

**THREE YEAR REPORT 2020-2022**

**TABLE 1**  
**INCOME 2020- 2022 (Euros)**

	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>Total of period</b>
Number of shares of contribution	812.0	843.0	865.0	
New Member States	1.0	3.0	1.0	
Variation of tonnages				
Yearly Unit value of the share of contribution	4,024.32	4,024.32	4,024.32	
<b>CONTRIBUTIONS FOR THE YEAR</b>				
(a) Received	3,070,264	3,227,361	2,942,573	9,240,197
(b) Remaining due at end of year	197,484	189,287	551,332	938,103
	<u>3,267,748</u>	<u>3,416,648</u>	<u>3,493,905</u>	<u>10,178,300</u>
INTEREST ON MONIES IN BANKS	33,436	45,124	31,034	109,594
INTERNAL TAX	185,453	193,767	184,934	564,154
<b>TOTAL INCLUDING CONTRIBUTIONS DUE</b>	<u><u>3,486,637</u></u>	<u><u>3,655,539</u></u>	<u><u>3,709,872</u></u>	<u><u>10,852,048</u></u>
Annual budget presented	3,498,748	3,627,502	3,489,724	10,615,973
<b><u>EXTRAORDINARY INCOME</u></b>				
Interest on overdue contributions				0
Administration fees CBF	8,281	9,889	125	18,295
Other extraordinary income	30	98,303	109,828	208,161
	<u>3,494,948</u>	<u>3,763,731</u>	<u>3,819,825</u>	<u>10,870,342</u>

**2020**                      **2021**                      **2022**                      **Total of period**  
**TABLE 2**  
**EXPENDITURE 2020- 2022 (Euros)**

	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>Total of period</b>	
<b><u>I - PERSONNEL COSTS</u></b>					
a) Salaries - Directing Committee	504,728	501,261	523,398	1,529,387	
b) Salaries - Category A	607,814	594,178	632,922	1,834,914	
- Translators	209,715	184,657	104,742	499,114	
- Category B	483,062	484,843	526,923	1,494,828	
- Overtime	1,671	1,064	9,397	12,132	
c) Annual Bonus	37,732	44,937	43,998	126,667	
d) Payment to Retirement Funds	382,488	372,670	381,191	1,136,349	
e) Insurances based on staff wages	6,985	14,424	14,758	36,167	
f) Medical GAN premiums	269,456	272,160	308,163	849,779	
g) Family Allowances	20,096	26,854	28,753	75,702	
h) Education Grants	0	0	0	0	
i) Medical claims paid	0	0	0	0	
j) Medical claims - refunds from GAN	0	0	0	0	
k) Home Rental	5,125	3,844	0	8,968	
l) Home Leave	7,113	1,528	9,441	18,083	
m) Miscellaneous Personnel Expenses	2,019	1,473	4,082	7,575	
n) Salaries - Temporary staff	28,539	32,922	25,039	86,500	
o) Training	999	0	650	1,649	
Total Actual Chapter I	2,567,543	2,536,815	2,613,457	7,717,815	<b>80.27%</b>
Total approved Budget for Chapter I	2,710,000	2,757,000	2,691,000	8,158,000	

**2020**                      **2021**                      **2022**                      **Total of period**



	2020	2021	2022	Total of period	
<b><u>II - CURRENT OPERATING COSTS</u></b>					
a) Maintenance of building	31,054	40,350	44,977	116,382	
b) Multirisk Insurance	3,805	3,534	3,498	10,837	
c) Maintenance of IT equipments	36,725	50,578	46,611	133,914	
d) Office Stationery	5,210	5,979	9,264	20,453	
e) Postage, telephone, telefax	21,999	23,145	21,093	66,237	
f) Local Travel	510	902	1,481	2,893	
g) Bank Charges	5,825	5,689	7,725	19,239	
h) Contract support	3,121	14,399	31,788	49,308	
i) Administrative support for the Council		4,951	8,217		
i) Auditor's fees	8,900	9,100	10,285	28,285	
j) Public Relations	8,455	6,675	9,977	25,106	
k) Miscellaneous Operating Expenses	2,219	1,897	153	4,269	
l) Technical Assistance	0			0	
m) Long Distance Travel	70,497	11,751	219,660	301,909	
n) I.H. Review	10,000	10,000	10,000	30,000	
o) Other publications	614	559	727	1,900	
p) Provision for bad debts	98,596	12,073	44,268	154,936	
Total Chapter II	307,531	201,582	469,723	978,835	
Total approved Budget for Chapter II	488,500	539,500	500,500	1,528,500	
<b><u>III - CAPITAL EXPENDITURE</u></b>					
a) Purchase of IT equipments	6,294	3,990	11,652	21,936	
b) Purchase of furniture & other equipments	2,020	2,840	7,316	12,176	
c) Depreciation of fixed assets	18,843	18,663	16,704	54,210	
d) Purchase Publications & binding	300	0	0	300	
Total Chapter III	27,457	25,493	35,673	88,623	
Total approved Budget for Chapter III	31,000	31,000	36,000	98,000	
Total Operating Costs	2,902,531	2,763,890	3,118,852	8,785,273	
Total approved Budget for Operating Costs	3,229,500	3,327,500	3,227,500	9,784,500	-10.21%

	<b>2020 2020</b>	<b>2021 2021</b>	<b>2022 2022</b>	<b>Total of period Total of period</b>	
- GEBCO	18,200	18,200	18,200	54,600	
- I.H.O ASSEMBLY FUND	20,000	20,000	20,000	60,000	
- RELOCATION OF DIRECTORS ALLOCATION	0	0	0	0	
- SPECIAL PROJECTS FUND	40,000	30,000	80,000	150,000	
- IBSC FUND		0	0		
- CAPACITY BUILDING ALLOCATION	130,000	125,000	100,000	355,000	
- INTERNAL RETIREMENT FUND	70,000	70,000	70,000	210,000	
	3,180,731	3,027,090	3,407,052	9,614,873	-10.56%
					<b>89.44%</b>
Total approved Budget per year	3,507,700	3,726,700	3,515,700	10,750,100	
EXTRA EXPENDITURES AND LOSSES	0	0	0	0	
GRAND TOTAL	3,180,731	3,027,090	3,407,052	9,614,873	

**2020**  
**TABLE 3**

**2021**

**2022**

**Total of period**

**NET EFFECT ON CAPITAL 2020- 2022 (Euros)**

	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>Total of period</b>
APPROVED EXPENDITURE LEVEL	3,507,700	3,726,700	3,515,700	10,750,100
TOTAL EXPENDITURE	-3,180,731	-3,027,090	-3,407,052	-9,614,873
TOTAL INCOME	3,494,948	3,763,731	3,819,825	11,078,504
Surplus on yearly Budget	314,217	736,641	412,773	1,463,631
WORKING CAPITAL AT YEAR'S END	2,726,863	2,817,428	2,891,736	
EMERGENCY RESERVE FUND	279,375	271,042	297,825	
TOTAL FUNDING AT YEAR'S END	<u>3,006,238</u>	<u>3,088,470</u>	<u>3,189,561</u>	

2020

2021

2022

Total of period

**TABLE 4**  
**COMPARISON OF BALANCE SHEETS**  
**(as of 31st December 2020 - 2022)**

**I - ASSETS (Euros)**

	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>CASH INVESTED FOR RETIREMENT FUND</b>			
- Retirement Cash invested (IRF)	2,625,426	2,206,449	1,978,461
- Long term guaranty from IHO funds	1,064,291	1,400,857	1,343,397
- Retirement Cash invested (External Pension Plans)	412,104	524,475	365,950
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	4,101,821	4,131,780	3,687,808
<b>VARIOUS DEBTORS</b>			
- Purchases made in advance	3,738	3,194	3,051
- Outstanding bills	0	0	2,000
- Advance to staff	4,200	0	22,600
- Interest to be received	3,313	5,495	3,294
- Claim for refunding of VAT	36,603	38,532	44,351
- Various debtors			
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	47,854	47,221	75,296
<b>OUTSTANDING CONTRIBUTIONS</b>			
- Contributions for the year	197,484	189,287	486,148
- Contributions for previous years	98,596	26,158	64,389
- Contributions for suspended Member States	201,769	192,928	84,272
- Interest due	-1,132	-1,132	0
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	496,718	407,241	634,809
<b>FURNITURES AND INSTRUMENTS</b>			
- Value of purchases	318,431	332,958	338,488
- Depreciation	-282,817	-301,481	-318,185
- Library	36,664	36,664	36,664
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	72,277	68,141	56,967
<b>CASH IN BANK AND ON HAND</b>			
- Bank current accounts	3,114,951	2,655,204	2,327,970
- Bank deposit accounts	4,980,375	7,507,476	7,293,942
- Petty cash	4,233	1,554	663
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	8,099,559	10,164,234	9,622,575

	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>Total of period</b>
ASSETS GRAND TOTAL	<u>12,818,229</u>	<u>14,818,618</u>	<u>14,077,456</u>	
<b>II - LIABILITIES (Euros)</b>				
	<b>2020</b>	<b>2021</b>	<b>2022</b>	
STAFF INTERNAL RETIREMENT FUND				
- Internal Retirement fund	1,363,061	1,379,259	1,301,507	
- Provision to ensure pensions to retired staff	<u>2,326,656</u>	<u>2,228,047</u>	<u>2,020,351</u>	
Net IRF Liability	3,689,717	3,607,306	3,321,858	
- Rights for External Pension Plans	408,155	528,161	365,936	
VARIOUS CREDITORS				
- Guaranty to the IRF	1,064,291	1,400,857	1,343,397	
- Pension plans NSM		69,431	0	
- Provision for doubtful contributions	304,222	224,723	129,527	
- A.M.R.R Complementary Retirement Scheme	17,694	17,765	0	
- Accruals (outstanding bills...)	97,709	646,472	594,105	
- Travel claims & wages	0	0	2,398	
- Deposits received for Conference (stand)	5,210	5,210	5,210	
- Various creditors	0	1,350	0	
I.H.O FUNDS				
- Organization of IH Assemblies	287,766	310,873	269,839	
- Relocation of Directors and Ads	88,911	47,129	47,129	
- Ablos Conference fund	14,748	12,748	10,748	
- GEBCO fund	1,368,685	1,634,037	1,948,882	
- Capacity Building fund	1,015,818	1,666,790	1,663,834	
- Special Projects Fund	156,515	254,431	292,436	
- Renovation Fund	57,545	47,955	61,508	
- Presentation Library Fund	51,062	55,062	59,062	
- IBSC Fund	67,147	85,111	66,072	
CONTRIBUTIONS RECEIVED IN ADVANCE				
- Received in advance or in excess	1,116,796	1,114,738	727,198	
	<u>6,122,275</u>	<u>8,122,842</u>	<u>7,587,281</u>	

	2020	2021	2022	Total of period
<b>II - LIABILITIES (Continuation)</b>				
	<b>2020</b>	<b>2021</b>	<b>2022</b>	
<b>CAPITAL</b>				
- Emergency Reserve Fund	279,375	271,042	297,825	
- Reserves to be distributed		100,000	100,000	
- Provisions for risks (IRF & suspended MS)	-2,363,261	-2,264,652	-2,044,258	
- Net yearly result	349,883	229,622	100,697	
- Net Members States funds	4,740,240	4,752,457	4,735,297	
Permanent funding	3,006,238	3,088,470	3,189,561	
<b>LIABILITIES GRAND TOTAL</b>	<b>12,818,229</b>	<b>14,818,618</b>	<b>14,098,701</b>	
<b>Cash reserve to continue operations (Fin. Regs Art 18)</b>				
- IHO Cash balances	8,099,559	10,164,234	9,622,575	
- Advance contributions for next year	-1,116,796	-1,114,738	-727,198	
- Emergency reserve fund	-279,375	-271,042	-297,825	
- Special purpose reserves and funds	-3,108,196	-4,114,136	-4,519,510	
- Guaranty to the IRF	-1,064,291	-1,400,857	-1,343,397	
Operating Cash Reserve	<b>2,530,900</b>	<b>3,263,461</b>	<b>2,734,645</b>	
Total Actual Operation costs	2,902,531	2,763,890	3,118,852	
Total Budget for future operations	3,352,500	3,227,500	3,252,500	
Number of weeks of operations	45.3	61.4	45.6	
Minimal Requirements (3 months - 13 weeks)	838,125	806,875	813,125	



**2020                      2021                      2022                      Total of period**

**TABLE 5  
INTERNAL RETIREMENT FUND (IRF) EVOLUTION**

	<b>2020</b>	<b>2021</b>	<b>2022</b>
Situation of the fund on 1st January	3,386,153	3,407,486	3,325,075
Contributions received (Secretariat & Staff)	9,444	0	17,378
Interest received on investments	22,510	22,850	68,588
Pensions paid	-218,374	-232,652	-196,699
Support from previous year's result		146,000	
Provision	30,000	80,000	70,000
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Sub-total	3,229,733	3,423,684	3,284,342
Provision for liability			
- at 1st January of the year	-2,148,903	-2,326,656	-2,228,047
- at 31 December of the year	2,326,656	2,228,047	2,020,351
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Net variation for the year	177,753	-98,609	-207,696
Situation of the fund on 31st December	3,407,486	3,325,075	3,076,646