for unfinished projects	2	755 398	810 314
Liabilities to project donors	13	74 114	3 500
Interest owing on funds received	13	205	300
Miscellaneous creditors		37 035	21 067
Public taxes owing; holiday pay		39 585	37 362
Provisions for obligations	14	171 874	139 291
Total current liabilities		1 078 211	1 011 833
TOTAL ASSETS TO THE PURPOSE AND LIABILITIES		1 445 908	1 358 919

Oslo, 14.06.2025

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Cash flow statement for the year

(figures in thousands)

	2024	2023
Profit or loss for the year	20 611	53 663
Depreciation	875	324
Change in accounts receivable	-199 789	113 367
Change in accounts payable and other deferred items	66 048	91 931
Net cash flow from operational activities	-112 254	259 285
Other investments	-68 544	-118 786
Proceeds from sale of fixed tangible assets	-900	-2 970
Net cash flow from investment activities	-69 443	-121 756
Allocation of funds	0	0
Net cash flow from financial activities	0	0
Net change in cash flow	-181 698	137 529
Bank deposits and cash 01.01	573 715	436 186
Holdings as of 31.12	392 017	573 715

Notes to the accounts

(The figures in all the tables are given in thousands of NOK; elsewhere in the text, the whole figures are given)

Note 1 – Accounting principles

The Annual Accounts for Norwegian People's Aid consist the following:

- Activity accounts
- Balance sheet
- Cash flow statement
- Notes

The Annual Accounts have been prepared by the organisation's board and management and must be read in connection with the Annual Report and the Auditor's Report.

Basis for the presentation of the accounts

The Annual Accounts have been submitted in accordance with the Norwegian Accounting Act and accounting standard NRS (F) Good accounting practice for non-profit organisations.

The Annual Accounts provide a true picture of the organisation's earned resources and how they have been utilised in the course of the year, as well as its financial position at the end of the year.

The necessary specifications appear in the notes. The notes form an integral part of the Annual Accounts.

The Annual Accounts are founded on the basic principles that apply to historical costs, matching, the going concern assumption, all-inclusive income and prudence. The basic principles relating to transactions, earned income and matching have been deviated from in accordance with Section 4-1 sub-section 3 of the Norwegian Accounting Act, where such can be regarded as generally accepted accounting practice.

Use of estimates

In preparing the annual accounts, estimates and discretionary assessments of uncertain variables are used. The estimates and assessments represent a best judgment at the time of the presentation of the accounts. There may be deviations between estimated and actual figures.

Assets and liabilities in foreign currency

Monetary items in foreign currency are translated in the balance sheet at the exchange rate on the balance sheet date. Income and expenses in foreign currency are translated using the closing rate on the penultimate day of the previous month.

Changes in value resulting from changes in exchange rates are recognised in the income statement as far as possible on the respective projects or are included in the income statement under net financial items.

Receivables

Receivables are stated at face value after deduction of provisions for expected losses. Provision for losses is made on the basis of an individual assessment of the individual receivables.

Fixed assets

Assets intended for permanent ownership or use are classified as fixed assets. Fixed assets are valued at acquisition cost and written down to actual value if this is lower than book value, and the fall in value is not expected to be temporary. Fixed assets with a limited financial life are depreciated over their expected useful lives. Depreciations and write-downs are classified as administrative expenses where they cannot be directly linked to a project or activity.

Fixed assets acquired for the implementation of projects abroad are written to expenses at the time of acquisition and charged to the individual projects in accordance with commitments from donors.

Financial current assets

Market-based shares, bonds and other financial instruments classified as current assets are valued at actual value if they are listed on a stock exchange or administered by a professional asset manager, and the actual value of the investments can be measured reliably. The result (return and change in value) from such investments is included in the income statement under net financial items.

Income recognition principles

Income is recognised as and when it accrues. For income for which no consideration will be provided, e.g. donations and collected funds, this is considered accrued when the following three criteria have been met:

1. The organisation must have a legal right to the income.
2. It must be reasonably certain that the income will be received.
3. It must be possible to measure the income with a satisfactory degree of reliability.

Income from members

The organisation receives gross membership fees from its members. 60 % of income from members is transferred to the local chapters. From 2020, the share accruing to Norwegian People's Aid is presented gross in the account of activities.

Contributions from donors

Contributions for coverage of expenses are recognised as gross income. Where the criteria for recognition of income have not been met, the contribution is recognised as a liability on a separate line in the balance sheet. The contribution is recognised at the value at the time of the transaction. Material contributions which cannot be estimated at an actual value are reported in a note. Unused project funds are entered as a liability to the donor upon project conclusion.

Lottery income

Lottery income is recognised as gross income. The expenses associated with lotteries, prizes and sales expenses are entered under expenses for acquisition of funds.

Expense accounting principles

Expenses are compiled and written to expenses simultaneously with the activity related to the expense. This applies both to expenses for acquiring funds and to realising the purpose. Expenses that cannot be directly attributed to activities are written to expenses when they are incurred.

Taxes

The organisation is tax exempt.

Pension obligations and pension costs

In the case of deposit plans, the organisation pays deposits to an insurance company. The organisation has no further payment obligation after the deposits have been paid. Premiums for contribution-based pension plans organised through life-insurance companies are taken to expenses in the period to which the contribution applies and are included among salary costs in the income statement. Liabilities or pension assets related to the collectively insured pension scheme are not capitalised.

A defined benefit plan is a pension scheme that is not a defined contribution plan. Typically, a defined benefit plan is a pension scheme that defines a pension payment that an employee will receive upon retirement. The pension payment is normally dependent on several factors, such as age, number of years in the company and salary. The capitalised liability related to defined benefit plans is the present value of the defined benefits on the balance sheet date less the actual value of the pension assets (amounts paid to insurance companies), adjusted for non-recognised estimate deviations and non-recognised costs related to previous periods' pension accruals. The pension obligation is calculated annually by an independent actuary using a linear accrual method.

The pension scheme Norwegian People's Aid has in the Government Pension Fund appears to the employees as a so-called benefit plan, i.e. they have a claim for a future pension based on, among other things, earning time and salary at the time of retirement. There is thus in principle an obligation for the employer to the employees to provide this pension. The Government Pension Fund does not have sufficient information available to make it possible to calculate such a liability, and thus the scheme is treated as a defined contribution scheme for accounting purposes. According to recommended practice in Norway, such pension plans can in this case be treated as contribution plans for accounting purposes, which in practice means that the period's pension cost is equal to the period's contribution.

Cash flow statement

The cash flow statement has been prepared according to the indirect method. Liquidity reserve includes cash and bank deposits which are valued at actual value.

Note 2 – Contributions from donors

	2024			2023	
	Unused contrib. as of 1.1.2024	Contrib. 2024	Unused contrib. as of 31.12.2024	Contrib. to income/ funds spent 2024	Contrib. to income/ funds spent 2023
Contributions from public donors					
Bufdir, distribution committee, youth work	-	1 832	-	1 832	1 058
Norad	208 069	193 757	-	401 827	229 702
Ministry of Foreign Affairs	40 537	315 891	29 706	326 722	413 079
Ministry of Justice and Public Security	-	16 942	-	16 942	14 689
Other Norwegian public donors	10 347	8 809	11 538	7 619	4 427
Total Norwegian	258 953	537 232	41 244	754 941	662 955
Swiss Development office	6 067	7 340	5 075	8 332	8 907
US Department of State/ Defence	376 250	652 116	570 476	457 890	409 395
EU	68 002	37 982	59 279	46 705	33 044
Swedish Ministry of Foreign Affairs	18 305	62 345	5 485	75 165	45 797
Netherlands Ministry of Foreign Affairs	49 127	4 332	37 446	16 013	19 948
German Ministry of Foreign Affairs	-	155 754	5 181	150 573	128 207
Other countries	22 009	40 022	18 839	43 191	27 803
Total international	539 760	959 891	701 782	797 869	673 100
Total public donors	798 713	1 497 123	743 026	1 552 810	1 336 055
Other donors	5 402	20 128	7 056	18 474	18 870
UN	6 199	42 605	5 317	43 487	54 474
Total other donors	11 601	62 733	12 372	61 961	73 344
Total donor contributions	810 314	1 559 855	755 398	1 614 771	1 409 399
Contributions taken to income/ funds used		1 614 771			

Donormidlene må brukes i henhold til bevilgning.

Note 3 – The following donors have contributed

	2024	2023
Private	66 146	67 284
Companies	10 831	19 849
Labour movement	17 233	20 818
Norsk Tipping, contributed lottery funds	25 397	23 254
Total donors	119 607	131 204
Total funds raised	119 607	131 204

Note 4 – Financial items

	2024	2023
Income from interest	17 107	18 034
Return on stocks/share	18 544	4 764
Other	-744	-796
Total financial items	34 907	22 002

Note 5 – Operating expenses by category

	2024	2023
Payroll expenses	874 290	765 168
Transferred to partners in project countries	355 462	288 956
Depreciation of fixed assets	875	324
Other operating expenses	549 490	521 645
Total operating expenses	1 780 117	1 576 094

Note 6 – Administration and charitable purpose ratios

	2024	2023	2022	2021	2020
Administration expenses ¹⁾	1,4 %	1,2 %	1,3 %	1,4 %	1,3 %
Expenses related to purpose ²⁾	96,1 %	96,4 %	95,1 %	96,1 %	96,0 %
Fundraising ratio ³⁾	63,3 %	72,5 %	56,9 %	72,7 %	71,8 %

¹⁾ Administration expenses calculated thus: Administration expenses/total funds spent

²⁾ Expenses related to purpose calculated thus: Total expenses to purpose/total funds spent

³⁾ Fundraising ratio calculated thus: Net donors/gross donors

We have invested in getting more donors, which explains the decrease in the fundraising percentage in 2022 and 2024. We have done this on the basis of expected increased earnings from our regular donors, which will contribute in turn to increased income to our projects.

According to the accounting standard for non-profit organisations, expenses for administration are considered to be the costs incurred to run the organisation, and which cannot be allocated to specific activities. Administration includes, among other things, expenses in the main administration in Norway related to the Board of Directors, the Secretary General and staff, HR, IT and finance management.

Expenses are attributed to the greatest extent possible to the activities to which they relate. Expenses such as rent, IT/communications, insurance and fixtures and fittings relating to more than one activity are allocated to activities according to FTEs and volume. In 2024, these expenses amounted to NOK 33 054 061.

Note 7 – Net change in restricted funds (RF)

	OB 01.01.	Adds.	Used	CB 31.12.	Net change
Unrestricted funds - General	291 279	40 561	0	331 840	40 561
Unrestricted funds - Designated ¹⁾	22 723	37 383	41 366	18 740	-3 983
Restricted funds ²⁾	33 084	962	16 929	17 117	-15 967
Total	347 086	78 906	58 295	367 697	20 611

¹⁾ Restricted funds are donations to be used for a specific purposes.

²⁾ Specification of Unrestricted funds - Designated:

	OB 01.01.	Adds.	Used	CB 31.12.	Net change
General Assembly	0	500	0	500	500
Earmarked to Central social policy committee	14 974	0	950	14 024	-950
Earmarked to project activities	2 361	462	229	2 594	233
Earmarked to marketing activities	15 750	0	15 750	0	-15 750
	33 084	962	16 929	17 117	-15 967

Note 8 – Specification of fixed tangible assets

	Land and buildings	Inventory	IT-equipm.	Software	Total
OB acquisition cost	1 279	196	399	3 830	5 704
Additions	0	0	0	900	900
Disposals	0	0	0	0	0
CB acquisition cost	1 279	196	399	4 730	6 604
OB accumulated depreciation	448	33	216	598	1 295
Depreciation for the year	0	39	74	762	875
Acc. deprec. on sold operating assets	0	0	0	0	0
CB acquisition depreciation	448	72	291	1 360	2 170
Book value as of 31.12.24	832	124	108	3 370	4 433

Fixed assets have a depreciation period of 3-5 years. Building lots are not depreciated.

Note 9 – Pensions and other employee obligations

	2024	2023
Premium fund	100	100
Total pensions and other obligations	100	100
Payroll expenses	2024	2023
Payroll expenses for field employees	468 276	397 336
Payroll expenses for projects in Norway	28 687	38 414
Payroll expenses at Head Office and regional offices	83 394	74 286
Employer's national insurance contributions	19 647	19 933
Pension expenses	15 120	10 337
Other expenses	259 168	224 862
Total payroll expenses	874 290	765 168
	2024	2023
Number of FTEs in Norway	172	171
No. of FTEs at field offices under contract from H.O.	153	137
Local employees at field offices	ca. 3 400	ca. 3 000

Pensions

Norwegian People's Aid is obliged to have an occupational pension scheme in accordance with the Act on Mandatory Occupational Pensions and has a pension scheme in the Government Pension Fund that satisfies the requirements of this Act. The organisation has 190 employees who are covered by the rules on mandatory occupational pensions, the Government Pension Fund. Norwegian People's Aid's pension scheme in the Government Pension Fund is a multi-company scheme with a premium model where this year's premium is the cost of the year. All employees who earn a fixed salary for shorter or longer periods are included in the scheme.

Norwegian People's Aid additionally has pension obligations with KLP for former employees at the Kure Epilepsy Centre which covers 31 persons. The pension scheme is benefit-based and managed in accordance with NRS for pension expenses. This benefit scheme mainly depends on the number of pension-saving years, salary level at attained retirement age and the benefit amount from the Norwegian national insurance scheme. The obligation is covered through a collective pension agreement at Kommunal Landspensjonskasse - Gjensidige Forsikring. Pension funds are entered at estimated value as of 31.12.24.

Pension funds/obligations	2024	2023
Gross incurred pension obligations	19 911	23 223
+ Employer's national insurance contribution	-482	-28
= Gross incurred obligations incl. employer's N.I. contribution	19 429	23 195
- Pension funds	-23 326	-23 422
= Net obligation incl. employer's N.I. contribution	-3 897	-227
- Estimate deviations not recognised in the income statement excl. employer's N.I. contribution	-1 499	-4 417
- Estimate deviations not recognised in the income statement, employer's N.I. contribution	20	-401
= Net funds/liabilities recognised in balance sheet after employer's N.I. contribution	5 375	5 045

Financial assumptions:

Discount rate	3,90 %	3,10 %
Expected salary adjustment	4,00 %	3,50 %
Expected G adjustment	3,75 %	3,25 %
Expected return on fund assets	5,80 %	5,20 %

Provision for severance payments at field offices

Provision is made for severance payments at field offices on the basis of the estimated future obligations.

Fees/salaries to the Board of Directors and Secretary General

No remuneration was paid to the Board in 2024. Total salary for 2024 paid to the Secretary General amounts to NOK 1 554 208, while other benefits totalled NOK 9207. The Secretary General participates in Norwegian People's Aid's regular pension scheme and receives no other form of remuneration than regular salary. Norwegian People's Aid is obligated to pay six months' severance pay in the event of termination by the employer. Beyond this, Norwegian People's Aid has no further obligations.

Auditor

The agreed audit fee for the annual audit of Norwegian People's Aid is NOK 350 000. Donors impose requirements for special certification of all projects. For project auditing in Norway and at our field offices, NOK 8 899 596 has been taken to expenses. All amounts include VAT. The fee also applies to other auditors than our auditor BDO AS in Norway.

Note 10 – Short-term receivables

	2024	2023
International project donors	633 362	540 869
Other receivables	140 029	32 733
Total	773 391	573 602

There are no receivables falling due later than one year after the end of the fiscal year.

Receivables from donors mainly involve pledges received on projects in progress. To the extent that funds have not been used, they are also entered on the liabilities side of the balance sheet under the item 'Funds on unfinished projects'.

Note 11 – Financial current assets

	2024	2023
Value as of 01.01	202 147	83 361
Purchase	50 007	200 000
Sale	7	85 978
Return	18 544	4 764
Value as of 31.12 *	270 691	202 147
Financial current assets	270 691	202 147

*Of the total, NOK 189 688 464 are bonds and NOK 81 002 593 share funds.

Note 12 – Bank deposits, cash and cash equivalents

	2024	2023
Other blocked bank accounts	0	0
Total blocked bank accounts	0	0
Other restricted funds not in blocked accounts	114 551	401 331
Other restricted funds in foreign accounts	69 261	32 350
Total restricted funds	183 812	433 681
Unrestricted funds	208 205	140 034
Total bank deposits, cash and cash equivalents	392 017	573 715

Tax withholding account has been replaced with tax withholding guarantee. Guarantee rent has been replaced with guarantee.

Restricted funds are funds that are to be used in accordance with the donor's contribution. Unused funds must be returned to the donor.

Note 13 – Liabilities to project donors

For various reasons, not all donor funds have been utilised on specific projects. In accordance with the contract, these funds will be repaid to donors.

At the end of 2024, we have received NOK 70 000 000 from Norad which is largely to be utilised in 2025.

Interest due on funds received

Accrued interest on funds received from donors, which must be repaid in accordance with the contract.

Note 14 – Provisions for obligations

	2024	2023
Provisions for severance schemes at field offices (see note 9)	117 226	96 669
Other provisions	46 275	34 546
Provisions for project auditing	8 373	8 076
Total provisions for obligations	171 874	139 291

Note 15 – Related parties

For Norwegian People's Aid, the term related parties is defined to include the Board of Directors, management and other employees, together with trade unions affiliated to the Norwegian Confederation of Trade Unions.

In 2024 Norwegian People's Aid received NOK 20 017 672 from trade unions affiliated to the Norwegian Confederation of Trade Unions. There have been no transactions with the other related parties that are relevant in this respect.

To the National Board of the Norwegian People's Aid

Independent Auditor's Report

Opinion

We have audited the financial statements of Norwegian People's Aid.

The financial statements comprise:

- The balance sheet as at 31 December 2024
- The activity statement for 2024
- Statement of cash flows for the year that ended 31 December 2024
- Notes to the financial statements, including a summary of significant accounting policies

In our opinion:

- The financial statements comply with applicable statutory requirements, and
- The financial statements give a true and fair view of the financial position of the organization as at 31 December 2024, and its financial performance and its cash flows for the year then ended in accordance with the Norwegian Accounting Act and accounting standards and practices generally accepted in Norway.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Organization as required by relevant laws and regulations in Norway and the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), 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 Directors and the General Secretary (management) are responsible for the other information. The other information comprises the Board of Directors' report and other information in the Annual Report, but does not include the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information.

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

Opinion on the Board of Directors' report

Based on our knowledge obtained in the audit, in our opinion the Board of Directors' report

- is consistent with the financial statements and
- contains the information required by applicable statutory requirements.

Responsibilities of the Board of Directors and the General Secretary for the Financial Statements

The Board of Directors and the General Secretary (management) are responsible for the preparation of financial statements that give a true and fair view in accordance with the Norwegian Accounting Act and accounting standards and practices generally accepted in Norway, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting insofar as it is not likely that the enterprise will cease operations.

Auditor's Responsibilities for the Audit of the Financial Statements

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

For further description of Auditor's Responsibilities for the Audit of the Financial Statements reference is made to:

<https://revisorforeningen.no/revisjonsberetninger>

Oslo, 17th of June 2025
BDO AS

Erik Lie
State Authorized Public Accountant

Note: Translation from Norwegian prepared for information purposes only.

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**Norwegian
People's Aid**