

FINANCIAL STATEMENTS



HUMANITY & INCLUSION U.S.

**FOR THE YEAR ENDED DECEMBER 31, 2024
WITH SUMMARIZED FINANCIAL
INFORMATION FOR 2023**

HUMANITY & INCLUSION U.S.

CONTENTS

	PAGE NO.
INDEPENDENT AUDITOR'S REPORT	2 - 4
EXHIBIT A - Statement of Financial Position, as of December 31, 2024, with Summarized Financial Information for 2023	5
EXHIBIT B - Statement of Activities and Change in Net Assets, for the Year Ended December 31, 2024, with Summarized Financial Information for 2023	6
EXHIBIT C - Statement of Functional Expenses, for the Year Ended December 31, 2024, with Summarized Financial Information for 2023	7
EXHIBIT D - Statement of Cash Flows, for the Year Ended December 31, 2024, with Summarized Financial Information for 2023	8
NOTES TO FINANCIAL STATEMENTS	9 - 16



CPAs & ADVISORS

INDEPENDENT AUDITOR'S REPORT

To the Board of Directors
Humanity & Inclusion U.S.
Silver Spring, Maryland

Opinion

We have audited the accompanying financial statements of Humanity & Inclusion U.S. (HI-US), which comprise the statement of financial position as of December 31, 2024, and the related statements of activities and change in net assets, functional expenses and cash flows for the year then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of HI-US as of December 31, 2024, and the change in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. 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 required to be independent of HI-US and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about HI-US' ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

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.

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Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of HI-US' internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about HI-US' ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Report on Summarized Comparative Information

We have previously audited HI-US' 2023 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated September 24, 2024. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2023, is consistent, in all material respects, with the audited financial statements from which it has been derived.

Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying Schedule of Expenditures of Federal Awards on pages I-(17 - 21), as required by *Title 2 U.S. Code of Federal Regulations (CFR) Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance)*, is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated, in all material respects, in relation to the financial statements as a whole.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated September 30, 2025, on our consideration of HI-US' internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of HI-US' internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering HI-US' internal control over financial reporting and compliance.

A handwritten signature in cursive script that reads "Gelman Rosenberg & Freedman".

September 30, 2025

HUMANITY & INCLUSION U.S.
STATEMENT OF FINANCIAL POSITION
AS OF DECEMBER 31, 2024
WITH SUMMARIZED FINANCIAL INFORMATION FOR 2023

ASSETS

	<u>2024</u>	<u>2023</u>
CURRENT ASSETS		
Cash and cash equivalents	\$ 3,826,743	\$ 3,306,224
Contract and account receivables	-	736,800
Grants and contributions receivable	17,702,813	16,100,907
Prepaid expenses	<u>48,299</u>	<u>38,965</u>
Total current assets	<u>21,577,855</u>	<u>20,182,896</u>
FIXED ASSETS		
Website	23,949	23,949
Furniture	6,379	6,379
Computer equipment	<u>20,873</u>	<u>20,873</u>
Subtotal	51,201	51,201
Less: accumulated amortization and depreciation	<u>(47,793)</u>	<u>(38,653)</u>
Net fixed assets	<u>3,408</u>	<u>12,548</u>
NON-CURRENT ASSETS		
Deposits	7,042	7,042
Right-of-use asset, net	<u>222,171</u>	<u>314,939</u>
Total non-current assets	<u>229,213</u>	<u>321,981</u>
TOTAL ASSETS	<u>\$ 21,810,476</u>	<u>\$ 20,517,425</u>

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 89,229	\$ 101,351
Refundable advances	176,958	176,958
Operating lease liability	103,258	97,256
Due to HI Federation	<u>20,573,321</u>	<u>18,958,620</u>
Total current liabilities	20,942,766	19,334,185
NON-CURRENT LIABILITY		
Operating lease liability, net	<u>147,945</u>	<u>251,204</u>
Total liabilities	<u>21,090,711</u>	<u>19,585,389</u>
NET ASSETS		
Without donor restrictions	289,440	289,440
With donor restrictions	<u>430,325</u>	<u>642,596</u>
Total net assets	<u>719,765</u>	<u>932,036</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 21,810,476</u>	<u>\$ 20,517,425</u>

See accompanying notes to financial statements.

HUMANITY & INCLUSION U.S.

**STATEMENT OF ACTIVITIES AND CHANGE IN NET ASSETS
FOR THE YEAR ENDED DECEMBER 31, 2024
WITH SUMMARIZED FINANCIAL INFORMATION FOR 2023**

	<u>2024</u>			<u>2023</u>
	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>	<u>Total</u>
SUPPORT AND REVENUE				
U.S. government grants	\$ 48,001,842	\$ -	\$ 48,001,842	\$ 40,120,273
Foundation and corporate grants	2,334,335	275,000	2,609,335	2,758,517
Contributions	531,629	-	531,629	823,169
Contracts	80,450	-	80,450	778,424
Contributed nonfinancial assets	132,466	-	132,466	100,892
Interest and other revenue	97,435	-	97,435	112,624
Net assets released from donor restrictions	<u>487,271</u>	<u>(487,271)</u>	<u>-</u>	<u>-</u>
Total support and revenue	<u>51,665,428</u>	<u>(212,271)</u>	<u>51,453,157</u>	<u>44,693,899</u>
EXPENSES				
Program services	<u>49,406,559</u>	<u>-</u>	<u>49,406,559</u>	<u>42,641,668</u>
Supporting Services:				
Management and general	1,732,618	-	1,732,618	1,873,353
Fundraising	<u>526,251</u>	<u>-</u>	<u>526,251</u>	<u>351,436</u>
Total supporting services	<u>2,258,869</u>	<u>-</u>	<u>2,258,869</u>	<u>2,224,789</u>
Total expenses	<u>51,665,428</u>	<u>-</u>	<u>51,665,428</u>	<u>44,866,457</u>
Change in net assets	-	(212,271)	(212,271)	(172,558)
Net assets at beginning of year	<u>289,440</u>	<u>642,596</u>	<u>932,036</u>	<u>1,104,594</u>
NET ASSETS AT END OF YEAR	<u>\$ 289,440</u>	<u>\$ 430,325</u>	<u>\$ 719,765</u>	<u>\$ 932,036</u>

HUMANITY & INCLUSION

STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR ENDED DECEMBER 31, 2024
WITH SUMMARIZED FINANCIAL INFORMATION FOR 2023

	2024				2023	
	Supporting Services					
	Program Services	Management and General	Fundraising	Total Supporting Services	Total Expenses	Total Expenses
Grants	\$ 48,941,703	\$ -	\$ -	\$ -	\$ 48,941,703	\$ 42,312,472
Salaries	317,128	867,424	213,588	1,081,012	1,398,140	1,290,552
Benefits	89,022	289,864	65,261	355,125	444,147	338,615
Contributed nonfinancial assets	-	66,233	66,233	132,466	132,466	100,892
Payroll taxes	24,438	66,938	16,210	83,148	107,586	98,142
Occupancy	-	85,035	15,162	100,197	100,197	101,407
Consultants	2,270	58,438	33,510	91,948	94,218	146,227
Travel	19,612	52,573	13,123	65,696	85,308	72,486
Accounting and auditing services	-	78,857	-	78,857	78,857	84,965
Subscriptions and publications	9,750	55,041	2,972	58,013	67,763	53,326
Web and advertising	-	12,824	45,179	58,003	58,003	68,374
Supplies	2,200	23,218	7,168	30,386	32,586	33,211
Donor mailings	-	549	22,571	23,120	23,120	49,262
Events and meeting	-	12,171	10,188	22,359	22,359	16,553
Insurance	-	21,699	-	21,699	21,699	27,628
Staff training and recruitment	399	9,573	11,163	20,736	21,135	23,793
Legal	-	20,901	-	20,901	20,901	26,887
Amortization and depreciation	-	9,139	-	9,139	9,139	11,104
Bank fees	-	2,108	2,316	4,424	4,424	4,445
Postage and delivery	37	33	1,607	1,640	1,677	6,116
TOTAL	\$ 49,406,559	\$ 1,732,618	\$ 526,251	\$ 2,258,869	\$ 51,665,428	\$ 44,866,457

See accompanying notes to financial statements.

HUMANITY & INCLUSION U.S.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED DECEMBER 31, 2024
WITH SUMMARIZED FINANCIAL INFORMATION FOR 2023

	<u>2024</u>	<u>2023</u>
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in net assets	\$ (212,271)	\$ (172,558)
Adjustments to reconcile changes in net assets to net cash provided by operating activities:		
Amortization and depreciation	9,140	11,104
Amortization of right-of-use asset	92,768	91,422
Decrease (increase) in:		
Contract and account receivables	736,800	(688,992)
Grants and contributions receivable	(1,601,906)	768,407
Prepaid expenses	(9,334)	2,900
(Decrease) increase in:		
Accounts payable and accrued liabilities	(12,122)	(70,584)
Operating lease liability	(97,257)	(91,534)
Due to HI Federation	<u>1,614,701</u>	<u>1,583,033</u>
Net cash provided by operating activities	<u>520,519</u>	<u>1,433,198</u>
Net increase in cash and cash equivalents	520,519	1,433,198
Cash and cash equivalents at beginning of year	<u>3,306,224</u>	<u>1,873,026</u>
CASH AND CASH EQUIVALENTS AT END OF YEAR	<u>\$ 3,826,743</u>	<u>\$ 3,306,224</u>

HUMANITY & INCLUSION U.S.

NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2024

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND GENERAL INFORMATION

Organization -

Humanity & Inclusion U.S. (HI-US), formerly Handicap International, was incorporated in 2006 in the District of Columbia and is located in Silver Spring, Maryland.

HI-US works to bring about lasting change in the living conditions of people in disabling situations in post-conflict or low-income countries around the world. They work with local partners to prevent and address the consequences of disabling accidents and diseases; clear landmines/UXO and prevent mine-related accidents through education; and the use of indiscriminate weapons that wound and kill the innocent long after the war is over; respond quickly and effectively to natural and civil disasters to limit serious and permanent injuries and assist survivors with social and economic reintegration; and advocate for the universal recognition of the rights of the disabled through national planning and advocacy.

Basis of presentation -

The accompanying financial statements are presented on the accrual basis of accounting, and in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP) related to non-profit entities. As such, net assets are reported within two net asset classifications: without donor restrictions and with donor restrictions. Descriptions of the two net asset categories are as follows:

- **Net Assets Without Donor Restrictions** - Net assets available for use in general operations and not subject to donor restrictions are recorded as "net assets without donor restrictions". Assets restricted solely through the actions of the Board are referred to as Board Designated and are also reported as net assets without donor restrictions.
- **Net Assets with Donor Restrictions** - Net assets may be subject to donor-imposed stipulations that are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Donor-imposed restrictions are released when the restriction expires, that is, when the stipulated time has elapsed, when the stipulated purpose for which the resource was restricted has been fulfilled, or both. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. Gifts of long-lived assets and gifts of cash restricted for the acquisition of long-lived assets are recognized as revenue without donor restrictions when the assets are placed in service.

The financial statements include certain prior year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with generally accepted accounting principles. Accordingly, such information should be read in conjunction with HI-US' financial statements for the year ended December 31, 2023, from which the summarized information was derived.

Combined financial statements -

The accompanying financial statements represent the activity of HI-US only. The financial statements of HI-US have been combined with the Handicap International Federation DBA Humanity & Inclusion (the HI Federation) and Affiliated Organizations, located in Lyon, France, in accordance with accounting rules laid down by the "Conseil National de la Vie Associative" and in accordance with accounting regulation CRC 99-03 as amended by regulation CRC 99-01. The combined financial statements are available at the HI-US' office.

HUMANITY & INCLUSION U.S.

NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2024

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND GENERAL INFORMATION (Continued)

Combined financial statements (continued) -

HI-US is a member of the Handicap International Federation DBA Humanity & Inclusion Federation (HI Federation), headquartered in Lyon, France. The HI Federation is an international network with 8 active affiliated national associations, implementing social missions in 60 countries, supporting people with disabilities.

Cash and cash equivalents -

HI-US considers all cash and other highly liquid investments with initial maturities of three months or less to be cash equivalents. Bank deposit accounts are insured by the Federal Deposit Insurance Corporation (FDIC) up to a limit of \$250,000. At times during the year, HI-US maintains cash balances in excess of the FDIC insurance limits. Management believes the risk in these situations to be minimal.

Contract and accounts receivable -

Contract and accounts receivable primarily consist of amounts due within one year related to contract revenue. Contract and account receivables are recorded at their net realizable value which approximates fair value. Contract and account receivables are presented net of an allowance for credit losses resulting from the inability of customers to make required payments. The allowance for credit losses is based upon historical loss experience in combination with current economic conditions and a forecast of future economic conditions. Any change in the assumptions used in analyzing a specific account receivable might result in an additional allowance for credit losses being recognized in the period in which the change occurs. As of December 31, 2024, there is no allowance for credit losses included in the contract and account receivables balance.

Grants and contributions receivable -

Grants and contributions receivable includes unconditional promises to give that are expected to be collected in future years. Grants and contributions receivable are recorded at their fair value, which is measured as the present value of the future cash flows. All grants and contribution receivables are considered by management to be fully collectable. Accordingly, an allowance for doubtful accounts has not been established.

Fixed assets -

Fixed assets in excess of \$5,000 are capitalized and stated at cost. The website is being amortized on a straight-line basis over the estimated useful life of three years. Office furniture and computer equipment are depreciated over the estimated useful life of three years. The cost of maintenance and repairs is recorded as expenses are incurred. Amortization and depreciation expense for the year ended December 31, 2024 totaled \$9,140.

Income taxes -

HI-US is exempt from Federal income tax under Section 501(a) of the Internal Revenue Code ("IRC"), as an organization described in IRC Section 501(c)(3). Accordingly, no provision for income taxes has been made in the accompanying financial statements. HI-US is not a private foundation.

HUMANITY & INCLUSION U.S.

NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2024

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND GENERAL INFORMATION (Continued)

Support from grants and contributions, including Federal grants (continued) -

HI-US receives grants and contributions, including Federal grants from the U.S. Government. HI-US performs an analysis of the individual contribution agreement to determine if the funding stream follows the contribution rules or if it should be recorded as an exchange transaction depending upon whether the transaction is deemed reciprocal or nonreciprocal in accordance with Accounting Standards Codification (ASC) Topic 958.

For grants qualifying under the contribution rules, support is recognized upon notification of the award and satisfaction of all conditions, if applicable. Conditional promises to give are not recognized until the conditions on which they depend are substantially met. Contributions, including grants qualifying as contributions, that are unconditional but have donor restrictions are recognized as "without donor restrictions" only to the extent of actual expenses incurred in compliance with the donor-imposed restrictions and satisfaction of time restrictions. Contributions with donor restrictions either in excess of expenses incurred or with time restrictions are shown as net assets with donor restrictions in the accompanying financial statements. Contributions that are both received and released from restrictions in the same year are classified as without donor restrictions.

Conditional contributions contain a right of return and a measurable barrier. Contributions are recognized when conditions have been satisfied. Most Federal grants are for direct and indirect program costs and are considered to be conditional contributions which are recognized as contributions when the amounts become unconditional. Conditional contributions received in advance of meeting specified conditions established by donors are recorded as refundable advances. HI-US' refundable advances totaled \$176,958 as of December 31, 2024.

In addition, HI-US has obtained funding source agreements related to conditional contributions, such as Federal grants from the U.S. Government, which will be received in future years. HI-US' unrecognized conditional contributions to be received over the next three years totaled \$29,534,000 as of December 31, 2024. Subsequent to year-end, HI-US received termination notices for many of these conditional grants (See Note 11).

Revenue from contracts with customers -

HI-US' contract revenue is the most significant revenue stream that is treated as exchange transaction revenue following ASC Topic 606. Revenue from contracts with customers is recorded when the performance obligations are met. HI-US has elected to opt out of all disclosures not required for nonpublic entities. Transaction price is based on cost. Amounts received in advance of satisfying performance obligations are recorded as deferred revenue. HI-US' contracts with customers generally have initial terms of one year or less.

Contributed nonfinancial assets -

Contributed nonfinancial assets are recorded at their fair value as of the date of the gift and consisted of donated advertising services. Contributed services are recognized as contributions if the services (a) create or enhance nonfinancial assets or (b) require specialized skills, are performed by people with those skills, and would otherwise be purchased by HI-US. None of the contributed nonfinancial assets were restricted by donors.

HUMANITY & INCLUSION U.S.

NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2024

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND GENERAL INFORMATION (Continued)

Use of estimates -

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Accordingly, actual results could differ from those estimates.

Functional allocation of expenses -

The costs of providing the various programs and supporting services have been summarized on a functional basis in the Statement of Activities and Change in Net Assets. Accordingly, certain costs have been allocated among the programs and supporting services benefited. Expenses directly attributed to a specific functional area of HI-US are reported as direct expenses to the programmatic area and those expenses that benefit more than one function are allocated on a basis of actual time and effort or other reasonable basis.

Foreign currency translation -

The U.S. Dollar ("Dollars") is the functional currency for HI-US' operations worldwide. Transactions in currencies other than Dollars are translated into Dollars at the rates of exchange in effect during the month of the transaction.

2. NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions consist of the following as of December 31, 2024:

Subject to expenditure for specified purposes:

Making It Work – Towards Enhanced Inclusion of Women and Girls with Disabilities through Evidence-Based Advocacy and strengthened accountability	\$ 131,914
Livelihoods Programs	30,234
Miracle Feet Sri Lanka II	21,177
Net Asset Reserve	<u>247,000</u>

TOTAL NET ASSETS WITH DONOR RESTRICTIONS **\$ 430,325**

Net asset reserve -

HI-US received restricted funds for a reserve. The total funds in the reserve are the equivalent of three months of HI-US activity budget, as well as an agreed sum with which to cover any obligations for non-institutional co-financing of national origin on ongoing institutional funding contacts. The HI Federation retains ownership of these funds, but HI-US may use the funds received to develop its private fundraising activities; the benefits of which will transfer to the HI Federation. As of December 31, 2024, the balance of the restricted reserve was \$247,000.

HUMANITY & INCLUSION U.S.

NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2024

2. NET ASSETS WITH DONOR RESTRICTIONS (Continued)

Net asset reserve (continued) -

The following net assets with donor restrictions were released from donor restrictions by incurring expenses which satisfied the restricted purposes specified by the donors or through the passage of time during the year ended December 31, 2024:

Purpose restrictions accomplished:

Making It Work – Towards Enhanced Inclusion of Women and Girls with Disabilities through Evidence-Based Advocacy and strengthened accountability	\$ 327,537
Livelihoods Programs	<u>159,734</u>

TOTAL NET ASSETS RELEASED FROM RESTRICTIONS	<u>\$ 487,271</u>
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3. LIQUIDITY AND AVAILABILITY

Financial assets available for use for general expenditures within one year of the Statement of Financial Position date comprise the following as of December 31, 2024:

Cash and cash equivalents	\$ 3,826,743
Grants and contributions receivable	<u>17,702,813</u>
Subtotal financial assets available within one year	21,529,556
Less: Donor restrictions for specific purposes	(430,325)
Less: Amounts due to the HI Federation for program implementation	<u>(20,573,321)</u>

FINANCIAL ASSETS AVAILABLE TO MEET CASH NEEDS FOR GENERAL EXPENDITURES WITHIN ONE YEAR	<u>\$ 525,910</u>
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HI-US has a policy to structure its financial assets to be available and liquid as its obligations become due. As of December 31, 2024, the HI Federation would allow HI-US to use the net asset reserve balance with prior approval, therefore the financial assets available could be higher in the event of need.

4. LEASE COMMITMENTS

HI-US follows FASB ASC 842 for leases. HI-US has elected the practical expedient that allows lessees to choose to not separate lease and non-lease components by class of underlying asset and is applying this expedient to all relevant asset classes. HI-US has also elected to use a risk-free rate as the lease discount rate for all leases as allowed under FASB ASC 842.

HI-US leases office space in Silver Spring, Maryland under an agreement that originated in 2015 and will expire in April 2027. The lease had a base annual rent of \$84,504, with an annual escalation of 4.5%.

For the year ended December 31, 2024, the total lease cost was \$100,198 and the total cash paid for the lease was \$101,606. As of December 31, 2024, the remaining lease term and rate for the operating lease is 2.33 years and 1.43%.

HUMANITY & INCLUSION U.S.

NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2024

4. LEASE COMMITMENTS (Continued)

The following is a schedule of the future minimum lease payments due under the operating lease, net of imputed interest, as of December 31, 2024:

Year Ending December 31,

2025	\$ 106,178
2026	110,956
2027	<u>38,505</u>
	255,639
Less: Imputed interest	<u>(4,436)</u>
	251,203
Less: Current portion	<u>(103,258)</u>
LONG-TERM PORTION	<u>\$ 147,945</u>

5. RETIREMENT PLAN

Effective April 15, 2007, HI-US established the Handicap International, Inc. Tax Deferred Annuity Plan (the Plan). All full-time HI-US employees are eligible to participate in the Plan. The Plan contributions are made by participants through pre-tax payroll deductions. Plan contributions in the amount of \$600 per quarter will be made by HI-US following satisfactory completion of the employee's initial three month probation period. In addition, HI-US matches a contribution of up to three percent of the participant's regular salary. Employer contributions to the Plan for the year ended December 31, 2024 totaled \$86,290 and are included in Benefits in the accompanying Statement of Functional Expenses.

6. RELATED PARTY TRANSACTIONS

HI-US is a part of the Handicap International DBA Humanity & Inclusion Federation (HI Federation), comprised of eight national associations, which is headquartered in Lyon, France. HI-US solicits private and public funds, as well as provides program management through technical expertise, training, monitoring and evaluation, and grants administration.

HI-US provides 70% of unrestricted contributions to HI Federation and the HI Federation Affiliated Organizations. For the year ended December 31, 2024, they contributed \$372,140 to HI-Federation. HI-US did not make any contributions to the HI Federation Affiliated Organizations.

HI Federation reimburses HI-US for operational expenses. For the year ended December 31, 2024, operational support to HI-US totaled \$2,334,335.

Additionally, HI-US expended \$48,941,703 in sub-grants to HI Federation (which includes the 70% of unrestricted contributions). HI Federation implements the programs. There were no sub-grants awarded to the HI Federation Affiliated Organizations in 2024. Two HI-US Board members hold HI Federation Board committee governance roles.

As of December 31, 2024, HI-US owed HI Federation \$20,573,321.

HUMANITY & INCLUSION U.S.

NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2024

7. CONTRIBUTED NONFINANCIAL ASSETS

During the year ended December 31, 2024, HI-US was the beneficiary of donated services which allowed HI-US to provide greater resources toward various programs. No donor-imposed restrictions were associated with the contributed nonfinancial assets, which are recorded at their estimated fair market value as of the date of the gift.

The contributed nonfinancial assets consisted of the following for the year ended December 31, 2024:

Advertisement Services	\$ <u>132,466</u>
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The contributed nonfinancial assets have been recorded in support and in the following functional expense category for the year ended December 31, 2024:

Fundraising	\$ <u>132,466</u>
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8. CONTINGENCY

HI-US receives grants from various agencies of the United States Government. Such grants are subject to audit under the provisions of *Title 2 U.S. Code of Federal Regulations (CFR) Part 200 Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance)*. The ultimate determination of amounts received under the United States Government grants is based upon the allowance of costs reported to and accepted by the United States Government as a result of the audits.

Until such audits have been accepted by the United States Government, there exists a contingency to refund any amount received in excess of allowable costs. Management is of the opinion that no material liability will result from such audits. Audits in accordance with the applicable provisions of Subpart F of the Uniform Guidance have been completed for all required fiscal years through 2024.

9. CONCENTRATION OF REVENUE

Excluding contributed nonfinancial assets revenue, approximately 94% of HI-US' revenue for the year ended December 31, 2024, was derived from grants and contracts awarded by agencies of the United States Government. Subsequent to the year ended December 31, 2024, HI-US received termination notices on 21 of 32 total operating awards, 12 from the United States Agency for International Development (USAID), 8 from the Department of State (DOS), and 1 from the Department of Labor (DOL). The termination notices were issued as a result of the Presidential Executive Order entitled "Reevaluating and Realigning United States Foreign Aid" which was issued on January 20, 2025. HI-US maintained operations despite the termination of certain awards. Refer to Note 11 for more details.

10. PROGRAM SERVICES

HI-US' program service activities support key program areas in our operations and technical resources divisions, as follows:

Emergency	\$ 12,538,961
Disability Rights and Inclusion	15,238,173
Rehabilitation	7,189,251
Armed Violence Reduction	7,865,766
Health and Prevention	<u>6,574,408</u>
TOTAL PROGRAM SERVICES	\$ <u>49,406,559</u>

HUMANITY & INCLUSION U.S.

**NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024**

11. SUBSEQUENT EVENTS

In preparing these financial statements, HI-US has evaluated events and transactions for potential recognition or disclosure through September 30, 2025, the date the financial statements were issued.

On January 27, 2025, HI-US received a stop-work order applicable to its United States Government funded programs. This directive was issued as a result of the Presidential Executive Order entitled "Reevaluating and Realigning United States Foreign Aid" which was issued on January 20, 2025 and mandated a 90-day pause in United States foreign development assistance for assessment of programmatic efficiencies and consistency with United States foreign policy.

Subsequent to the stop work orders received in January 2025, HI-US received termination notices for 21 of 32 total operating awards, resulting in a decrease in the FY 2025 Federal award budget from 35 million to 13 million USD. Despite this unplanned 63% reduction in the implementation of Federal awards, HI-US has maintained operations. These financial statements do not reflect any adjustments related to this subsequent event